



CORPORATE SOCIAL  
RESPONSIBILITY  
LEGRAND



**OUR COMMITMENTS TO  
RESPONSIBLE GROWTH**

MEDIA KIT  
2022



# Improving lives means creating a more sustainable world for everybody



It is our responsibility to provide concrete answers to the major societal challenges of our time, and this requires us to raise awareness not only in our own teams but also among our partners and customers. We need to bring them on board by our side as responsible players acting hand in hand with us. Our commitment to a low-carbon society is matched by our determination to guarantee a better future for our children and generations yet to come. This is why Legrand, leveraging the progress achieved in the framework of its previous roadmaps, now undertakes to intensify yet further its action in favour of an increasingly responsible development of its activities. This ambition is built around a simple and hopeful purpose: improving lives.



Legrand takes concrete action to show its commitment to increasingly responsible development.

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\* CSR: Corporate Social Responsibility

# Four questions for...



Benoît Coquart  
Legrand CEO



Virginie Gatin  
Legrand Executive VP CSR

## What are Legrand's main CSR commitments?

**BC:** As a specialist in electrical and digital infrastructure, we provide solutions for buildings that are simple, innovative and sustainable in their usage and by design, throughout the world. Our activities have an impact on both the environment and the communities we work with. With this in mind, our ambition is to reduce and, if possible, eliminate our negative impacts. To achieve this, reducing our carbon footprint and developing a circular economy approach within our activities are our priorities at all times. In addition, we are committed to promoting diversity and inclusion, while being a responsible player in our day-to-day relationships with all our stakeholders, especially our employees, customers and suppliers.

## How do these commitments sustainably improve lives?

**VG:** They form an integral part of our DNA, which is to meet the emerging needs of our users and make their lives easier. Our energy efficiency and connected solutions, for example, improve the sustainability of buildings and reduce their environmental impact. We offer products that have a smaller carbon footprint, thanks to an approach that covers the entire life cycle and growing use of recycled materials.

## You are publishing your fifth roadmap for 2022-2024. What changes can we expect?

**BC:** While remaining in a continuity our actions these last 18 years, we have enhanced our commitments, especially on those related to the reduction of our carbon footprint and circular economy. We are concentrating on more precised goals that deal with increasingly pressing issues as climate change.

**VG:** In the new CSR Roadmap, we have set ambitious targets for our company, and we wish to associate even more our value chain. In order to do so we have defined a certain number of targets including our suppliers and will accompany them in their steps.

## How do you strengthen your approach?

**BC:** We have made organisational changes. Since September 2021, to reflect the importance we place in Legrand's CSR commitments, the CSR Department reports directly to me and has a seat on the Group's Executive Committee.

**VG:** Deploying the approach is the responsibility of the entire company and all parts of the organisation were involved in drawing up this new roadmap, from a very early stage. This means that each employee has a role to play in the Group's commitment to responsibility.

“  
Legrand is  
strengthening its CSR  
commitments and  
involving stakeholders  
in its actions.

# Our CSR approach

## An integrated strategy

Legrand's CSR approach has long been an integral part of the strategy adopted by the Group, which always takes an integrated view of its performance and objectives. Legrand therefore sees financial, environmental and social performance as inseparable, with excellence in each area benefiting the others, in keeping with the Group's purpose of improving lives.

## A structured approach

The approach is coordinated by the CSR Department, which reports to the CEO and sits on the Group's Executive Committee.

It is based on a network of 300 representatives in the subsidiaries as well as the CSR Steering Committee, which covers strategic, operational, reputational and financial challenges. In addition, within the Board of Directors, the Commitments and CSR Committee ensures consistency between Legrand's CSR commitments and the Group's strategy. Moreover, extra-financial performance is a significant component of the remuneration of Legrand's executives and decision-makers.

