

EVENTS/CAUSES

Kering supports survivors of domestic violence with new employee policy

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Kering is offering a new policy to offer resources and support employees who have experienced domestic violence. Image credit: Kering

By LUXURY DAILY NEWS SERVICE

French luxury conglomerate Kering is launching a new global policy offering support to employees who have experienced domestic violence.

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Kering's new policy will offer employees who have experienced domestic violence a breadth of resources such as support, specific leave, adjustment to their working conditions and referrals to additional specialists and organizations. The program emerges in the wake of domestic violence being aggravated by the COVID-19 pandemic.

"With this pioneering policy, Kering is underlining its absolute commitment to the well-being and safety of its employees," said Batrice Lazat, director of Human Resources at Kering, in a statement. "Domestic violence is unacceptable.

"As a global group, we believe that we have a role to play in fighting this and providing practical help for its victims, particularly in the current situation, where this violence has only increased," she said.

Providing resources

When describing the new policy, Kering cites the World Health Organization (WHO) statistic that states that almost one in three women has experienced some form of domestic violence in her lifetime. The conglomerate recognizes that although domestic violence occurs privately, it can obviously have numerous implications for the professional lives of the women and men who have experienced it.

This new **policy** provides all Kering employees, whether they work for the group or its houses, specific support that they may need. Launched in January 2021, the policy offers any employee who is a victim of domestic violence an entirely confidential package of support measures, which are mainly provided by specialist organizations.

Kering is also offering adjusted working conditions such as changing an employee's work location and introducing flexible working hours, as well as specific leave and other financial services.



Last year, The Kering Foundation partnered with Modern Films for its 16 Days, 16 Films project. Image credit: The Kering Foundation

"The Kering Foundation has been combating violence against women for more than 10 years," said Cline Bonnaire, executive director of the Kering Foundation, in a statement. "It supports women survivors in partnership with local organizations, while also putting prevention programs in place for young people and encouraging other stakeholders to join the fight against domestic violence.

"We are very proud of this policy, as it allows us to take further action in a very practical way within the company," she said.

Kering has showed continued commitment to working with organizations that support those who have experienced domestic violence.

In 2020, for the second year, the Kering Foundation is teaming with Modern Films to champion female-identifying filmmakers whose works touch on themes surrounding gender-based violence. Preventing violence against women around the world is at the heart of the Kering Foundation, which was established in 2008 ([see story](#)).

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