



**SUSTRAINY**

Sustainable action Training for Youth



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# SUSTRAINY PROJECT



## PANORAMA OF SUSTAINABLE BUSINESSES PRACTICES

### DIVERSITY IN THE WORKPLACE

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# DIVERSITY IN THE WORKPLACE



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Category – Key words	Sustainable Development Goals, Circular Economy, Business, Environment, Gender, CSR, Socially Responsible, Diversity, Inclusion, Multicultural workplace, Disabilities, Equality.
Who?	L'ORÉAL PARIS
Location	Physical and online
Years of implementation	1905 - ongoing
Website	<a href="https://www.loreal-paris.es">https://www.loreal-paris.es</a>



## Abstract

L'Oréal has been named one of the top 10 companies in the world according to the Refinitiv 2020 Diversity and Inclusion Index.

L'Oréal, one of the world's best-known cosmetics and beauty companies, has a presence in 130 countries across all continents. One of the main reasons for the multinational's success is its respect and initiative when it comes to multicultural diversity.

On their website state that “we foster workplaces where all people of every ethnicity, social background, religion, gender, age or disability - visible or invisible - feel welcomed and valued. An atmosphere where everyone can thrive and grow means our business will thrive and grow throughout the world”

The French company promotes and publicises disability awareness workshops in India, brings employees together with multicultural students in the Netherlands and offers skills training to young adults in vulnerable areas of Pakistan, among others.

Internationally, the company stands out for its strong diversity and inclusion training portfolio for employees at all levels around the world. The company is also a leading pioneer in the fight for equality in the workplace: women at L'Oréal represent 69 percent of the workforce and 53 percent of senior positions.

In terms of workplace inclusion, L'Oréal always takes people with disabilities into account through practices that include accessibility, recruitment, hiring, and training along with awareness-raising seminars. In addition, the company evaluates how its senior management uses Diversity & Inclusion to make the workplace more inclusive and ensure employee advancement.

## Concept Addressed

Diversity at work means taking into account and including people with different characteristics, whether superficial (such as culture, gender, race) or functional



(competencies and skills, tastes and opinions) to bring different perspectives to the work dynamic.

On the other hand, inclusion at work is the sum of all actions that, based on organisational effort, are put in place within the organisation so that all employees - regardless of their distinctions - are culturally and socially respected and treated equally. The ultimate goal is to create a sense of belonging in which each of the components of a company feel part of a team, recognised, valued and respected as individuals and feel free to be who they are in their work context.

## Relevance

### Human Rights and Environmental protection

The commitment to respect Human Rights can be seen at all levels of their value chain.

L'Oréal's responsible sourcing policy considers environmental protection and the fight against the environment as paramount.

In 2017, they based their global Human Rights Policy, in accordance with UN standards. In addition, as an organisation which is part of different communities, they have committed human rights alliances to strengthen their efforts.

The company is a member of Open for Business, a coalition of global businesses that aims to promote LGBTQIA+ rights worldwide.

For years, L'Oréal has pledged to contribute to good water quality and sustainable water quantity all over its entire value chain, as well as in the watersheds and communities where we serve and operate.

## Eventually accreditation

L'Oréal USA was the first company in the U.S. to be certified with the EDGE global standard for workplace gender equality,





## Tips to implement

You can make efforts to adapt all diversity and inclusion policies to your company:

- Assess whether there are any vulnerable and marginalised areas that could benefit from such an initiative.
- Train your employees on diversity and inclusion, with respect as a fundamental right at the heart of the policy
- Create diversity and inclusion policies in your company.
- Look for indicators that could support this positive impact.

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