

Societal engagement has always been one of the key pillars of the ELLE brand. The ELLE network has decided to project its societal commitments to its organizations and teams, by committing itself to create a work environment in which all employees are treated with respect, dignity, and where individual differences are valued. To this end, the Diversity & Inclusion Charter has been created, and it has already been signed and applied by 36 ELLE editions worldwide.

ELLE

DIVERSITY & INCLUSION CHARTER

Diversity is an opportunity and an asset. A real chance for our organizations to extend the scope of their societal role. It is a lever for innovation, through the exchange of ideas and views, a lever to better understand our readers and clients and their needs, and a lever for a stronger commitment of our collaborators, by meeting their expectations.

The societal engagement of ELLE has always been very strong.

By creating this Charter, our goal is to reaffirm our commitment towards Diversity and Inclusion and our will to create a work environment in which all employees are treated with respect, dignity, and where individual differences are valued.

By signing this Diversity & Inclusion Charter, we, at ELLE, undertake to:

1. Include the principles of equal opportunities, of respect and inclusion of diversity in the culture of our company. Create conditions in which everyone (superiors and co-workers) can follow, practice and acknowledge these values.
2. Recognize the importance of diversity in our Society, appreciate its intrinsic value and potential from its differences, and foster its representation within the workforce and across all levels of responsibility.
3. Integrate the principle of equal treatment into the processes that govern all phases of professional life and development of human resources, so that decisions relating to hiring, training and career development are made exclusively on the basis of skills, experience, professional potential of the people, regardless of their gender, sexual orientation, race, nationality, ethnic origin, religion, beliefs, age, disability, etc...
4. Promote conciliation through a balance in work, family and leisure time, providing tools and establishing mechanisms that allow the harmonization of work life, family life and personal life for all workers.
5. Communicate on our commitment with all collaborators in the company but also with our readers, clients, partners and suppliers, in order to involve them and encourage them to respect and develop these principles.
6. Assess regularly our activities and progress in promoting diversity, and communicate internally and externally on the results of the implementation of our commitments.

ELLE

FUR-FREE POLICY

For many years, ELLE has been engaged in environment, sustainability and ecology with our regular features and special green issues. The presence of animal fur in our pages and on our digital media is no longer in line with our values, nor our readers'.

It is time for ELLE to take a statement on this matter, a statement that reflects our attention to the critical issues of protecting and caring for the environment and animals, rejecting animal cruelty. It is also an opportunity for ELLE to increase awareness for animal welfare, bolster the demand for sustainable and innovative alternatives, and foster a more humane fashion industry.

Therefore, we decide to adopt a fur-free policy*.

*** Fur-free policy definition:**

A fur-free policy **prohibits the promotion of any product containing animal skin** with hair or fur fibres attached thereto or the pelt of any animal killed solely for its fur.

"Animal" includes, but is not limited to: *mink, fox, rabbit, coyote, beaver, karakul lamb, chinchilla, sable and raccoon dog.*

In alignment with the Fur Free Alliance's guidelines, **promotion is still allowed for:**

- products that are considered to be a by-product of the meat trade: *sheep fur (e.g. shearling, sheepskin, lambskin), goatskin, cattle fur (e.g. cowhide, calf hair, pony)*
- leather
- down/feathers
- faux fur

ON EDITORIAL

We, at ELLE, undertake to disallow editorial content that would promote the use of animal fur among our pages, websites or social media, banishing:

- animal fur from all our editorial productions
- press images featuring animal fur
- runway images featuring animal fur
- street style images featuring animal fur

Already effective

By January 1st, 2022

By January 1st, 2023

Date & Signature:

ON ADVERTISING

We, at ELLE, undertake to disallow the depiction of real animal fur in any advertisements among our pages, websites or social media.

Already effective

By January 1st, 2022

By January 1st, 2023

Date & Signature: