CORPORATE SOCIAL RESPONSIBILITY

2019-2021 ROADMAP

legrand®

LEGRAND CSR COMMITMENTS

The 2019-2021 roadmap is Legrand's fourth CSR roadmap.
It reasserts the Group's commitment to the sustainable development of its activities, building on the progress made under previous roadmaps while defining new ambitions.

BUSINESS ECOSYSTEM,
Legrand interacts ethically with the whole business ecosystem.

PEOPLE,
Legrand commits for respect of all its staff members and stakeholders.

ENVIRONMENT,
Legrand intends to limit the Group's environmental impact.

2019-2021 CSR ROADMAP

Legrand's CSR is based on three focal areas breaked down into 10 key challenges that take priority for both the Group's stakeholders and the development of its activities.

Legrand CSR actively contributes to 10 of the 17 UN Sustainable Development Goals (SDGs).

BUSINESS ECOSYSTEM

All along the value chain, Legrand aims to address the expectations of business stakeholders, suppliers, users and partners, in order to ensure progress for all in strict compliance with ethical rules.

Provide sustainable solutions

- 3 GOOD HEALTH AND WELL-BEING
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Ensure sustainable purchasing

- 8 DECENT WORK AND ECONOMIC GROWTH

Act ethically

- 8 DECENT WORK AND ECONOMIC GROWTH

PEOPLE

All over the world, Legrand is committed to ensuring the greatest respect for human rights, diversity, safety, wellbeing, health and talent among its employees and communities.

Respect human rights and communities

- 7 AFFORDABLE AND CLEAN ENERGY
- 8 DECENT WORK AND ECONOMIC GROWTH
- 10 REDUCED INEQUALITIES

Promote health, safety and well-being at work

- 3 GOOD HEALTH AND WELL-BEING
- 8 DECENT WORK AND ECONOMIC GROWTH

Develop skills

- 4 QUALITY EDUCATION

Promote equality of opportunity and diversity

- 5 GENDER EQUALITY
- 10 REDUCED INEQUALITIES

ENVIRONMENT

Legrand's responsibility is to limit the impact of its activities on the environment, and to be a benchmark player in the onset of a low carbon society.

Limit greenhouse gas emissions

- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
- 13 CLIMATE ACTION

Innovate for a circular economy

- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Combat pollution

- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

CHALLENGES AND PRIORITIES

3 FOCAL AREAS | 10 KEY CHALLENGES | 18 PRIORITIES | 22 GOALS

BUSINESS ECOSYSTEM

CHALLENGE: Provide sustainable solutions (SDG 3 and 9)

- **Protect the health and safety of users**
  - 100% of turnover covered by a product risk quality policy
- **Stimulate innovation through partnerships**
  - 30 new innovation partnerships

CHALLENGE: Ensure sustainable purchasing (SDG 8)

- **Raise awareness and provide training about responsible purchasing**
  - Train 1000 employees in the purchasing and decision-making process
  - Implement a "life cycle cost" approach on 100% of the purchases concerned
- **Measure the progress of suppliers identified as at-risk in CSR terms**
  - Improve the situation for 100% of suppliers identified as at-risk in CSR terms

CHALLENGE: Act ethically (SDG 8)

- **Continue to train employees and raise their awareness about business ethics**
  - 3000 staff trained in business ethics each year
- **Monitor application of the compliance program**
  - 100% of Group sales covered by the Compliance program monitoring scheme

PEOPLE

CHALLENGE: Respect human rights and communities (SDG 7, 8 and 10)

- **Comply with the Group's commitment to human rights**
  - 100% of Legrand facilities respect human rights
- **Contribute to communities**
  - A sponsorship strategy deployed in local communities in 75% of countries where the Group is present

CHALLENGE: Promote health, safety and well-being at work (SDG 3 and 8)

- **Deploy best practices on health and safety at work**
  - Reduce the accident frequency rate (with and without time off work) by 20%
  - Implement Legrand Way health and safety rules for 90% of the workforce
- **Strengthen the commitment of Group employees**
  - Reach a 70% engagement rate among employees
  - Deploy the Serenity On program in 95% of countries where the group is present

CHALLENGE: Develop skills (SDG 4)

- **Develop the skills and talents of all employees**
  - At least 85% of employees trained each year
  - An individual performance review for more than 90% of managers

CHALLENGE: Promote equality of opportunity and diversity (SDG 5 and 10)

- **Encourage diversity at work**
  - 20% more women in management jobs

ENVIRONMENT

CHALLENGE: Limit greenhouse gas emissions (SDG 12 and 13)

- **Reduce the Group's carbon footprint**
  - 7% reduction in CO_2 emissions related to the Group's energy consumption (at constant scope)
- **Avoid CO_2 emissions through the Group's energy efficiency offers**
  - 2.9 million tonnes of CO_2 avoided during the year 2021 thanks to the Group's energy-efficient solutions

CHALLENGE: Innovate for a circular economy (SDG 9 and 12)

- **Integrate circular economy principles in the development of new products**
  - Application of the circular economy principles to all R&D centres
- **Provide environmental information on the Group's products**
  - 2/3 of turnover covered by certified environmental declarations
- **Ensure waste recovery**
  - 90% of waste recovered

CHALLENGE: Combat pollution (SDG 11 and 12)

- **Reduce Volatile Organic Compound (VOC) emissions**
  - 10% reduction in VOC emissions

A WELL-RECOGNIZED CSR PERFORMANCE

FTSE4Good (since 2007).

"Prime" status in the Corporate Oekom Research ranking (since 2011).

Euronext Vigeo Eiris Index Eurozone 120 and Europe 120 since 2015.

EcoVadis "Gold" rating for the 2nd successive year.

Inclusion in the CDP Climate change A-List.