

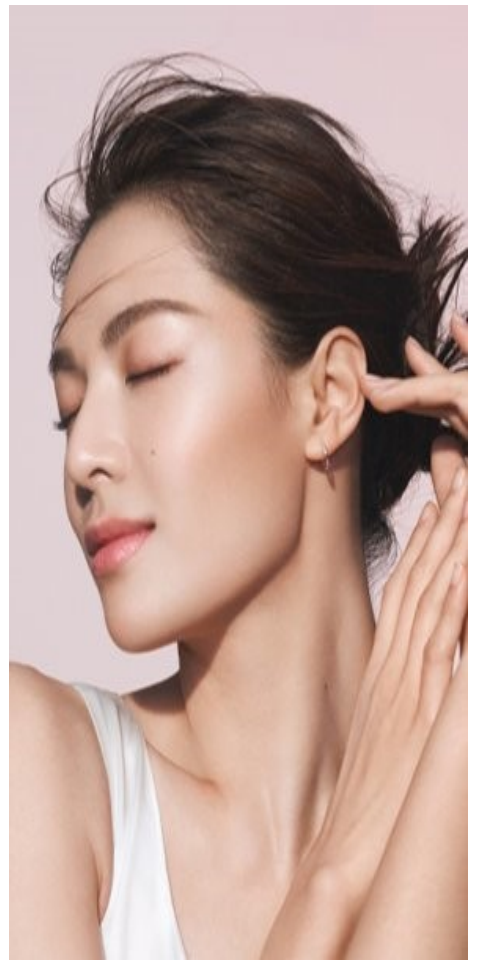
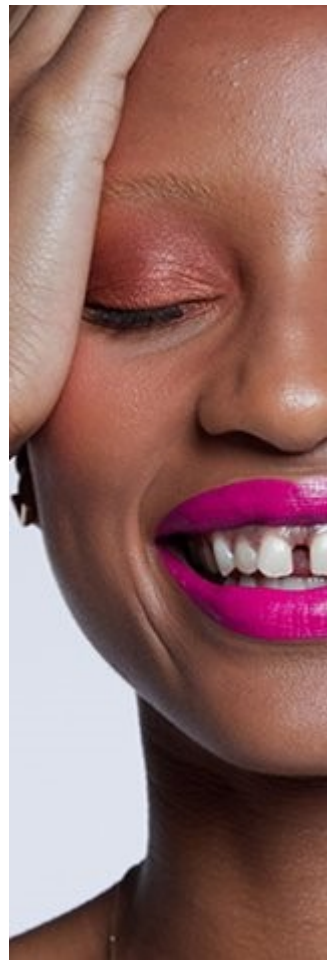
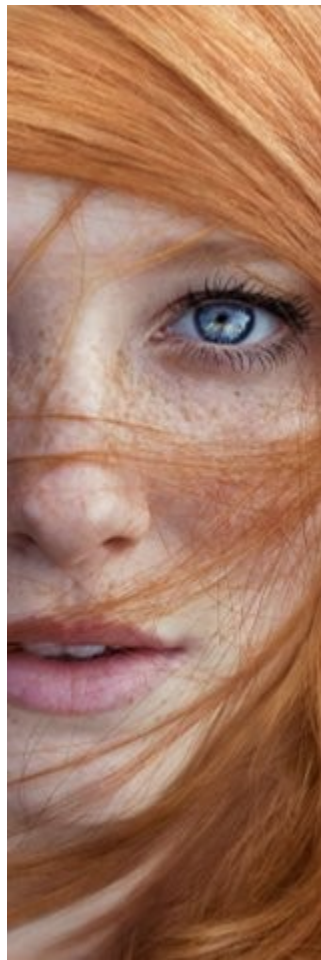


