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L'ORÉAL

2009 Sustainable Development Report

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BUSINESS

Our commitment

L'Oréal has been a signatory to the United Nations Global Compact since 2003. (Photo: L'Oréal Executive Committee)

UN Global Compact

Our commitment

L'Oréal has been a signatory to the United Nations Global Compact since 2003 and is a member of the French network of the Global Compact (Forum des Amis du Pacte Mondial).

Communication on Progress

L'Oréal is committed to supporting and implementing, within its sphere of influence, the ten fundamental principles relating to human rights, labour standards, the environment and the fight against corruption.

We work closely with the following major associations and institutes to advance practices and exchange learning:

• Anti-Corruption Commission of the International Chamber of Commerce,

• Global Council on Business Conduct, The Conference Board,


• Ethics and Compliance Officers Association,

• International Business Ethics Institute,

• Institute of Business Ethics,

• Cercle d'Ethique des Affaires.

THE GLOBAL COMPACT



WE SUPPORT

HUMAN RIGHTS

LABOUR

ENVIRONMENT

ANTI-CORRUPTION

HUMAN RIGHTS

Principles	Commitment	Systems	Actions (2009)	Performance (2009)
	A statement of specific commitments.	A description of policies, programs and management systems used to address each principle.	A description of practical actions taken during the reporting period.	A description of the impact of systems and tangible outcomes of actions.
Principle 1: Business should support and respect the protection of	L'Oréal supports the United Nations' Universal Declaration of Human Rights. In particular, L'Oréal wants to help end the exploitation of children in the workplace and the use of forced labour, ensure that workers'	L'Oréal's human rights policy is outlined in our Code of Business Ethics (PDF) . Employees may contact the Group Director of Ethics via a	L'Oréal subsidiaries throughout the world were encouraged to increase the level of communication and training on ethics-	95% of Countries have communicated to employees on at least one ethics-related

<p>internationally proclaimed human rights.</p> <p>Principle 2: Business should make sure that they are not complicit in human rights abuses.</p>	<p>rights are respected and promote diversity.</p> <p>More:</p> <p>Diversity</p> <p>Social Responsibility audits</p>	<p>dedicated and secure website if they have a concern on human rights issues. A strict no-retaliation policy applies for concerns raised in good faith.</p> <p>More:</p> <p>Ethics</p> <p>Staff are trained on human rights issues through the Group's ethics training courses.</p> <p>More:</p> <p>Ethics</p> <p>L'Oréal's monitoring system includes the regular auditing by third party auditors of all its own plants and distribution centres as well as suppliers and subcontractors.</p> <p>More:</p> <p>Group Audit programme</p> <p>Supplier Social Responsibility Audits</p> <p>L'Oréal's annual ethics reporting system is used to assess the Group's performance with regards human rights.</p> <p>More:</p> <p>Human rights</p>	<p>related issues, including human rights issues.</p>	<p>subject (+10% from 2008)</p> <p>56% of Countries have communicated on 5 ethics-related subjects or more (+19% from 2008)</p> <p>89 % of Countries have organised local training on at least one ethics-related subject (+4% from 2008)</p> <p>56% of Countries* have organised local training on 5 ethics-related subjects or more (+12% from 2008)</p> <p>More:</p> <p>Databank</p>
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