

L'ORÉAL

L'ORÉAL AMONG THE TOP 10 OF THOMSON REUTERS DIVERSITY & INCLUSION INDEX

Clichy, 6 September 2018 – For the third consecutive year, L'Oréal has been named one of the world's leading companies by Thomson Reuters that ranks over 7,000 international organizations on a set of Diversity and Inclusion metrics. In 2018, Thomson Reuters **ranked L'Oréal 8th place** ex-aequo with Natura worldwide, among top players such as Accenture or Novartis, all evaluated on a wide range of criteria in four categories.

The scores of Thomson Reuters Index are based on 24 Diversity & Inclusion measures that roll up into four key pillars: **Diversity, Inclusion, People Development and News Controversies**. Only companies with scores on all these pillars have been given a global score.

"L'Oréal has an ongoing and enduring commitment to Diversity and Inclusion. This new recognition rewards and fosters our efforts", said **Jean-Claude Le Grand**, Executive Vice-President Human Relations at L'Oréal. *"We are convinced that Diversity and Inclusion is a powerful performance lever and a unique source of innovation".*

The Thomson Reuters Index evaluates **Diversity** as a measure of gender and cultural diversity across management and boards, and diversity processes and objectives. Widely acknowledged as a longtime global leader in gender equality, L'Oréal promotes parity and equal pay throughout the company.

Regarding **Inclusion**, the Group ensures that people with disabilities are welcomed and valued thanks to a voluntary policy that covers accessibility, sourcing, recruitment and training as well as awareness seminars. Furthermore, to encourage a more and more inclusive workplace and ensure its **employees' development**, L'Oréal is now evaluating how its managers are leveraging Diversity and Inclusion.

Lastly, the proactive approach towards Diversity is part of L'Oréal's policy in respect of Human Rights, published in 2017.

The Thomson Reuters Index is a unique ranking on Diversity and Inclusion that transparently and objectively measures the performance of companies against factors that define diverse and inclusive workplaces.

About L'Oréal

L'Oréal has devoted itself to beauty for over 100 years. With its unique international portfolio of 34 diverse and complementary brands, the Group generated sales amounting to 26.02 billion euros in 2017 and employs 82 600 people worldwide. As the world's leading beauty company, L'Oréal is present across all distribution networks: mass market, department stores, pharmacies and drugstores, hair salons, travel retail, branded retail and e-commerce.

Research and innovation, and a dedicated research team of 3 885 people, are at the core of L'Oréal's strategy, working to meet beauty aspirations all over the world. L'Oréal's sustainability commitment for 2020 "Sharing Beauty With All" sets out ambitious sustainable development objectives across the Group's value chain.

For more information: <http://mediaroom.loreal.com/en/> and on Diversity and Inclusion: <http://www.loreal.com/group/diversity-and-inclusion>

"This news release does not constitute an offer to sell, or a solicitation of an offer to buy L'Oréal shares. If you wish to obtain more comprehensive information about L'Oréal, please refer to the public documents registered in France with the Autorité des Marchés Financiers, also available in English on our Internet site www.loreal-finance.com.

This news release may contain some forward-looking statements. Although the Company considers that these statements are based on reasonable hypotheses at the date of publication of this release, they are by their nature subject to risks and uncertainties which could cause actual results to differ materially from those indicated or projected in these statements."

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