## Listening to stakeholders

Legrand's CSR strategy is based on regular interaction with the Group's stakeholders. The regularly conducted materiality survey identifies the most relevant and important CSR challenges for both the company and its stakeholders. In 2021, as part of preparations for the fifth CSR roadmap for 2022-2024, Legrand conducted a large-scale materiality survey, which involved more than 5000 stakeholders (including employees, suppliers, customers, investors and civil society) in 94 countries. This survey enabled an update of the Group's materiality matrix by identifying and prioritising major challenges in the area of CSR.

FIND OUT MORE ABOUT THE MATERIALITY SURVEY:



## International standards



Legrand applies the main international standards concerning CSR. In particular, the Group has been a member of the United Nations Global Compact since 2007. It also complies with the principles of the Universal Declaration of Human Rights, the GRI and ISO 26000 guidelines (which are also tools used to evaluate the Group's strategy), and the Sustainable Development Goals (SDG) published by the UN.

## Recognition of our performance

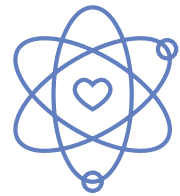
Legrand's extra-financial performance is recognised and rewarded by international ESG (Environmental, Social and Governance) indexes and ratings.





## Our 4 main areas of action to improve lives

Legrand has laid out its CSR commitments in four main areas, which bring together the most tangible challenges for the Group and its stakeholders.



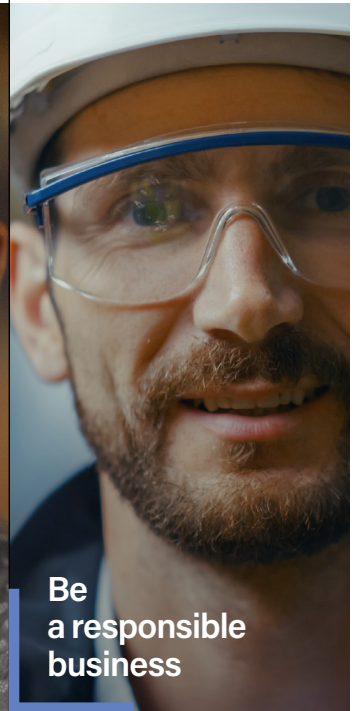
**Promote diversity and inclusion**



**Reduce our carbon footprint**



**Develop a circular economy**



**Be a responsible business**

For Legrand, diversity and inclusion are a source of sustainable performance and prosperity.

It is urgent to reduce the Group's carbon footprint in order to fight climate change.

Integrating a circular economy approach into Legrand's activities is a major component of the Group's sustainable development.

Acting responsibly means respecting and supporting all stakeholders, including employees and customers.

## Medium and long-term commitments

In order to contribute to a more sustainable future for all, Legrand is committed to achieving the following targets:

### 2050 target

Legrand has set itself the goal of reaching **carbon neutrality** throughout the Group's value chain

### 2030 targets

Reduce carbon emissions related to our own activities by **50%** and carbon emissions in our value chain by **15%\***

Achieve **80%** of our sales with eco-responsible solutions

**50/50**

Achieve gender parity across the Group's workforce

**Women in 1/3** of key positions

\*Compared to 2019. Objectives validated by SBTi (Science Based Targets initiative)

## A short-term action plan

In order to meet its medium and long-term targets, over the short term, Legrand is pursuing CSR roadmaps that form the operational action plan for the Group's CSR approach.

### 2022-2024: Legrand's fifth CSR roadmap



Published in March 2022, the 2022-2024 CSR roadmap is Legrand's fifth roadmap. It details the 15 priorities the Group has set itself to meet its CSR commitments and challenges in four main areas, and defines the objectives to be achieved. Taking into account stakeholders' expectations, particularly in the face of the climate emergency, it demonstrates a will to speed up deployment of the necessary actions.