WHY ADDRESSING VIOLENCE AGAINST WOMEN
IS A CORPORATE RESPONSIBILITY

L'Oréal Groupe

*Colloquium on Global Diversity:
Creating a Level Playing Field for Women*

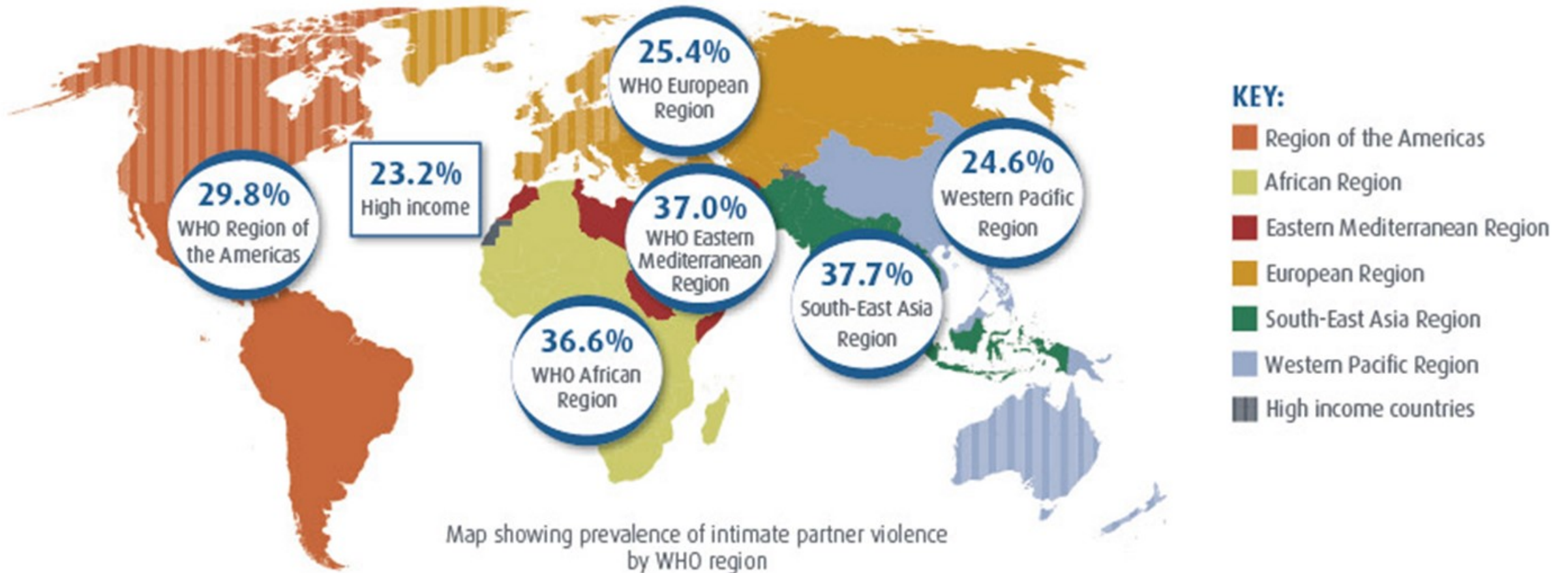
September 2021



GENDER-BASED VIOLENCE

1 in 3 women

throughout the world will experience physical and/or sexual violence by a partner or sexual violence by a non-partner



- L'Oréal Groupe's CEO signed with six other CEOs a Charter of Engagement to combat Gender-based Violence in the workplace in 2018.
- 1 in 3 women is the percentage of women who are survivors of gender-based violence in their lifetime.

“One in Three Women”, is the European Business Network co-founded by the Fondation Agir Contre l'Exclusion (FACE) and the Kering Foundation, that L'Oréal Groupe and several other multinational companies joined (Korian Groupe, BNP Paribas, Carrefour, SNCF and Ouicare.)



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Equality and Citizenship
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L'ORÉAL



BNP PARIBAS



FACE
Les entreprises contre l'exclusion

KERING
FOUNDATION

What is violence against women ?

- Is defined as any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life.
- Can take many forms :
 - Domestic violence
 - Forced marriage
 - Female genital mutilation
 - Rape and other sexual violence
 - Violence at work
 - Prostitution and trafficking for the purpose of sexual exploitation
 - Lesbophobia, biphobia, transphobia
 - Modern slavery, trafficking other than sexual exploitation
- The most common form of violence against women is domestic violence.

