



Press release - November 9th, 2018

« **ONE IN THREE WOMEN** »,
the first European network of
companies engaged against gender-based
violence under the management of **FACE**.



Paris, November 9th, 2018 – Today, seven CEOs from large companies sign a Commitment Charter against gender-based violence. “OneInThreeWomen” is the proportion of women who are victims of physical and/or sexual violence in their lifetime. “OneInThreeWomen” is also the name of the network of companies created by the **FACE Foundation** and the **Kering Foundation**, joined by **Korian** and **L’Oréal** as ambassadors and by **BNP Paribas**, **Carrefour**, **SNCF** and **Lagardère** through the **ELLE Foundation**.



Are present on this picture from left to right:
Jean-Paul Agon (L’Oréal), François-Henri Pinault (Kering)
Sophie Boissard (Korian), Gérard Mestrallet (FACE)



Are present on this picture from left to right:
Constance Benqué (Elle), Caroline Courtin (BNP Paribas),
Catherine Woronoff-Argaud (SNCF), Gérard Mestrallet (FACE)
François-Henri Pinault (Kering), Mathilde Tabary (Carrefour)
Laetitia Dechamps (Smart), Remi Boyer (Korian)
Stella Kowlaka (PPC Renewables), Margaret Johnston-Clarke (L’Oréal)
Iakovos Kargaratos (Papastratos)

A hinder to human dignity and a public health issue, gender-based violence has serious consequences on the physical and mental health of victims. **It disrupts their private life but it also has an impact on their professional lives.** According to DV@work studies, victims of domestic violence are likely to **receive lower wages, to change position more frequently, to have more precarious jobs and more restrained possibilities to go to work.** A study of EIGE (European Institute for Gender Equality) published in 2014 showed that gender-based violence cost more than 226 billion euros every year in Europe, for private companies (loss of economic productivity due to absenteeism, loss of productivity or death), public services (medical, legal and social services) and victims (physical and emotional impact on victims) and that the cost of domestic violence is higher than 120 billion euros.

One year after the #METOO movement, **the founding members of the “OneInThreeWomen” network call other companies to join this movement to include this new topic in their CSR policy.** The objective is to **create and experiment** measures to fight violence against women in order to effectively support victims amongst their employees, in cooperation with specialized organizations. Concrete actions will be implemented such as online and face-to-face trainings to better understand domestic violence and its impact on work, sensitization kits bound for companies (posters, useful numbers, recommendations, etc.), mobilization events, etc.

The network “OneInThreeWomen” is part of the European initiative CEASE, co-funded by the DG Justice of the European Commission and co-led by the Act Against Exclusion Foundation (FACE), Pour La Solidarité, DIESIS and CSR Hellas.

Through the signature of this European Charter, companies commit to:

- **Understand what gender-based violence is and its reach, in figures and qualitative data,**
 - **Raise awareness about gender-based violence in their own organization, among their peers and stakeholders and with the general public,**
 - **Create an egalitarian culture within their organizations,**
 - **Produce and/or implement policies, tools, trainings and processes for their HR services, management teams and all employees to respond to disclosure,**
 - **Enable colleagues to openly talk and promote a supportive work environment for their co-workers survivors of violence,**
 - **Provide access to organizations that can support employees experiencing domestic violence,**
 - **Develop a network of diverse stakeholders (private and public companies, NGOs, public institutions, unions) in order to work together on this topic,**
 - **Measure the impact of the actions taken to support survivors of violence within their organizations and share it with their stakeholders.**
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LE RESEAU « UNE FEMME SUR TROIS », C'EST EUX :

«As a social innovation laboratory, it is crucial for the FACE Foundation to be involved in the fight to end violence against women and its impact in the workplace. We are proud to bring this cause alongside our corporate partners members of the "OneInThreeWomen" network and the European initiative CEASE.»

G rard Mestrallet
Chairman of FACE

«Respect and inclusion are values deeply embedded in L'Or al's culture. The fight against gender-based violence is an important topic in our society, and we are convinced that companies have a vital responsibility and role to play. As such we are strongly committed to this inter-company effort.»

Jean-Paul Agon
Chairman and Chief Executive Officer of L'Or al,
Chairman of the L'Or al Foundation

«I am proud of the creation of this coalition of companies, initiated by the Kering Foundation and the FACE Foundation. I am convinced that companies have a concrete role to play to fight violence against women, together.

Since 2008, the Kering Foundation has been raising awareness among its employees through trainings on domestic violence and its impact on the workplace. It is our responsibility to make companies a safe and supportive place for women.»

Fran ois-Henri Pinault
Chairman and Chief Executive Officer of Kering,
Chairman of the Kering Foundation

«For the Korian group, where 82% of the 50,000 employees are women, fighting violence against women is a top priority. We know that we, companies, can play a major role, through prevention and awareness, as well as by listening to and supporting victims. That's why we have set up a network of social workers and psychologists as well as a confidential listening device open to all. By joining the Cease network, we want to contribute even more actively to raising awareness and mobilizing everyone against this plague.»

Sophie Boissard
Chief Executive Officer of Korian,
Chairwoman of the Korian Foundation for Ageing Well

Violence against women in Europe

According to a report of the European Union Agency for Fundamental Rights (FRA) in 2014:

- **One in three women** has been a victim of **physical and/or sexual violence**, most of the time by a partner or ex-partner,
- **More than one in five women** (22%) knows someone at her current or previous place of work or study who has been a victim of intimate partner violence
- **18%** of European women have already been **harassed**
- **More than half of women** in Europe (53%) **avoid certain situations or places**, for fear of being physically or sexually assaulted (such as empty public spaces for instance).
- Only **15%** of the victims of violence **reported the incident to the police**.

