L’Oréal’s guiding mission is to create Beauty For All, a dedication to fulfilling the diverse beauty needs of consumers around the world by making products available in every geographic region, across every distribution channel.
86,000 employees
36 brands
150 countries

1st cosmetics group worldwide(1)

A sustainable transformation programme “Sharing Beauty With All”

26.9 billion euros sales in 2018
4.92 billion euros in operating profit
505 patents registered in 2018

(1) Source: WWD, “Beauty’s Top 100”, May 2018.
The Economic Dividends for Gender Equality (EDGE) is the Leading Global Assessment Methodology and Business Certification for Workplace Gender Equality. The EDGE Strategy measures where organizations stand in terms of gender balance across their pipeline, pay equity, effectiveness of policies and practices to ensure equitable career flows and inclusive cultures.

The GEEIS Management Support Tool is designed to provide companies a full methodology to help them in the management and measurement of gender equality within their structure. GEEIS assists in the assessment of the implementation of actions and the advancement of gender equality within the company.
61% WORKFORCE
30 COUNTRIES

EDGE - (Economic Dividend for Gender Equality)
GEEIS - (Gender Equality European and International Standard)
L'Oréal Global

Women in Top Management

- Executive Committee: 21% (2010) vs. 31% (2018)
- Key Positions: 37% (2010) vs. 54% (2018)

Women Career Development

- Promotions: 61% (2010) vs. 69% (2018)
- Training: 59% (2010) vs. 65% (2018)
- Expatriates: 34% (2010) vs. 46% (2018)

*2013 data

**Strategic, Group, and Local key positions
A three-pronged approach to measuring gender equity

Employee Survey
Completed by >30% L’Oréal USA employees

Policies & Practices
Comprehensive review of HR policies

Data Tables
Representing 12,000 employees
L’Oréal for Women Roadmap

- Employee-led Think Tanks
- NGO/Community Engagement
- Equity Day Offsite
- Harvard Leadership Programs
- Industry Benchmarks & Recognitions
- Unconscious Bias and Inclusion Engagement
- Gender Pay Commitment
- Sponsorship & Mentorship
- The Parent’s Society
- Executive Committee Women led Sub-Committees
- Industry Conferences
- Enhanced Dashboard/Gender Metrics
- EDGE Gender Certification
L'Oréal USA

Women in Top Management

Executive Committee
- 2014: 38%
- 2019: 56%

Promotions
- 2014: 69%
- 2019: 74%

Brand General Managers
- 2014: 38%
- 2019: 75%

2014 - 2019
2020 Benchmarks
Why Accreditation is important

• Transparency
• Responsibility
• Unbiased evidence
• Validation of commitment
• Accountability
• Action
Thank you