

CULTURE AND WORKPLACE

WHAT'S IT LIKE TO WORK AT L'ORÉAL?

Depending on the job role, division or location, the day-to-day life will look a little different but the entrepreneurial spirit we all feel applies everywhere: we like to challenge the status quo!

We also really value teamwork and we foster a collaborative spirit. You have the choice to work in the office (at least 3 days per week) or to join remotely, providing the perfect blend of flexibility and connectivity.



IS THERE A DRESSCODE?

With a worldwide team of 85,000 in 150 markets, and at least 168 different nationalities the dress code is as diverse as the world itself. And it's different in every country. We just invite you to be yourself, 100%.

WHAT ABOUT THE GENDER BALANCE?

Gender equality is a core value for us at L'Oréal. Here are some facts that demonstrate our commitment:

- Women make up 50% of our board.
- Women represent 32% of our executive committee.
- 57% of all key positions within the group are filled by women.

WHAT'S THE AVERAGE AGE OF L'ORÉAL EMPLOYEES?

While the average age is 38 years, a quarter of our employees are under 30 and 15% over 50. This diversity in age, experience, background, and expertise creates an exceptional environment to expand your network and achieve growth beyond what you thought possible!

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WHAT CAN I EXPECT FROM L'ORÉAL IN TERMS OF DIVERSITY, EQUITY AND INCLUSION?

- **Workforce Diversity:**
 - L'Oréal employees represent 168 nationalities across 68 countries.
 - We prioritize diversity and representation in recruitment.
- **Internal Initiatives:**
 - We regularly train our talent acquisition teams on unconscious bias.
 - All employees have to complete obligatory DE&I training.
 - Women make up 50% of the board of directors and 57% of the top positions.
 - We offer minimum six weeks paid parental leave for all parents, globally.
 - We accommodate employees with disabilities.
 - We partner with TENT and Refugees Are Talents to support refugee employment.
- **External Impact:**
 - We celebrate diverse beauty standards in advertising (as the fourth largest advertiser globally).
 - We promote representation and make efforts to combat stereotypes in media.
 - We raise awareness of social issues like street harassment and mental health through brands' social causes.