READ THE FULL AND DETAILED LIST OF THE 15 PRIORITIES IN THE 2022-2024 CSR ROADMAP  
 > See page 21

### Contribution to SDGs\*

The 15 priorities in Legrand's 2022-2024 roadmap contribute to 10 of the 17 SDGs set out by the UN for a better and more sustainable future for all.



\*SDG: Sustainable Development Goal

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# PROMOTE DIVER SITY & INCLU SION





# Our ambition

Legrand's ambition is to be recognised as a leading player in the area of inclusiveness, embracing and promoting all types of difference.



**Women in 1/3**  
of key positions by 2030



**50/50**  
Achieve gender parity across the Group's workforce in 2030

## What Legrand's experts say

“ Diversity and inclusion are long-term performance markers and Legrand has strong ambitions in this area.

A company that is inclusive and committed to diversity is able to do the following:

- attract and support talents it needs for high performance levels and innovation,
- offer a work environment that is caring and source of well-being. 83% of our employees consider that the group offers them an inclusive work environment that respects differences.



**Hélène TAGLIABUE**  
Chief Diversity Officer

## Key indicators at the end of 2021



**+18% women**  
in management roles since 2018



**20 nationalities**  
represented at the Group headquarters

Legrand's Diversity & Inclusion Policy is based on **5 main areas:**

- Gender diversity
- Inclusivity toward people with disabilities
- Intergenerational collaboration
- Diversity of origin or background, wether social, cultural or ethno-racial
- Inclusion of LGBT+ people

**#Legrand rainbow**

More than **300 Legrand employees** have joined the Legrand Rainbow network, launched in 2020, for greater inclusion of LGBT+ people

**Exemplary governance**

- 1 independent chairwoman of the Board of Directors
- 3 of the 4 Board of Directors Committees chaired by women
- 1 Board of Directors that is independent (75%), open to women (42%) and international (5 nationalities)

\*Worldwide employee survey conducted in June 2021

## Our approach

Because diversity and inclusion are contributing factors to performance, innovation and wealth, Legrand has focused on ways to promote them for many years.

### Fighting against all forms of discrimination

Respect for workplace equality, ethnic representation, integration of people with disabilities, intergenerational collaboration, social and cultural diversity, and inclusion of LGBT+ people: each Legrand entity is committed to the fight against all forms of discrimination, throughout the world.

### Encouraging gender-diversity at work

With a firm belief that workplace gender-diversity improves the performance of both employees and the company as a whole, Legrand promotes diversity throughout the company. It is the Group's aim to guarantee equal employment conditions for women and men. It particularly encourages the opening up of management positions to women and works to promote their access to key positions in the company.

### Promoting diversity in employee profiles

Because the company's richness is based on its employees, Legrand seeks to diversify the profiles of the talents who support its growth. In particular, the Group aims to attract the young generations and offer them new opportunities.

### Raising awareness among stakeholders

Legrand also works with its external stakeholders to publicise its commitments and discuss good practices related to the fight against discrimination and the promotion of diversity. In addition, the Group is pursuing a proactive approach to further open its panel to suppliers that work in the area of 'Diversity & Inclusion.'

## Our priorities for 2024:

PRIORITIES	2024 GOALS
Gender diversity	Achieve a level of 30% of management positions filled by women
'Diversity & Inclusion' labelling	Achieve a level of 80% of the workforce working at an entity holding the 'Diversity & Inclusion' label
Employability of Early-in-careers	Offer 4,000 new opportunities to Early-in-careers each year
Diversity and inclusion among suppliers	Develop 200 additional businesses with suppliers qualified as 'Diversity & Inclusion'

## LEGRAND IN ACTION



### elle@legrand: our differences are a strength

In early 2013, Legrand employees set up a company network called elle@legrand, open to both men and women. It aims to take the lead in new ways of promoting equal opportunities for women and men. Today elle@legrand is present in over 25 countries.



### Diversity as a part of responsible purchasing

Since 2019, diversity has been included in the CSR criteria considered when selecting suppliers, in the same way as their carbon reduction and commitment to the circular economy.



