

PRESS RELEASE

Paris, 13th June 2024

HERMÈS IS PURSUING ITS COMMITMENT TO THE INCLUSION OF PEOPLE WITH DISABILITIES, INCREASING ITS DIRECT EMPLOYMENT RATE IN FRANCE TO 7.12% IN 2023

In line with its commitment to diversity and inclusion, Hermès is pleased to announce a further increase in its direct employment rate of people with disabilities, which reached 7.12% in France in 2023, up from 6.85% in 2022. In six years, the direct employment rate has thus more than doubled.

Drawing on its human values, Hermès is determined to create an inclusive working environment in which everyone can thrive in an atmosphere of mutual respect. This progress, part of a collective and long-term undertaking that began with the launch of the first disability agreement in 2017, is the culmination of the second agreement covering the period 2021–2023. The house continues to pursue this ambition with the signing of a third group disability agreement on 29th November 2023, which aims to maintain this dynamic for the inclusion of people with disabilities.

Hermès is committed to promoting integration, the recognition of talent in all its diversity, and equal opportunities through tangible initiatives at all levels of the organisation, notably through its network of volunteer Disability Ambassadors. Disability advisors for each métier and around one hundred local ambassadors are helping all the sites to develop their capacity to integrate people with temporary or long-term disabilities and maintain them in employment.

In 2023, Hermès took part in the European Week for Employment of People with Disabilities in France and abroad and also organised nearly 150 DuoDays across all its métiers and departments to promote professional integration. The house is continuing to raise awareness among its employees, for example by holding its sixth disability forum in September 2023.

Lastly, Hermès is committed to the assisted employment sector, making purchases to a value of €5.6m in 2023 from adapted companies (EA) and social enterprises (ESAT), up from €5.2m in 2022.



Since 1837, Hermès has remained faithful to its artisan model and its humanist values. The freedom to create, the spirit of innovation, the constant search for beautiful materials, the transmission of savoir-faire of excellence, and the aesthetic of functionality all forge the singularity of Hermès, a house of objects created to last.

An independent, family-owned company which encompasses 16 métiers, Hermès is dedicated to keeping the majority of its production in France through its 60 production and training sites and to developing its network of 294 stores in 45 countries. The group employs 22,000 people worldwide, including 13,700 in France, of which nearly 7,300 are craftspeople*. Axel Dumas, a sixth-generation family member, has been Hermès CEO since 2013.

Founded in 2008, the Fondation d'entreprise Hermès supports projects in the areas of artistic creation, education, training and the transmission of savoir-faire, biodiversity, and the preservation of the environment.

* As of 31st December 2023