



CORPORATE  
**SOCIAL**  
RESPONSIBILITY

NON-FINANCIAL

RESULTS

2017



# MAIN ACHIEVEMENTS 2017

## FRENCH BUSINESS CLIMATE PLEDGE

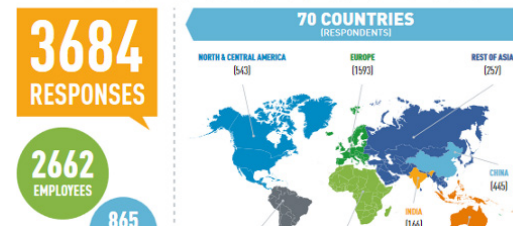
### Business Climate Pledge

In 2017, Legrand consolidated its historic engagement in favour of acting against climate change by signing the "French Business Climate Pledge". This commitment supports the target for reduction in CO<sub>2</sub> emissions which the Group aims to achieve by 2030 in the framework of the Science Based Targets initiative.

### Materiality survey

In the first half of 2017, Legrand conducted a materiality survey among all of its stakeholders in 70 countries. The survey enabled to refocus on the major CSR issues faced by the Group.

#### THE RESULTS OF OUR CSR MATERIALITY SURVEY



### 10 years of partnership with Electriciens sans frontières

The NGO Electriciens sans frontières helps the needy to gain access to electricity, all over the world. Since 2007, joint action by Legrand and Electriciens sans frontières has allowed to bring 180 electricity projects to fruition in almost 35 countries, enabling a total of 2.1 million people gain direct or indirect access to energy.



### Serenity On

In 2017, Legrand launched a global programme aimed at guaranteeing its employees worldwide a minimum level of social protection, considering it to be the Group's responsibility to offer its employees security and protection. Entitled Serenity On, this programme is centred on three priorities: parenthood, healthcare, and death & disability. The scheme is due to be deployed throughout all of the Group's subsidiaries by 2021.

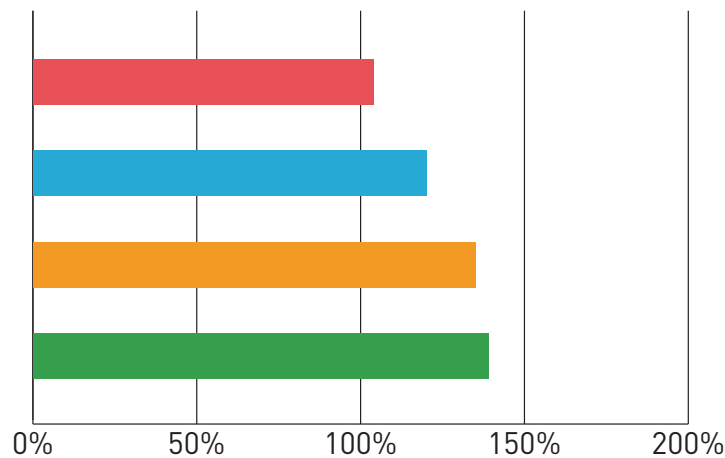
# LEGRAND CSR COMMITMENTS



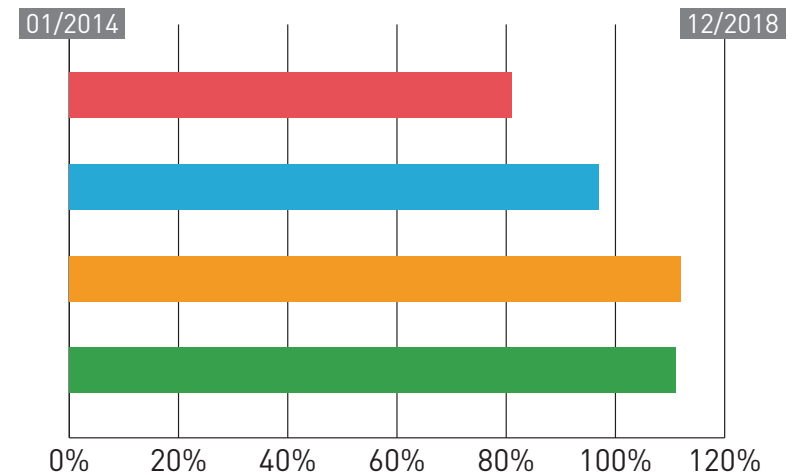
# 2014 – 2018 ROAD MAP ACHIEVEMENTS PER FOCUS POINT – END OF 2017

AVERAGE ACHIEVEMENT  
RATE IS  
**122%**  
VERSUS END OF 2017  
OBJECTIVES

2017 objectives achievement rates



2014 – 2018 roadmap progress  
(end of 2017 assessment)



■ USER FOCUS POINT   ■ SOCIETY FOCUS POINT   ■ EMPLOYEES FOCUS POINT   ■ ENVIRONMENT FOCUS POINT

# 2014 – 2018 ROAD MAP

## MAIN ACHIEVEMENTS FOR 2017 - USER FOCUS POINT



### USER FOCUS POINT OFFERING USER SUSTAINABLE SOLUTIONS

Innovating daily so that we can offer sustainable solutions and drive progress in the electrical sector.

