

ELLESVMH, inspiring gender diversity

Because LVMH believes that businesses with a robust culture of diversity deliver better performance, the EllesVMH program was launched in 2007 at the initiative of Chantal Gaemperle, Group Executive Vice President of Human Resources and Synergies. This program supports the professional development of women in all positions and at every level of the organization with initiatives such as coaching and mentoring. Today, the EllesVMH "brand" unites a global community of talents who illustrate the rich diversity of métiers across the LVMH Group.

"Diversity is a tremendous source of complementary skills and wealth, making it a key success factor for LVMH and its Maisons," says Chantal Gaemperle, Group EVP Human Resources & Synergies. "We have an amazing pool of talent at LVMH. Providing inspiring career growth opportunities for these ambitious women and men is essential to let us meet the challenges we face today and in the future."

In addition to the active engagement of our executives and the levers integrated in an HR policy that encourages true gender diversity – recruitment, training, pay equity, career appraisals, maternity or paternity leave – three levers have been put in place. Actions at the Group level: implementation of training, coaching, mentoring and programme impetus. Thus, in 2017, the EllesVMH Awards were launched, which showcased the best practices dedicated to gender diversity within the Group's Maisons. A regional network through which Group's employees can participate in local events and actions that take into account the specificities of the markets. Finally, each House implements actions in line with its culture, values and strategic challenges.

The LVMH Group and 32 of its Houses signed the United Nations Women's Empowerment Principles (WEP) in 2013. They were joined in the fall of 2014 by Houses based in the U.S., bringing the total of LVMH Group signatories to 41.

In 2017, the proportion of women occupying key positions within the Group reached 40% (vs. 23% in 2007).