

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 an HR policy that encourages true gender diversity – spanning recruitment, training, pay equity, career appraisal interviews, maternity or paternity leave – three tangible levers have been established:

- Actions at the Group level including training, coaching, mentoring and support for gender diversity programs..
- A regional network encourages LVMH staff to take part in local events and initiatives tailored to the specificities of each market.
- Each Maison also deploys actions aligned with its culture, values and strategic priorities. In 2013 the LVMH Group and 32 of its Maisons signed the United Nations Women’s Empowerment Principles (WEP). In fall 2014 the heads of LVMH Maisons based in the United States also signed the charter, bringing the total number of LVMH signatories to 41.

Between 2007 and 2018 the percentage of women in key positions at LVMH rose from 23% to 42%. This puts LVMH on track to achieve its new goal of 50% women in top management positions by 2020.