Domestic violence

- Is defined as all acts of physical, sexual, psychological or economic violence that occur within the family or domestic unit or between former or current spouses or partners, whether the perpetrator shares or has shared the same residence with the victim.
- Affects more women than men : For example, in France 88% of victims are women and 96% of perpetrators are men. Can affect women and men from all social backgrounds, nationality or culture.
- Can take many forms :
 - Physical: strokes with or without object use, strangulations, sequestrations
 - Verbal: insults, threats
 - Administrative: confiscation of identity documents
 - Psychological: humiliations, harassment, coercion, control
 - Sexual: sexual assault or rape
 - Material: voluntary damage to property
 - Economic: spoliations, control of essential goods, prohibition of work
 - Cyberviolence : cyber harassment, cyber control, cyber surveillance, revenge porn .



A Business Matter

Why is domestic violence a workplace matter ?

- In the US, about 1 in 4 women and 1 in 9 men experience severe intimate partner physical violence, sexual violence, and/or partner stalking with injury, PTSD, contraction of STDS, etc.*
- Most of the victims of domestic violence are employed (51% in France according to Solidarité Femmes, the national organization supporting women victims of violence)
- Every employer has been, is or will be in contact with a victim of domestic violence.
- Employees spend one third of their time at work, where they are less in contact with their abuser.
- 42% of the female victims of domestic violence spoke about the violence they experienced at work, mainly with colleagues and friends more than with managers, HR or union representatives
- Financial independence is crucial for enabling women to exit violent relationships
- The workplace can be a supportive and helping environment for victims of domestic violence

(World population review, 2021)

The cost of domestic violence in Europe

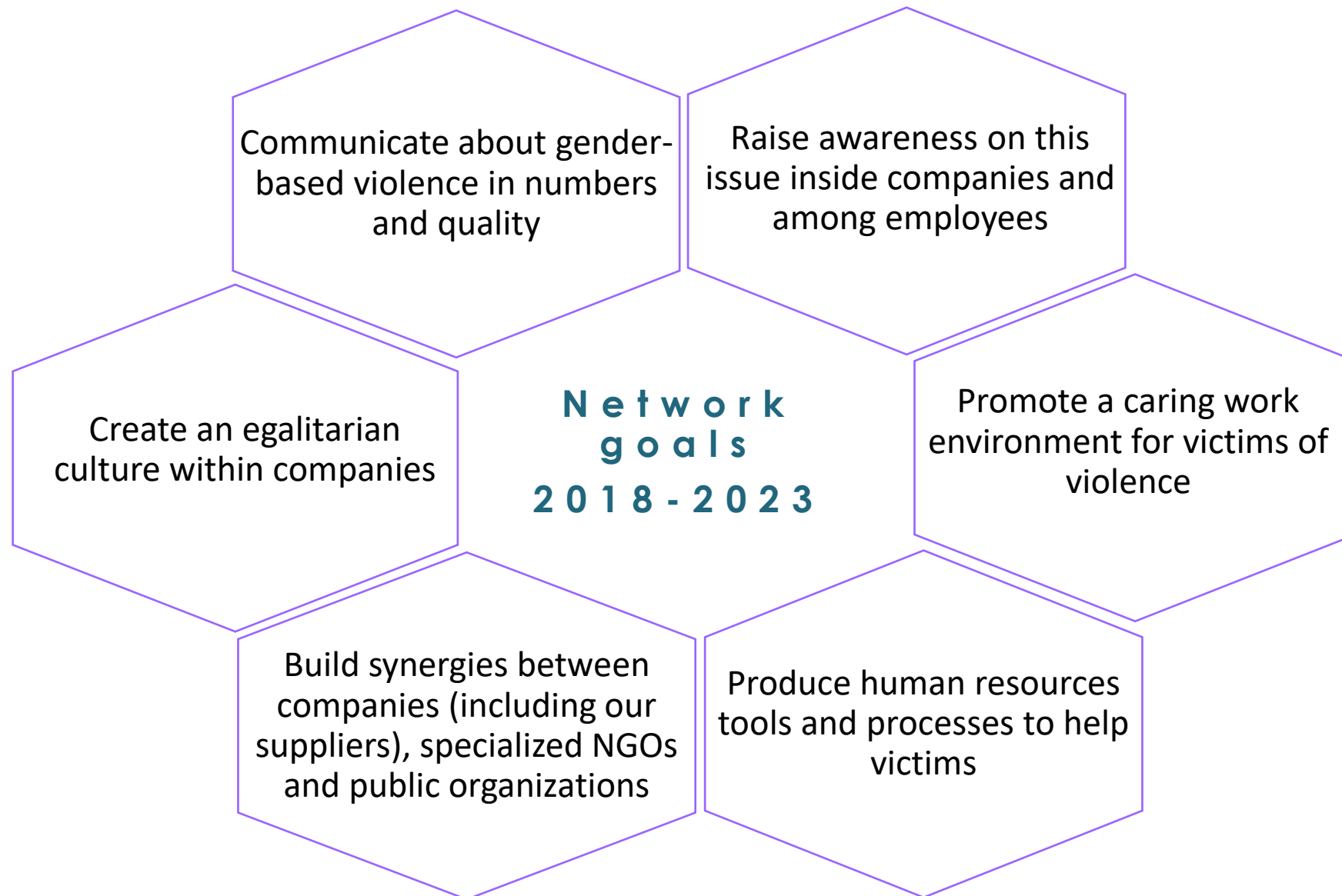
- A study of the European Institute of Gender Equality in 2014 estimated that domestic violence cost: 122 billion € each year in Europe (\$142B, USD)
- The National Coalition Against Domestic Violence estimates that US victims of intimate partner violence lose a total of 8.0MM days of paid work each year, the equivalent of 32,000 full time jobs with estimated to cost the US economy between \$5.8- \$12.6 Billion annually, up to 0.125% of the national gross domestic product*
- The type of costs identified are :
 - Lost economic output : absences, loss of productivity, loss of jobs cost for replacement in case of death
 - Provision of public services; including health, legal, social and specialized services
 - Physical and emotional impact on the victim
- The costs of prevention are less than the costs of violence according to the 2014 European Parliament Parvanova report on recommendations on violence against women.