INDICATORS (*)	2014	2015	2016	2017	2017 OBJECTIVE	2018 OBJECTIVE
Percentage of net sales made with products covered by a PEP (Product Environmental Profile – ISO 14025 standard).	52%	56%	60%	67%	63%	>66%
Number of customers trained (cumulative since 2014).	122,450	260,700	437,724	612,740	400,000	>500,000
Percentage of net sales from entities using customer relationship management tools (e.g. CRM, customer satisfaction measurement, etc.).	82%	92%	89%	94%	90%	>95%
Number of tons of CO <sub>2</sub> equivalent avoided thanks to energy efficiency solutions sold by the Group each year.	133,000	445,000 (**)	835,000	1,278,000	1,167,000	>1,500,000

(\*): The full CSR indicators will be published in the Group's registration document. Annual target achievement rates for 2017 were audited on a voluntary basis under limited assurance review by Deloitte, as Statutory Auditors. The list of indicators presented is similar since 2015.

(\*\*): 578,000 reported at end 2015 on a cumulative basis for 2014 and 2015, choice of annual achievement presentation as from 2016.

# 2014 – 2018 ROAD MAP

## MAIN ACHIEVEMENTS FOR 2017- SOCIETY FOCUS POINT



### SOCIETY FOCUS POINT

#### ACTING ETHICALLY TOWARDS SOCIETY

Our responsibility is based on strict observance of ethical standards, particularly with our suppliers. We also promote sustainable access to electricity for all.

INDICATORS (*)	2014	2015	2016	2017	2017 OBJECTIVE	2018 OBJECTIVE
Number of employees trained in ethical practices (cumulative).	1,090	1,780	2,284	2,877	2,200	>3,000
Number of people benefiting from access to electricity, whether directly or indirectly, through Electricians without Borders' initiatives.	225,400	535,400	735,400	1,055,400	640,000	>800,000
Number of projects supported by the Legrand Foundation (cumulative).	5	16	23	34	16	>20

(\*): The full CSR indicators will be published in the Group's registration document. Annual target achievement rates for 2017 were audited on a voluntary basis under limited assurance review by Deloitte, as Statutory Auditors. The list of indicators presented is similar since 2015.

# 2014 – 2018 ROAD MAP

## MAIN ACHIEVEMENTS FOR 2017 - EMPLOYEES FOCUS POINT



### EMPLOYEES FOCUS POINT COMMITTING TO OUR EMPLOYEES

All over the world, we are committed on behalf of our employees to respecting human rights, diversity, health and safety at work, and the talents of each individual.

INDICATORS (*)	2014	2015	2016	2017	2017 OBJECTIVE	2018 OBJECTIVE
Percentage of the workforce covered by a work-related risk control plan.	95%	90%	90%	92%	>90%	>90%
Accident frequency rate.	7.2	5.9	5.3	4.1	6.7	<6.7
Percentage of the workforce trained each year.	65%	82%	87%	90%	>75%	>75%
Proportion of women in Group key positions.	12.9%	13.4%	13.8%	14.8%	13.9%	>14.4%
Pay gap between male and female staff in global non-managerial positions in the Group.	15.5%	15.9%	14.7%	13%	14.9%	<14.5%

(\*): The full CSR indicators will be published in the Group's registration document. Annual target achievement rates for 2017 were audited on a voluntary basis under limited assurance review by Deloitte, as Statutory Auditors. The list of indicators presented is similar since 2015.

# 2014 – 2018 ROAD MAP

## MAIN ACHIEVEMENTS FOR 2017 - ENVIRONMENT FOCUS POINT



### ENVIRONMENT FOCUS POINT LIMITING OUR IMPACT ON THE ENVIRONMENT

It is also our responsibility to respect the environment, particularly by reducing our energy consumption.

INDICATORS (*)	2014	2015	2016	2017	2017 OBJECTIVE	2017 OBJECTIVE
Percentage of the Group's energy intensity reduction (year N vs 2013).	-6%	-7%	-15%	-17%	-8%	>-10%
Rate of ISO 14001 certification at Group sites.	89%	92%	91%	92%	>90%	>90%
Proportion of waste being recycled.	86%	87%	88%	90%	>80%	>80%
Percentage of Group net sales compliant with RoHS regulation requirements (**).	85%	84%	89%	93%	98%	100%

(\*): The full CSR indicators will be published in the Group's registration document. Annual target achievement rates for 2017 were audited on a voluntary basis under limited assurance review by Deloitte, as Statutory Auditors. The list of indicators presented is similar since 2015.

(\*\*): Including Group offerings outside the scope of the RoHS (Restriction of Hazardous Substances) regulation.



# A WELL-RECOGNIZED CSR PERFORMANCE



FTSE4Good

FTSE4Good (since 2007).



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



Ranked 51th in the  
“Corporate Knights 2018  
Global 100 Most Sustainable  
Corporations in the World”.



“Responsible supplier  
relations” label of approval  
obtained in 2012, renewed  
in 2015.