



CORPORATE **SOCIAL** RESPONSIBILITY

2014-2018 ROADMAP

TOWARDS SUSTAINABLE USE OF ELECTRICITY IN BUILDINGS

“ In view of the environmental, societal, and technological challenges we face, our responsibility is to ensure that everyone can use electricity in a sustainable way, right across the world. ”

Gilles Schnepf
Chairman and Chief
Executive Officer

A CSR STRATEGY INTEGRAL WITH THE GROUP'S BUSINESS

- Legrand's commitment to a sustainable use of electricity in buildings places users and their needs at the core of its development.
- Reflecting this commitment, the Group provides sustainable solutions that meet the needs arising from social and environmental changes, and intends to act as a driving force for the electrical industry.
- The Group is determined to pursue this aim in a way that is ethical, environmentally compatible, and supportive of its employees' development. It also undertakes to help facilitate access to electricity for all.
- All of the Group's entities and subsidiaries are stakeholders in its CSR strategy, which they implement on a daily basis.

A CSR STRATEGY TRANSLATED INTO PRECISE ISSUES AND QUANTIFIED INDICATORS

The new 2014-2018 CSR roadmap constitutes a natural extension of the Sustainable Development approach upon which Legrand has been engaged for many years. It is the third roadmap developed by the Group. It firmly reasserts Legrand's commitment to sustainably developing its business activities, while including some significant improvements over the previous roadmaps:

- It reflects a more long-term commitment on the part of the Group.
 - It relies on a materiality test which has enabled, through interaction with stakeholders, to identify priority CSR stakes for the period concerned.
 - It is strongly contributive to Legrand's new growth segments, especially assisted living and energy efficiency.
- The 2014-2018 roadmap is based on 4 focal points (Users, Society, Employees, Environment), 10 key issues and 21 priorities.
 - Progress on each of the 21 priorities can be measured using indicators designed to allow tracking of the Group's CSR performance.
 - Legrand pledges to communicate annually about its performance by publicly updating these indicators.
 - The numerical targets are calculated with respect to the level of activity at the end of 2013, and are intended to be reached by the end of 2018.

21 PRIORITIES
FOR 2014-2018



2014-2018 ROADMAP



A PROGRESSIVE PROCESS

The 2014-2018 roadmap demonstrates Legrand's determination to implement continuous improvement. Each priority is associated with a numerical target and is measured via consolidated indicators. The numerical targets are calculated with respect to the level of activity at the end of 2013, and are intended to be reached by the end of 2018. The Group's CSR performance can therefore be tracked accurately.

Thanks to reporting, the various units can take advantage of good practices and share them with the rest of the Group according to an organised process.

For each issue and each priority, Legrand is committed to publishing an annual progress report according to the indicator(s) identified.



FOCUS NO. 1 - USERS

ISSUE NO. 1 - PROVIDE SUSTAINABLE SOLUTIONS

- › **2014-2018 priority:** Increase by 50% Group sales of solutions offering improved living conditions and greater comfort.
- › **2014-2018 priority:** Extend the deployment of initiatives in favour of product quality and against counterfeiting in the electrical industry.
- › **2014-2018 priority:** Provide product environmental data compliant with ISO 14025 for products accounting for $\frac{2}{3}$ of total Group sales.
- › **2014-2018 priority:** Avoid the production of 1.5 million tons of CO₂ equivalent.

ISSUE NO. 2 - PLAY A DRIVING ROLE IN THE ELECTRICAL SECTOR

- › **2014-2018 priority:** Continue providing training to industry players, with continual innovation in responding to local needs and specifics.
- › **2014-2018 priority:** Continue developing university partnerships and collaborative research projects, and implementing the resulting innovations.
- › **2014-2018 priority:** Provide feedback schemes and customer satisfaction measurement for 95% of total Group sales.



2014-2018 ROADMAP



FOCUS NO. 2 - SOCIETY



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ISSUE NO. 3 - ACT ETHICALLY

- ▶ **2014-2018 priority:** Have an additional 3,000 staff trained in business ethics.
- ▶ **2014-2018 priority:** Cover 100% of Group sales through a Group Compliance programme monitoring scheme.

ISSUE NO. 4 - ENSURE RESPONSIBLE PURCHASING

- ▶ **2014-2018 priority:** Support 100% of sensitive suppliers in deploying an improvement approach on environmental issues, fundamental human rights at work, and business ethics.

ISSUE NO. 5 - ENABLE ACCESS TO ELECTRICITY FOR ALL

- ▶ **2014-2018 priority:** Aim to enable 800,000 additional people to benefit from access to electricity, whether directly or indirectly.
- ▶ **2014-2018 priority:** Ensure the widest possible access to the benefits of Legrand Foundation initiatives.



2014-2018 ROADMAP



FOCUS NO. 3 - EMPLOYEES



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ISSUE NO. 6 - RESPECT HUMAN RIGHTS

› **2014-2018 priority:** Map and annually assess workforce exposure to the risk of violation of human rights in the workplace and deploy measures for improvement as appropriate.

ISSUE NO. 7 - GUARANTEE HEALTH AND SAFETY AT WORK

› **2014-2018 priority:** Implement and maintain a work-related risk control plan covering at least 90 % of the workforce.

› **2014-2018 priority:** Implement the health and safety monitoring and improvement process and maintain coverage of at least 90 % of the workforce, with the objective of reducing by 20% the Group accident frequency rate.

ISSUE NO. 8 - DEVELOP SKILLS AND PROMOTE DIVERSITY

› **2014-2018 priority:** Maintain a dynamic approach to talent and skills management, suited to employee expectations and market needs.

› **2014-2018 priority:** Increase the number of women in key positions by 25%.

› **2014-2018 priority:** Reduce by 15% the male/female pay gap in non-managerial positions in the Group.



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FOCUS NO. 4 - ENVIRONMENT

ISSUE NO. 9 - REDUCE THE GROUP'S ENVIRONMENTAL FOOTPRINT

- ▶ **2014-2018 priority:** Achieve a rate above 90% of ISO 14001 certification of the Group's industrial and logistics facilities.
- ▶ **2014-2018 priority:** Decrease energy intensity by 10 %.

ISSUE NO. 10 - INNOVATE FOR A CIRCULAR ECONOMY

- ▶ **2014-2018 priority:** Deploy the principles of a circular economy from the product design phase and until the end-of-life recovery of products.