FACE

A great laboratory for societal and territorial innovations for companies, the FACE Foundation is involved in fighting all forms of exclusion. Its public interest vocation aims at developing sustainable companies, employment for all, equal opportunities in education, access to rights, goods and services as well as territories' development, for the greatest number (368 565 beneficiaries in 2017). FACE manages its actions in partnership with the public sector, nationally and locally, local NGOs and public actors. As a Foundation of public utility, FACE gathers and mobilizes more than 6 150 local and national companies, major groups and SMEs willing to develop a dynamic relationship with their stakeholders.

> For more information: <https://www.fondationface.org/projet/cease/>

KERING FONDATION

Created in 2008, the Kering Corporate Foundation combats Violence Against Women. To strengthen its global impact, the Foundation focuses on one cause in each of the following three regions: Sexual Violence in the Americas; Harmful Traditional Practices in Western Europe (France, Italy, United Kingdom); Domestic Violence in Asia. In addition, it pays particular attention to the situation of migrant and refugee women. The Kering Foundation supports NGOs' projects, social entrepreneurs and awareness campaigns while involving the Group's 29,000 employees.

> For more information: www.keringfoundation.org @KeringForWomen

L'ORÉAL

L'Oréal has devoted itself to beauty for over 100 years. With its unique international portfolio of 34 diverse and complementary brands, the Group generated sales amounting to 26.02 billion euros in 2017 and employs 82 600 people worldwide. As the world's leading beauty company, L'Oréal is present across all distribution networks: mass market, department stores, pharmacies and drugstores, hair salons, travel retail, branded retail and e-commerce.

Research and innovation, and a dedicated research team of 3 885 people, are at the core of L'Oréal's strategy, working to meet beauty aspirations all over the world. L'Oréal's sustainability commitment for 2020 "Sharing Beauty With All" sets out ambitious sustainable development objectives across the Group's value chain.

> For more information: <http://mediaroom.loreal.com/en/>

KORIAN

Korian, an expert in care and support services for the elderly, manages Europe's leading network of nursing homes, specialized clinics, assisted living facilities, hospital care and home-care services, with more than 780 facilities altogether. Present in four countries (France, Germany, Belgium and Italy) serving 250,000 patients and residents, the Group operates 76,000 beds, and employs nearly 50,000 people.

> For more information: www.korian.com

BNP PARIBAS

BNP Paribas is a leading bank in Europe with an international reach. It has a presence in 73 countries, with more than 196,000 employees, including around 149,000 in Europe. The Group has key positions in its three main activities: Domestic Markets and International Financial Services (whose retail-banking networks and financial services are covered by Retail Banking & Services) and Corporate & Institutional Banking, which serves two client franchises: corporate clients and institutional investors. The Group helps all its clients (individuals, community associations, entrepreneurs, SMEs, corporates and institutional clients) to realise their projects through solutions spanning financing, investment, savings and protection insurance. In Europe, the Group has four domestic markets (Belgium, France, Italy and Luxembourg) and BNP Paribas Personal Finance is the European leader in consumer lending. BNP Paribas is rolling out its integrated retail-banking model in Mediterranean countries, in Turkey, in Eastern Europe and a large network in the western part of the United States. In its Corporate & Institutional Banking and International Financial Services activities, BNP Paribas also enjoys top positions in Europe, a strong presence in the Americas as well as a solid and fast-growing business in Asia-Pacific.

> For more information: <https://group.bnpparibas/mediaroom>

CARREFOUR GROUP

With a multi-format network of some 12,000 stores in more than 30 countries, the Carrefour Group is one of the world's leading food retailers. Carrefour welcomes 105 million customers throughout the world and recorded revenue of €88.24 billion in 2017. It has more than 380,000 employees who help to make Carrefour the world leader in the food transition for everyone, providing everybody with access to high-quality, affordable food every day, no matter where they are.

> For more information: visit www.carrefour.com, or find us on Twitter (@GroupeCarrefour) and LinkedIn (Carrefour).

ELLE FOUNDATION

The ELLE Foundation, created in 2004 by the Lagardère Active Group, supports projects implemented by Non-Governmental Organizations to promote women's emancipation, girls' education, unskilled women's vocational trainings in France and abroad.

The ELLE Foundation is used to establish partnerships with all companies or organisms, which can emphasize its action. Fourteen years after its creation, the ELLE Foundation has supported more than 80 projects and contributed to help and empower thousands of women all around the world.

> For more information: www.ellefondation.org

SNCF

SNCF is a global leader in passenger and freight transport services, with revenue of €33.5 billion in 2017, of which one-third on international markets. With 270,000 employees in 120 countries, SNCF draws on its foundations in French rail and its extensive experience as an architect of transport services. It aims to become the benchmark for mobility and logistics solutions in France and worldwide. SNCF has six core businesses: SNCF Réseau (management and operation of the French rail network); commuter transport (mass transit in the Paris region, TER regional rail, and Keolis in France and worldwide); long-distance rail (TGV inOui, Ouigo, Intercités, Eurostar, Thalys, Ouibus and more, and ticket sales through Oui.sncf); SNCF Gares & Connexions (station management and development), SNCF Logistics (freight transport and logistics worldwide with Geodis, Fret SNCF and Ermewa) and SNCF Immobilier (management and optimization of SNCF property and land assets).

> For more information: www.sncf.com