

Walk the Talk

*Pride Month is that time of the year when we celebrate our progress towards LGBTI+ inclusion.
But LVMH's commitment goes way beyond walking in Pride Parades.*

Beyond our work environment, we are committed to offering an inclusive experience, where all people who are part of our ecosystem – our people, partners and clients – feel welcomed, respected and represented.

**At LVMH,
We are diverse by essence.
We are inclusive by choice.
And it's everyone's business.**



In its Code of Conduct, LVMH is formally committed to ensuring that all employees enjoy their rights irrespective of gender identity or sexual orientation.

2019

LVMH signed the United Nations Standards of Conduct for Business on tackling discrimination against LGBTI people.

2022

LVMH reaffirmed its commitment by signing the Charter of L'Autre Cercle, the leading French association on LGBTI+ inclusion in the workplace.

Our concrete actions at Group level



Launched in 2022, the “*Managing Bias and building inclusion at LVMH*” e-learning is now available in 9 languages to all LVMH employees worldwide.



All recruiters are trained on *Inclusive hiring practices* and *resume testing* is carried out regularly to reveal potential discriminations, including on criteria related to gender identity and sexual orientation.



In 2022, we updated our Human Resources Information Systems to allow for *gender self-identification* for all our employees worldwide.



We support our *All LVMH Pride* networks, which are powerful employee-led platforms engaging LGBTI+ employees and allies currently set up in the USA, UK, France and Japan.



We value our partnerships with organizations such as *Le Refuge* in France or the *Ali Forney Center* in the USA, supporting homeless LGBTI+ youths and empowering them with the tools needed to become independent.

The change our Maisons drive on the ground

Since 2019, our Maisons have implemented more than 150 LGBTI+ focused initiatives in their sectors and geographies. Each year, the Maisons' initiatives are recognized by the Inclusion Index, which aims to promote and stimulate Diversity and Inclusion initiatives across the Group.

Last year, Sephora won the Inclusion Index Award in the LGBTI+ category, for its partnership with MAG Jeunes LGBTI+ for The Grand Bal des Fiertés, one of the biggest European charity events for the LGBTI+ community. Sephora seized this opportunity to drive internal and external education and awareness campaigns for LGBTI+ inclusion.

*More than 150 actions
towards LGBTI+ inclusion*

SEPHORA
*Won the LGBTI+
Inclusion Index Award in 2022*



To discover more innovative actions taken by our Maisons globally, scan this QR code.