



CORPORATE  
**SOCIAL**  
RESPONSIBILITY

NON-FINANCIAL

RESULTS

2020



# 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.

# MAIN ACHIEVEMENTS 2020



## BUSINESS ECOSYSTEM

- 84 partnerships since 2014
- More than 1 million customers trained since 2014
- 78% of CSR risky suppliers show an improvement in 2 years
- More than 13,000 staff trained in business ethics in 2 years



## PEOPLE

- 80% of countries deploy a sponsorship strategy
- 2.7 million beneficiaries of electricity access projects with Électriciens sans frontières since 2007
- -30% on the accident frequency rate at work since 2018
- 93% of employees covered by Serenity On program
- 89% of employees trained at least 4 hours a year
- +10 % of women in management jobs since 2018



## ENVIRONMENT

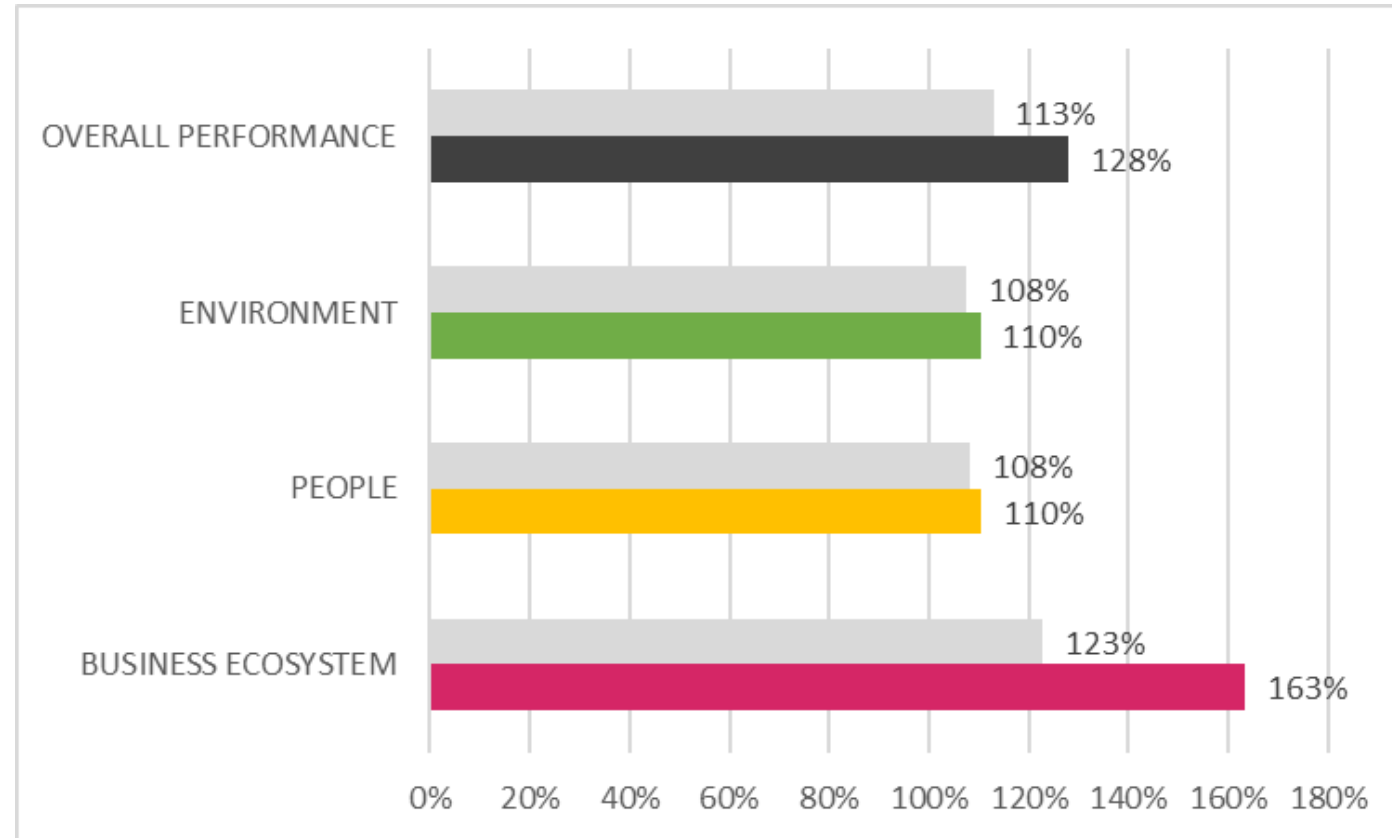
- 90% of waste recovered
- -23 % reduction in CO<sub>2</sub> emissions since 2018 (at constant scope)
- 10 Mt of CO<sub>2</sub> emissions avoided since 2014 thanks to our energy-efficient solutions
- 67 % of turnover covered by PEP (certified environmental declarations)
- Legrand, 6<sup>th</sup> CAC 40 company to be recognized by the Science-Based Targets Initiative for its commitment to reducing greenhouse gas emissions

