



# Occupational Health & Safety Policy

## Prevention Charter

Occupational health and safety are an essential requirement for the Legrand Group which firmly believes that providing safe and healthy working conditions and a good quality of life at work is both a duty with regard to its employees and crucial to its overall performance. This is a key ingredient of its corporate social responsibility (CSR) to which all Group employees need to contribute.

To reinforce this approach and respond to its stakeholders' expectations, Legrand deploys its workplace health and safety approach across the world, along four guiding lines:

### **Protecting our employees within a sustainable work environment**

Eliminating hazards, reducing risks, and preventing occupational accidents and diseases are a priority, and the necessary measures must be implemented on the basis of risk assessment and in strict compliance with Group standards and applicable law.

### **Incorporating occupational health and safety into all of our activities**

Managers vouch for this approach, both on a day-to-day basis and in change management, supported by local prevention officers, and strive to be exemplary at all times.

### **Lastingly enhancing our performance and our management system**

Sharing best practices and experience feedback allow to enrich the Legrand Way and our occupational health and safety system based on the ISO 45001 standard.

### **Fostering accountability among all players and involving our partners**

Developing both an individual and a collective safety culture represents a major stake in terms of ongoing progress, boosted by the participation of employees, by consulting them or their representatives and by involving all of our economic chain.

**The objectives related to this policy are detailed in the Legrand Group's CSR approach.**

**Displaying this Policy on all Group sites serves as a reminder of our responsibility and of the personal commitment expected of each of us.**

Benoît Coquart  
CEO

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