

L’Oreal

Headquartered in France, L’Oreal is the world’s largest cosmetic company. They get very high scores across the board on all our ratings and should be seen as a true leader in the social responsibility space.

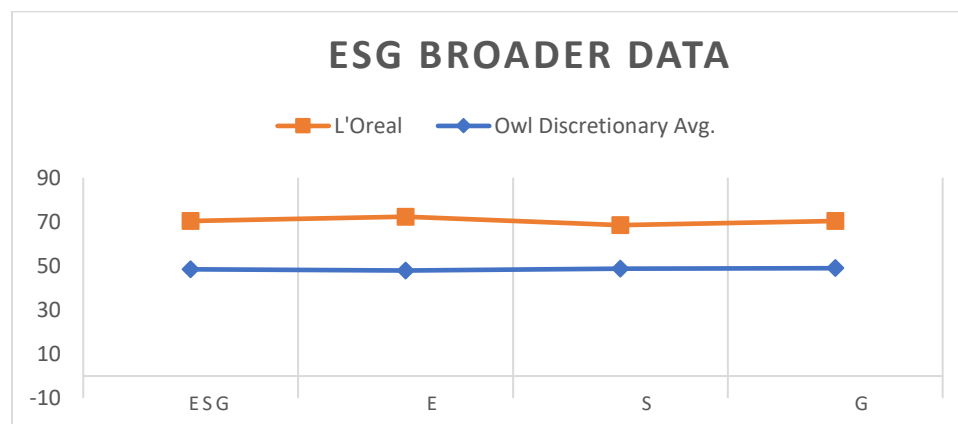
As a cosmetics company, the most material issues revolve around their treatment and representation of women, as well as the safety of their ingredients. L’Oreal has done an excellent job on these issues.

For the third year in a row, L’Oreal was rated by Equileap as one of the top five companies in the world on its Global Gender Equality ranking. Previously rated #1, they fell slightly this year but were only rated 1% lower than the top company. This analysis covered over 3000 companies across 23 countries. They have also received the GEEIS (Gender Equality European and International Standard) certification in 23 countries and the EDGE (The Global Business Certification Standard for Gender Equality) certifications in 7 countries. L’Oreal has analyzed pay gaps since 2007 and notes that it is non-existent for all non-management employees (and 3.2% for management.) Women represent 64% of executives, 46% of the Board and 66% of Brand managers.

They have made efforts to improve the representation of women in their ads. Their new campaign is entitled #WorthSaying and intends to show that all women have something important to say.

L’Oreal is the only company in the world to be recognized by The Carbon Disclosure Project with a Triple ‘A’ rating over each of the past three years. The company was awarded an ‘A’ rating for its climate mitigation strategy, policies on deforestation and use of water. The company has reduced its carbon emissions by an astounding 77% since 2005, despite production having increased by 38%. With the construction of a new solar plant in 2018, 100% of its electricity for its U.S. manufacturing plants come from renewable sources. The company has reformulated 82% of its products to improve their environmental impact. 54% of all ingredients are renewable. While the company uses just 0.1% of the world’s supply of palm oil, it has taken a leadership role in making sure it is harvested sustainably. They meet the *Roundtable on Sustainable Palm Oil* (RSPO) standards and are able to trace 100% of palm oil ingredients back to their origin

L’Oreal no longer tests any of its products or any of its ingredients on animals, anywhere in the world. Nor does it delegate this task to others. In China, the government still conducts some animal testing on beauty products. L’Oreal has been working with them to end this practice.



Source: OWL SHARES

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