



CORPORATE
SOCIAL
RESPONSIBILITY

NON-FINANCIAL

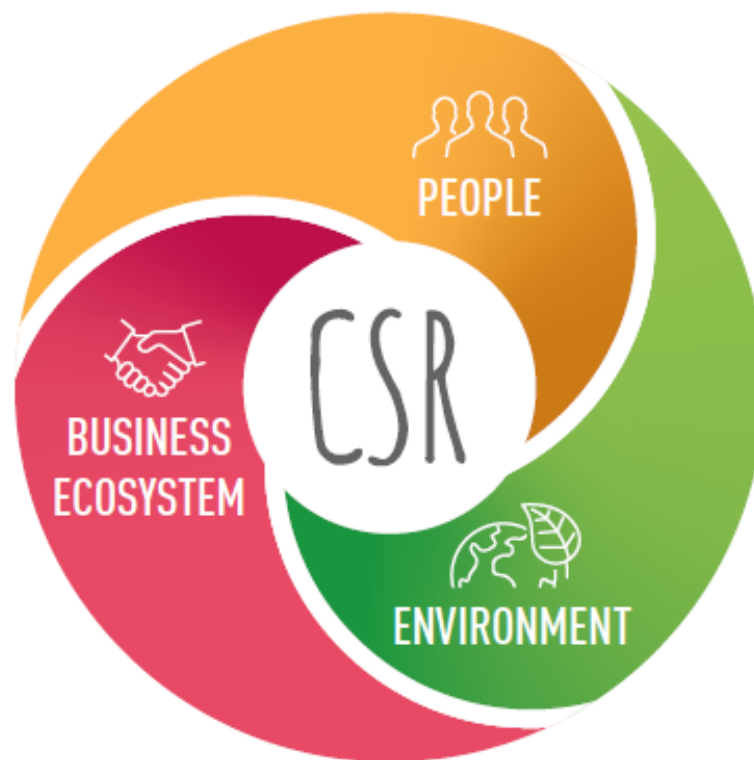
RESULTS

2019



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 2019



BUSINESS ECOSYSTEM

- 60 partnerships since 2014
- About 1 million customers trained since 2014
- Monitoring and improvement plans of CSR risky suppliers
- More than 4,000 staff trained in business ethics in 2019



PEOPLE

- 61% of countries deploying a sponsorship strategy towards local communities
- 2.5 million beneficiaries of electricity access projects with Électriciens sans frontières since 2007
- -16% on the accident frequency rate at work between 2018 and 2019
- 83% of employees covered by Serenity On program
- 85% of employees trained at least 4 hours a year



ENVIRONMENT

- 90% of waste recovered
- -6 % reduction in CO₂ emissions between 2018 and 2019
- 7 Mt of CO₂ emissions avoided since 2014 thanks to our energy-efficient solutions
- 62 % of turnover covered by PEP (certified environmental declarations)

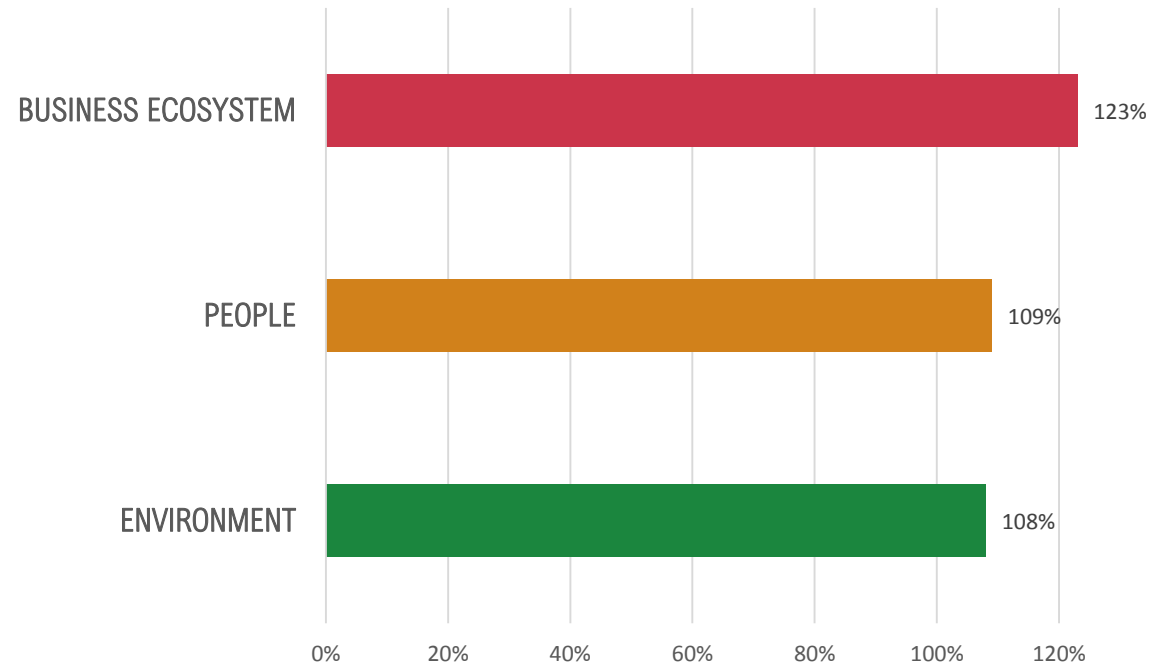
2019-2021 CSR ROADMAP

Achievements per axis – end of 2019

AVERAGE ACHIEVEMENT
RATE IS

113%

VERSUS END OF 2019
OBJECTIVES



2019-2021 CSR ROADMAP

Achievements for 2019 – 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	2019 objective	2021 objective
% of Group sales covered by a product risk quality policy	98%	100%	100%
Number of effective partnerships set up during the year	15	10	30
Number of employees trained in sustainable procurement	503	400	1 000
Number of countries that have implemented a purchasing approach integrating “the life cycle cost”	9	8	30
Number of scorecards achieved for CSR risky suppliers	269	200	Other indicator
Number of employees trained in business ethics	4,151	3,000	3,000
% of Group sales covered by the Compliance program monitoring scheme	97%	100%	100%

2019-2021 CSR ROADMAP

Achievements for 2019 – 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	2019 objective	2021 objective
% of the workforce covered by a continuous improvement process in terms of human rights	100%	100%	100%
Number of countries with a sponsorship strategy towards local communities	61%	55%	75%
% decrease in the accident frequency rate with and without time off work	- 16%	- 7%	- 20%
% of the workforce covered by the “Legrand Way” health and safety program	44%	30%	90%
% of perimeters covered by an action plan “employee engagement”	100%	100%	100%
% of the workforce covered by the Serenity On program	83%	75%	95%
% of employees trained at least 4 hours during the year	85%	85%	> 85%
% of managers who received an individual performance review	93%	90%	> 90%
% increase in women in management jobs	+ 3.2%	+ 7%	+ 20%

2019-2021 CSR ROADMAP

Achievements for 2019 – 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	2019 objective	2021 objective
Reduction of direct (Scope 1) and indirect (Scope 2) CO ₂ emissions (in teq CO ₂)	168,000	174,000	166,000
Tonnes of CO ₂ avoided thanks to the Group's energy-efficient solutions	2.4 millions	2.2 millions	2.9 millions
% of deployment of the "Legrand Way for Eco-design" program within R&D centres	94%	87%	100%
% of Group sales covered by PSP (Product Sustainable Profile)	62%	67%	67%
% of waste recovered	90%	90%	90%
% reduction in Volatile Organic Compounds (VOCs)	- 4.4%	- 3.5%	- 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
"A-" 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