

L'ORÉAL'S ETHICS PROGRAM TIMELINE OF KEY DATES

2000

- Publication of the Code of Business Ethics, given personally to each employee when joining the group

2003

- L'Oréal becomes a signatory of the United Nations Global Compact
- The group refers to the Fundamental Conventions of the International Labor Organization in its General Conditions of Purchase and Payment

2004

- Publication of the first Sustainable Development Report
- Start of the supplier social audit program

2005

- Implementation of an annual country reporting system: Country Reporting Ethics

2006

- Start of the social audit program for L'Oréal's production plants and distribution centers

2007

- The Ethisphere Institute nominates L'Oréal as one of the "World's Most Ethical Companies"
- Appointment of Emmanuel Lulin as Chief Ethics Officer
- New edition of the Code of Business Ethics
- Introduction of two ethical competences in the manager appraisal system

2008

- Jean-Paul AGON receives the Pace Leadership in Ethics Award from the Ethics Resource Center
- Implementation of a “whistleblowing” system on a secure Internet site: "L'Oréal Ethics Open Talk". It allows employees to directly inform the Chief Ethics Officer of their concerns
- Roll-out of the Ethics Auto-Evaluation tool
- L'Oréal sponsors the first European Masters program in "Business Law and Ethics"
- L'Oréal issues its ethics policy on Responsible Restructuring

2009

- Launch of Ethics Day. Every year, employees from around the world can chat with the Group's Chief Executive Officer via a worldwide live webchat
- Development of an Ethics Correspondents' network. They are in charge of assisting the Country Managers in the implementation of the group's Ethics Program
- The ethical competencies are added to the appraisal system for all Group employees
- The Office of Chief Ethics Officer is certified ISO 9001
- Creation of the "L'Oréal for Ethics" Excellence Bursary

2010

- Second nomination as one of the “World's Most Ethical Companies” by the Ethisphere Institute
- Theme of Ethics Day: “The L'Oréal Spirit”
- L'Oréal issues its policy on child labour
- The network of Ethics Correspondents is expanded with 17 new appointments. 93% of employees benefit from having a local ethics contact
- The "L'Oréal Ethics Open Talk" website is available in five additional languages: Arabic, Greek, Hebrew, Hindi and Indonesian
- "L'Oréal for Ethics" Excellence Bursary on the theme of "The Importance of Ethics for Tomorrow's Leaders"

2011

- Theme of Ethics Day: "The L'Oréal Ethics Values"
- The Ethics Correspondents' network covers 40 countries. All Ethics Correspondents had access in 2011 to a specific two-day training on the essentials of their mission
- L'Oréal issues a policy on "Employment of Family and Friends"
- Practical guide to ethics when dealing with suppliers: "The Way We Buy"

2012

- Third nomination as one of the "World's Most Ethical Companies" by Ethisphere
- L'Oréal reaches the "Advanced Level" of the United Nations Global Compact
- Theme of Ethics Day: "The Way We Work". 22,000 employees in 67 countries participated and asked more than 2,660 questions to their Country Managers
- Questions on the ethics program added to the employer opinion survey

2013

- L'Oréal is nominated one of the « World's Most Ethical Companies » for the fourth time by the Ethisphere Institute
- L'Oréal is selected for the United Nations Global Compact 100 stock index
- Theme of Ethics Day: "Ethics in Action", worldwide live webchat with L'Oréal's Chief Executive Officer, Jean-Paul Agon, and local ethics chats with Country Managers in 67 countries. Over 50% employees participated worldwide and asked more than 3,200 questions
- The Ethics Correspondents' network expands to 62 countries. 99% of employees benefit from having a local ethics contact
- Practical guide detailing the Group standards on the subject of corruption and providing guidance on how to address situations employees may encounter: "The Way We Prevent Corruption"

2014

- L'Oréal is nominated one of the « World's Most Ethical Companies » for the fifth time by the Ethisphere Institute
- The Global Compact France association rewarded L'ORÉAL for its exemplary environmental, social and societal communication. This 'Advanced Level' category award was given by a special jury to Emmanuel Lulin, Senior VP & Chief Ethics Officer, L'Oréal's representative with the United Nations Global Compact
- L'Oréal's Chairman and Chief Executive Officer, Jean-Paul Agon, signs the Women's Empowerment Principles, a UN Women and UN Global Compact initiative, which aims to promote gender equality and the empowerment of women in the workplace, marketplace and community
- Theme of Ethics Day: "Open Talk", worldwide live webchat with L'Oréal's Chairman and Chief Executive Officer, Jean-Paul Agon, and local ethics chats with Country Managers in 70 countries. Over 50% employees participated worldwide and asked more than 4,000 questions
- New edition of the Code of Ethics, available in 45 languages

2015

- L'Oréal is nominated one of the « World's Most Ethical Companies » for the sixth time by the Ethisphere Institute
- Practical Guide detailing Guide the Group's standards and providing guidance on how to recruit candidates with respect and integrity: "The Way We Recruit"
- L'Oréal joins the UN Global Compact LEAD group, a group reserved for the most advanced companies in terms of responsible business conduct
- 7th edition of Ethics Day: over 50% of employees participated in this event worldwide. Over 1.300 ideas were sent by employees during the 1st Group-wide crowdsourcing campaign on how to accelerate L'Oréal's 2020 sustainability targets of SHARING BEAUTY WITH ALL.
- Emmanuel Lulin, Senior Vice-President and Chief Ethics Officer of L'Oréal, is awarded the 2015 Carol R. Marshall Award for Innovation in Corporate Ethics from the Ethics & Compliance Initiative (ECI)

2016

- L'Oréal is nominated one of the « World's Most Ethical Companies » for the seventh time by the Ethisphere Institute
- L'Oréal Receives 2016 CEO Leadership Award for Championing Gender Equality by Women's Empowerment Principles

- 8th edition of Ethics Day: over 60% of employees participated in this event and over 4,800 questions were sent in worldwide. The 2nd Group-wide crowdsourcing campaign was a great success with over 1.100 suggestions sent in by employees on “How to better work together”

2017

- L'Oréal is nominated one of the « World's Most Ethical Companies » for the eighth time by the Ethisphere Institute
- L'Oréal publishes its Human Rights Policy to share its commitment with its consumers, stakeholders and civil society, as well as to explain how this commitment is respected in practice
- L'Oréal receives the Transparency Grand Prix for its Code of Ethics (Grand Prix de la Transparence – Charte Éthique). It is the first time that this prize is awarded.
- 9th edition of Ethics Day: over 60% of employees participated in this event and over 5,700 questions were sent in worldwide. The 1st Ethics Survey was a success with over 1.100 suggestions sent in by employees answering Mr. Agon's question: “What more can we do on Ethics at L'Oréal?”

2018

- L'Oréal is nominated one of the « World's Most Ethical Companies » for the ninth time by the Ethisphere Institute
- Since February 2016, L'Oréal ranks at 1st place worldwide in the Personal and Household Goods sector and 2nd globally, with a grade of Aa+, in the Covalence EthicalQuote, a reputation index tracking the world's largest listed 581 companies on environmental, social, governance, corporate social responsibility, ethics and sustainability