

L'ORÉAL INDIA

Annexure 1

CSR Projects and Initiatives

S. N	CSR Project or activity	Schedule VII reference	Details	Direct or through Implementing Agency and modality	Type
1	Promoting and encouraging women to study science	<p>Item (ii). Promoting education among women;</p> <p>Item (iii). Promoting gender equality, empowering women for reducing inequalities faced by socially and economically backward groups.</p>	<p>For Young Women in Science (FYWIS) program supports and encourages young women from economically disadvantaged backgrounds to pursue their higher education in science stream from any recognized college/university in India. The FYWIS program gives scholarships pan India annually. The scholarship awardees are chosen by our eminent jury comprising scientists, academicians, journalist etc. Undertaking studies to improve the participation of women in science and/or to enhance the impact of the existing program</p>	<p>Direct and through a implementing agency, technology partner</p> <p>The scholarships are directly disbursed by the company to the students as annual instalments through the period of graduation</p>	Long Term project

2	Remedial School for children of migrant workers	<p>Item (ii). Promoting education among children</p>	<p>Baddi being an Industrial belt sees a lot of migrant worker population inhabiting in temporary settlements. A remedial school was started for the children of the migrant workers with an aim to educate poor kids of migrant families from nearby slums by mainstreaming them to formal education system (into Govt schools). This centre cum school provides free basic education to children in the age group of 6-12 years.</p> <p>In order to prevent children from dropping from formal education due to challenges in coping with the course curriculum, the centre also provides free tuitions in the evening for pass out children main streamed into formal education system.</p>	Through implementing agency	Long Term project
3	Providing vocational skills in beauty traits	<p>Item (ii). Promoting education, including employment enhancing vocation Skills especially among women;</p> <p>Item (iii). Promoting gender equality, empowering women and measures for reducing inequalities faced by socially and economically backward groups.</p>	<p>Beauty for a Better Life (earlier known as Beautiful beginnings) endeavors to provide high quality training opportunities to women from disadvantaged sections of the society. Training imparted in beauty domains to help women be trained and equipped for livelihood opportunities in organized and unorganized industry segments like salon and beauty retail spaces, entrepreneurship etc. To implement the program and reaching to the intended beneficiaries, the company partners with</p>	<p>Through Implementing agency and directly</p> <p>3 modes of association:</p> <ol style="list-style-type: none"> 1. Training centres operated by NGO partners 2. L'Oreal as a knowledge partner for training centres operated by other 3. Corporates in partnership with Government 	Long Term project

			NGOs. Implementing agencies.	entities.	
4	Citizen's Day & other volunteering initiatives	Activities undertaken part of activities recommended under the Schedule VII	Encouraging employees to volunteer for social and/or environmental causes, the company along with NGOs organizes Citizen Day wherein employees join hands to cause impact for a social or environmental cause. The focus areas being environment, education/information for employment, supporting people with disability, fighting exclusion and intergenerational solidarity.	Through implementing agency	Event based, Long term project
5	StandUp – Bystander training program against Street harassment	Item (iii). Promoting gender equality, empowering women	For training communities for intervening in a situation of street harassment (as bystander or a victim)	Through implementing agency	Long Term project
6	Program on promoting mental well-being	Item (i). Promoting health care including preventive health care	For providing support to communities to handle issues causing anxiety/depression, Supporting and promoting mental well-being among people	Through implementing agency	Long Term project
7	Bio- Diversity Project	Item (iv). ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining	Improving degraded ecosystem - land, water & vegetation (community land + farmland) Improving livelihood for community dependent on the ecosystem Bringing community participation and management for restoration and	Through implementing agency	Long Term project

		quality of soil, air and water	sustainable development of the ecosystem		
8	Covid-19 Relief	Activities undertaken part of activities recommended under the Schedule VII	Extending support for relief measures during covid, including providing sustenance kits, PPE support, sanitizers, medical equipment, response measures to rebuild livelihoods, etc.	Directly and with Implementing agencies	Event Based, Long term project
9	Disaster Management	Item (xii). Disaster management, including relief, Rehabilitation and reconstruction activities	Extending support for relief measures during times of disaster (case to case basis)	Directly and with Implementing agencies	Event Based, Long term project