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# Press Release

12 February 2024

## TÜV Italia certifies Gender Equality for L'Oréal Italia

**Milan. The accredited body TÜV Italia has certified that L'Oréal Italia is a company that complies with the requirements of the Gender Equality Guideline under the UNI/PdR 125:2022 reference practice.**

L'Oréal Italia has achieved certification on Gender Equality issued by the accredited body TÜV Italia for its organization. L'Oréal Italia has always been committed against all types of employment discrimination by promoting a culture of fairness and equal pay at work. In order to demonstrate its actual commitment, L'Oréal Italia has decided to undergo validation by an independent and accredited body.



TÜV Italia's certification therefore certifies that the company complies with the requirements of the UNI/PdR 125:2022 standard published on March 16, 2022, which outlined the requirements for Gender Equality Certification and is referred to in the National Recovery and Resilience Plan (NRP) specifically in Mission M5: Inclusion and Cohesion.

The concepts of Diversity and Inclusion (D&I), in which gender equality is embedded, are emerging globally as pivotal principles within organizations, as a fundamental feature of the work environment and as a pillar of CSR and sustainability strategies in order to improve reputation and resilience. TÜV Italia has issued the UNI PDR 125 certification verifying that L'Oréal Italia ensures compliance with gender equality requirements under the UNI/PdR 125:2022 reference practice in the work environment.

TÜV Italia carried out a compliance assessment by verifying quantitative and qualitative indicators in the following six assessment areas: Culture and Strategy, Governance, HR

Processes, Opportunities for Women's Growth and Inclusion in the Company, Gender Pay Equity, Parental Protection, and Work-Life Balance.

"We are pleased to have obtained certification for this important milestone," commented Manuela Pardini, HR Director L'Oréal Italia. "It is an achievement that recognizes our ongoing commitment to promoting equality in every context, constantly raising awareness among our employees, developing opportunities for growth, guaranteeing equal pay and creating conditions that value diversity. We are proud to have obtained this prestigious certification, which photographs a state of affairs that has seen us at the forefront of these issues for years."

Confirming this commendable direction, Anna Sara, UNI/PdR 125 Technical Coordinator for TÜV Italia said: "The company's effort and attitude in developing an inclusive and value-friendly work environment is highlighted. An important work of training, internal communication and awareness on gender difference and its value on stereotypes and unconscious bias was recognized."

In the attached photo, from left: Stefano Portelli, Sales Coordinator of the Business Assurance Division of TÜV Italia, Francesca Mottola, Talent Acquisition and DE&I Specialist, Manuela Pardini HR Director L'Oréal Italia, Marco Vasario GM Professional Products Division L'Oréal Italia, Sabrina Zapperi, Marketing & Communication Manager of TÜV Italia.

**Note for editorial staff:** The press release and the picture are available on the Internet at [www.tuvsud.com/newsroom](http://www.tuvsud.com/newsroom).

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**The TÜV Italia Group** Founded in 1866 as a steam boiler inspection association, the TÜV SÜD Group has grown into a global enterprise. It operates with more than 25,000 employees located in over 1,000 locations in about 50 countries with the aim of constantly improving technology, systems and expertise. TÜV SÜD actively contributes to making technical innovations such as Industry 4.0, autonomous driving and renewable energy safe and reliable. [www.tuv-sud.com](http://www.tuv-sud.com)

TÜV Italia is part of the TÜV SÜD group and has been present in Italy since 1987. TÜV Italia has a structure of more than 700 employees and 400 collaborators, with several operating offices throughout the country, flanked by the TÜV Italia and Bytest laboratories in Volpiano (TO) and pH in Barberino Tavarnelle (FI), acquired in January 2012 and January 2013, respectively. TÜV Italia periodically organizes webinars and free seminars, where the most current technical issues are addressed, other to the numerous professional training courses, dedicated to deepening and developing skills in all sectors in which the entity operates. [www.tuvsud.com/it-it](http://www.tuvsud.com/it-it)

**The L'Oréal Group** With global sales of 41 billion euros in 2023, L'Oréal is the world's leading cosmetics group thanks to its presence in 150 countries with 90,000 employees and 37 international brands. With 20 research centers in 11 countries worldwide and a dedicated research and innovation team of more than 4,000 scientists and 6,400 digital talents, L'Oréal is focused on inventing the future of beauty. In Italy, L'Oréal has a historical presence: our country, where the Group has been active since 1908, has over time been the leading foreign export market for the Group's products. L'Oréal Italia, with about 1,400 collaborators, is a leader in the national cosmetics market and is present in all distribution channels, from hair salons to perfumeries, from pharmacies to large retailers, with an offer of leading brands in many market segments, such as facial care and makeup, hygiene, hair care and coloring, and perfumes. The company is organized into four Divisions to cover all cosmetics markets, each a leader in the distribution circuit in which it operates.

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