

DAY TO DAY

TELL ME MORE ABOUT CAREER OPPORTUNITIES. CAN L'ORÉAL EMPLOYEES MOVE INTERNATIONALLY?

At any given time, we have around 1,400 expat employees – we truly believe in the power of growing and learning by immersion!

At L'Oréal you'll have the chance to develop your career within the company. In fact, we'll expect you to change roles after you've mastered yours – after all, to grow you need to get out of your comfort zone.



WHAT IS WORK-LIFE BALANCE LIKE AT L'ORÉAL?

At L'Oréal, our employees are our top priority. We prioritize work-life balance and strive to create a positive experience for everyone. Here's how:

- **Flexibility:** We empower employees to manage their schedules and workloads.
- **Employee Feedback:** We actively listen to employee feedback through our L'Oréal's listening tool, "Pulse".
- **Continuous Improvement:** We utilize feedback to make ongoing improvements to our work environment.

IS L'ORÉAL PUTTING IN PLACE HYBRID WORKING POLICIES? CAN I WORK FULLY REMOTELY?

We know that flexibility at work is important for personal and professional balance...and performance! That's why, in our Remote Work Policy, we've made sure that all full-time office employees around the world can work remotely from their base country up to two days per week.

The backbone of L'Oréal is our community – getting together, working together and networking over a coffee is part of our life at L'Oréal and so we take full advantage of being in the office at least three days per week.



Our focus is also on offering our employees the best places to work everywhere in the world, modern, digital and flexible working spaces that foster cooperation, encounters and interaction in an environment where employees feel at ease.

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WHAT EMPLOYEES LOVE THE MOST ABOUT WORKING AT L'ORÉAL?

We believe in the **freedom to go beyond** – and every day, our employees take advantage of this freedom to go beyond their comfort zone and grow beyond their potential. They embrace completely new ways of thinking, different areas of expertise and different cultures. At L'Oréal, a job description will never stop you from creating something that hasn't been thought of before.

Our employees also go beyond to create a better future for each other and the planet. They love **their colleagues** and everything they represent – it's one of the things we hear most frequently on Glassdoor and in our internal employee engagement survey year after year.

There are **85,000** of us in over **150** countries, all bringing our unique personalities, perspectives, and passions to work every day! What's not to love about that?



I KNOW SOMEONE WORKING AT L'ORÉAL, SHOULD I ASK THEM TO REFER ME?

Experience tells us that our amazing team members tend to know people as great as they themselves are, so yes, definitely ask your friend to refer you!

