



## PRESS RELEASE

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# KERING AND THE FRENCH MINISTRY OF LABOR SIGN A CHARTER FOR INTEGRATION



Credit: @marcpiasecki - Marc Piasecki / Getty Images for Kering

Kering and the French Ministry of Labor, Employment and Integration signed a partnership charter on Tuesday, April 19, 2022, for the integration of young people, vulnerable individuals and people with disabilities, with the aim of supporting them in the job market.

Through this charter and its long-standing commitment to integration, Kering intends to remain an employer of choice, and is continuing to promote diversity and inclusion at all levels of its organization.

Kering's signature of the charter shows its increasing support for France's *"Les entreprises s'engagent"* corporate commitment movement, which aims to establish long-term links between the State and companies to promote employment for all.

The partnership is based on three main commitments:

### **1 young person, 1 solution**

Kering is committed to recruiting young people on permanent and fixed-term contracts, paying particular attention to those from disadvantaged urban areas and with disabilities.

The Group is also committed to recruiting young people on work-study programs across all of its occupations and offering internships to those from disadvantaged urban areas and with disabilities.

# K E R I N G



For that purpose, Kering plans to establish partnerships with companies specializing in the employment of disabled people across France. Kering is also joining forces with universities and schools to promote workforce integration, make its recruitment more diverse and improve its recruitment and training practices.

## 1 young person, 1 mentor

Kering is committed to supporting young people from middle schools, high schools and universities by assigning them mentors, i.e. volunteer employees at all levels of responsibility. Kering's in-house "Giving Back" program forms part of that commitment: the program raises awareness among employees and makes it easier for them to volunteer for non-profit mentoring organizations. Through this program, Kering encourages employees to spend some of their paid working hours volunteering for young people.

## Integration

Kering also helps to integrate young people by supporting various non-profits and through direct assistance.

As part of these efforts, the Group will organize awareness-raising round-table discussions and training workshops in collaboration with specialist associations. For example, Kering is leading a mentoring project with several universities based in the Ile-de-France region.

*"We are delighted to sign this charter in partnership with the French Labor Ministry in order to strengthen our workforce integration policy, which is directed in particular towards young, vulnerable and disabled people. At Kering, we are working to achieve ever greater diversity in terms of the talent we recruit, and we support each of them right the way through their careers. This charter should help us go even further with these efforts,"* said Béatrice Lazat, Chief People Officer at Kering.

## About Kering

*A global Luxury group, Kering manages the development of a series of renowned Houses in Fashion, Leather Goods, Jewelry: Gucci, Saint Laurent, Bottega Veneta, Balenciaga, Alexander McQueen, Brioni, Boucheron, Pomellato, DoDo, Qeelin, as well as Kering Eyewear. By placing creativity at the heart of its strategy, Kering enables its Houses to set new limits in terms of their creative expression while crafting tomorrow's Luxury in a sustainable and responsible way. We capture these beliefs in our signature: "Empowering Imagination". In 2021, Kering had over 42,000 employees and revenue of €17.6 billion.*

## Contacts

### Press

Emilie Gargatte  
Marie de Montreynaud

+33 (0)1 45 64 61 20  
+33 (0)1 45 64 62 53

[emilie.gargatte@kering.com](mailto:emilie.gargatte@kering.com)  
[marie.demontreynaud@kering.com](mailto:marie.demontreynaud@kering.com)

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