# 2019-2021 CSR ROADMAP

## Achievements per axis – end of 2020

2019 CSR performance  
2020 CSR performance

AVERAGE ACHIEVEMENT  
RATE IS  
**128%**  
VERSUS END OF 2020  
OBJECTIVES



# 2019-2021 CSR ROADMAP

## Achievements for 2020 – BUSINESS ECOSYSTEM



### 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.

Indicators	2019 result	2020 objective	2020 result	2021 objective
% of Group sales covered by a product risk quality policy	98%	100%	100%	100%
Number of effective partnerships set up during the year	15	10	24	30
Number of employees trained in sustainable procurement	503	300	651	1 000
Number of countries that have implemented a purchasing approach integrating “the life cycle cost”	9	21	23	30
Improvement of the situation of CSR risky suppliers	Other indicator	50%	78%	100%
Number of employees trained in business ethics	4,151	6,000	13,511	9,000
% of Group sales covered by the Compliance program monitoring scheme	97%	100%	95%	100%

# 2019-2021 CSR ROADMAP

## Achievements for 2020 – PEOPLE



### 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.

Indicators	2019 result	2020 objective	2020 result	2021 objective
% of the workforce covered by a continuous improvement process in terms of human rights	100%	100%	100%	100%
Number of countries with a sponsorship strategy towards local communities	61%	65%	80%	75%
% decrease in the accident frequency rate with and without time off work	- 16%	- 14%	- 30%	- 20%
% of the workforce covered by the “Legrand Way” health and safety program	44%	60%	65%	90%
% of perimeters covered by an action plan “employee engagement”	100%	100%	100%	100%
% of the workforce covered by the Serenity On program	83%	90%	93%	95%
% of employees trained at least 4 hours during the year	85%	85%	89%	> 85%
% of managers who received an individual performance review	93%	90%	98%	> 90%
% of women in management jobs	23.3%	25.6%	24.8%	27.1%

# 2019-2021 CSR ROADMAP

## Achievements for 2020 – ENVIRONMENT



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.

Indicators	2019 result	2020 objective	2020 result	2021 objective
Reduction of direct (Scope 1) and indirect (Scope 2) CO <sub>2</sub> emissions (in teq CO <sub>2</sub> )	165,382	170,000	137,250	166,000
Tonnes of CO <sub>2</sub> avoided thanks to the Group's energy-efficient solutions	2.4 millions	2.5 millions	3.0 millions	2.9 millions
% of deployment of the "Legrand Way for Eco-design" program within R&D centres	94%	91.6%	97%	100%
% of Group sales covered by PSP (Product Sustainable Profile)	62%	67%	67%	67%
% of waste recovered	90%	90%	90%	90%
% reduction in Volatile Organic Compounds (VOCs) since 2018	- 4.4%	- 7%	- 25%	- 10%

# A WELL-RECOGNIZED CSR PERFORMANCE



DJSI World & DJSI Europe  
[Top quarter of 20 best in  
class sector companies]



FTSE4Good

Inclusion since 2007



CDP climate change  
"B" list  
[A list is 176 companies  
worldwide]



8 out of 165 in Electrical  
Equipment



Gold rating since 2016  
[Top 5% - all companies]



AA rating since 2013  
[Top 6% in Electrical  
equipment]



Prime status since 2011



Vigeo Euronext Eurozone 120  
Vigeo Euronext Europe 120  
Ethibel Excellence Europe  
Ethibel Excellence Global  
depuis 2015