

Avon

Avon is far more than just a beauty brand; it is a global movement that empowers women. Avon has been making a difference in women's lives and the lives of those around them for more than 130 years, and believes a better world for women is a better world for all. It has built the world's largest network of 5 million female entrepreneurs, helping women to become successful, support their families, and lead safe and healthy lives. Avon protects women's rights across its supply chain, encourages women's entrepreneurship and economic participation, and is committed to ending violence against women and girls.

The Justice Challenge

Since Avon was founded, considerable progress has been made in addressing the injustices that women face. Nonetheless, inequality, discrimination, and limiting stereotypes remain widespread. Gender inequality and discrimination in health, education, political representation, and economic participation continue to prevail. Too often, women and girls cannot achieve their potential and face worse outcomes than men.

A survey of 14,400 women in fifteen countries, commission by Avon in 2018, showed that 48% of women globally do not trust the justice system to take measures to protect women from abuse, 50% do not feel they live in a culture that encourages female entrepreneurs, and 21% feel unsafe in public.

Business Actions

Justice institutes: Partnering with [Vital Voices](#) and Argentina's local [Fundación Avon](#), Avon has funded over 22 Justice Institutes in 13 countries. These bring together legislative, law enforcement and support services, encouraging the collaboration needed to provide justice for women and protect them and their families from violence. Integrated training programs also help advocates support women and girls impacted by violence, raise awareness about gender-based violence, and remove barriers for survivors in accessing justice services and vital support.

Avon Connect: Avon offers a training program to provide their Representatives with the skills and training to grow their business and shape their own future— bringing economic justice for millions of women.

Fair for Her Program: This initiative aims to improve working conditions for women across Avon's supply chain and across the industry through partnerships.

Global Women's Strategy: Avon is committed to addressing its female employees' needs and aspirations. They have been recognized by the [Bloomberg Gender-Equality Index \(GEI\)](#) for their commitment to gender reporting and advancing women's equality. Avon also provides a family-friendly, equitable and inclusive work place for all employees.

SUPPORTED BY



End Violence Against Women: contributed more than \$80 million to awareness, education, prevention, and direct service programs that target gender-based violence. Its [#IsolatedButNotAlone](#) campaign responds to the rise in domestic violence caused by the COVID-19 pandemic.

Access to Bank Accounts and Financial Freedom: Avon Brazil partnered with Brazilian bank Bradesco to create an app that makes it easier for Avon Representatives to access financial services (in Brazil, over half of the women do not have a bank account). Since its launch, approximately 87,430 women have opened accounts.

Anti-Corruption Program: Avon is committed to complying with anti-bribery and anti-corruption laws everywhere that it does business. Its Global Anti-Corruption program provides guidance and practical direction to associates to ensure compliance with these laws. Its Global Anti-Corruption Policy ensures that high-risk activities are legal, transparent, and made without expecting anything in return.

Supplier Social Responsibility Program: Avon aims to protect the health, safety, and employment conditions across its third-party supply chain worldwide. It expects all suppliers to ensure that no abusive, exploitative, or illegal conditions exist at their workplaces or in their supply chains, and explicit protections exist for women.

Impact

- Since 1955, the Avon Foundation has donated more than \$1.1 billion for safer, healthier lives in over 50 markets.
- The [Justice Initiatives](#) will reach more than 2.3 million people in 66 countries. Over 3,000 individuals have been directly trained and supported through the partnership. 95% of participants in the partnership's Justice Institute on Gender-Based Violence training program reported deepening their understanding of domestic violence and/or sexual assault in their country and gaining a sense of empowerment to combat it.
- Avon has reached more than 2.9 million people through the [#IsolatedButNotAlone](#) initiative and provided health services to 15,000 children, including screening and counseling.
- Since 2004, Avon and the Avon Foundation have contributed more than \$80 million globally to end violence against women (\$3.6 million in 2019). They have supported programs aimed at awareness, education, prevention, and direct service programs.
- Avon has organized over 244 Violence Against Women and Grls events and activities for over 180,000 attendees; funded 17 helplines and 14 shelters, and reached 56 million about the topic.
- On March 31st, 2020, the Avon Foundation pledged to donate \$1 million to front-line services to support women and children at risk due to increased domestic violence associated with the COVID-19 pandemic.
- In Brazil, 87,430 women opened new bank accounts because of Avon's partnership with Bradesco.
- In 2019 Avon analyzed 5 new market entries, reviewed 105 gifts (including hosting) to government officials, conducted due diligence on 357 suppliers, reviewed US\$18.3 million in charitable contributions, and examined the engagement of 66 government officials or entities.
- Conducted 279 supplier audits as part of their social responsibility monitoring program.

Common Justice Problems Addressed

Violence and Crime

Individual: Violence and crime, in the public sphere, at work, and home.
Structural: Violent conflict, insecurity, and organized crime.

Family, Women, and Vulnerable Groups

Individual: Family disputes, for example, around divorce and inheritance.
Structural: Discrimination against women or vulnerable groups.

Working Environment

Individual: Problems at work, whether as an employee or business owner.
Structural: Unsafe or abusive working conditions.

Financial practices and Labor Market

Individual: Problems with money and debt, or consumer problems.
Structural: Abuses by corporations and failures of market regulation.

Public Services

Individual: Difficulties related to access and quality of public services.
Structural: Discrimination in the provision of public services.

Justice Imperative Principles Addressed

1. Drive ambitious action across operations and supply chains, focused on what justice means to people.
3. Empower our stakeholders, including our employees, give back to their communities and build just societies for all.