*NCADV, WHO (2004) The economic dimensions of domestic violence



Objectives of the 1in3 Women Network

First Business Network engaged against domestic violence





ACTIONS WITHIN THE NETWORK AND BEYOND (YSL Beauté)

Actions developed

Corporate actions

- Charter of Engagement:
 - Launch of the '1 in 3 Women' Network in Paris November 2018
- Media Campaign:
 - Press Event in November 2019 to announce results from Academic Research conducted in 5 Western European countries demonstrating the impact of DV in the workplace. Restitution of [European Study](#)
 - Podcast in November 2020 with founding members (including L'Oréal Groupe) to encourage companies worldwide to join
- L'Oréal Groupe :
 - Launched in Q1 2021 a dedicated worldwide HR policy on Domestic Violence
 - L'Oréal Solidarity Sourcing is sharing our Charter of Engagement with our main suppliers so they can join this collective effort.
 - Speak Up Policy:
 - A procedure for collecting and processing reports of discrimination or harassment (sexual or psychological) which protects L'Oréal employees through the implementation of an internal investigation for each report made
 - StopE:
 - Launched in 2018, this is a joint commitment with over 114 companies to fight ordinary sexism in the workplace
 - Partnership with the CARE:
 - In 2019, L'Oréal joined forces with the NGO CARE to support the adoption of the ILO's first ever global convention against violence and harassment in the workplace

Brand Cause

- YSL Beauté [Abuse is not love](#) brand cause against intimate partner violence launched in 2020.

Actions developed

Awareness-raising Sessions & Communications

- Sessions offered to L'Oréal employees:
 - e-learning
 - face-to-face trainings by specialized NGOs (notably Women's Aid based in the UK, RAINN and Promundo US, based in the US)
- Awareness-raising kit for company WW and mass public campaign during COVID Confinement in France:
 - Posters
 - Booklets
 - Campaign (see here)
 - Highlighted domestic violence as a factor associated with COVID confinement in the US

LES VIOLENCES
CONJUGALES
NE SONT PAS
PRIVÉES
DE SORTIE

**Aidez-nous et faites un don
sur solidaritefemmes.org**

Votre contribution nous permet d'écouter,
d'accompagner et d'héberger les victimes
de violences conjugales.

**Solidarité
femmes**
réseau national

Avec le soutien du réseau d'entreprises

**ONE IN THREE
Women**

: FACE, Fondation Kering, L'Oréal, Korian, BNP Paribas, C
Fonds de solidarité OuiCare, Publicis, SNCF, PWC, Epna



Thank you