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# REDUCE OUR CARBON FOOT PRINT



# Our ambition

It is Legrand’s ambition to actively contribute to the development of a low-carbon society.

## 2050 target

Legrand has set itself the goal of reaching carbon neutrality throughout the Group’s value chain

## Our 2030 decarbonation targets <sup>(1)</sup>

**-50%**

carbon emissions for our own activities

SCOPES 1 and 2 <sup>(2)</sup>

**-15%**

carbon emissions across our value chain

SCOPE 3 <sup>(3)</sup>

## Key indicators at the end of 2021

### 13 M tonnes

of CO<sub>2</sub> avoided since 2014 thanks to our Energy Efficiency solutions

### 28%

Since 2018, Legrand has reduced its direct CO<sub>2</sub> emissions by 28% (on a constant basis)

### First step to carbon neutrality

2022: Legrand is committed to neutralizing the CO<sub>2</sub> emissions from its operational activities (scopes 1&2) and business travel and daily commuting of its employees thanks to a voluntary carbon compensation initiative

### 40%

of global CO<sub>2</sub> emissions are generated by the building sector

Source: International Energy Agency

## What Legrand’s experts say

“ The fight against climate change is a collective responsibility. As a committed company, Legrand must be in a position to:

- be exemplary in terms of reducing its CO<sub>2</sub> emissions,
- provide innovative solutions that enable users of Legrand solutions to improve building energy efficiency,
- bring the sector’s stakeholders on board towards reaching carbon neutrality.



**Fabio BRAMBILLA**  
Group Energy Manager

(1) Compared to 2019.  
 (2) SCOPES 1 and 2: direct and indirect emissions at our establishments and manufacturing sites.  
 (3) SCOPE 3: indirect emissions produced by goods and services purchased, transport services, and the distribution and end-of-life processing of products sold.

## Our approach

In order to limit the impact of the Group's activities on the climate, Legrand is committed to reducing its carbon footprint and that of its products, mainly by promoting the emergence of a circular economy, as well as by enabling customers and buildings to reduce their footprints, particularly in terms of energy consumption.

### Reducing the impact of our own activities

Legrand sees the reduction of CO<sub>2</sub> emissions related to its activities as a priority. To achieve this, the Group is committed to reducing its overall energy consumption. All of the Group's entities are concerned by this initiative to reduce energy intensity. On each site, the challenge is to implement technologies that require the least energy to achieve the same industrial performance and provide the same lighting and heating conditions for employees. The reduction of CO<sub>2</sub> emissions involves the purchasing of "green" energy and the installation of renewable electricity sources on the Group's sites.

### Providing low-carbon solutions for our customers

The building sector is responsible for 40% of global CO<sub>2</sub> emissions. For Legrand, improving the carbon footprint and building energy performance is a major challenge to be met. The impact of buildings during their construction and renovation is increasingly governed by environmental standards, leading to growing demand for eco-designed and transparent products. Legrand's eco-design approach has been in place for many years now and there is a Product Sustainable Profile for 70% of products in the catalogue. In addition, the development and installation of equipment and solutions that improve building energy efficiency enable each Legrand user to reduce their energy consumption.

## Our priorities for 2024:

PRIORITIES	2024 GOALS
CO <sub>2</sub> emissions avoided for our customers	Thanks to the Group's Energy Efficiency solutions, enable our customers to avoid the emission of 12 million tonnes of CO <sub>2</sub>
Direct and indirect CO <sub>2</sub> emissions (scopes 1 & 2)	Reduce the Group's CO <sub>2</sub> emissions within scopes 1 and 2 by 10% each year through energy efficiency improvements at our manufacturing sites and renewable energy deployment
Indirect CO <sub>2</sub> emissions (scope 3)	Encourage at least 250 key suppliers to have an official CO <sub>2</sub> emission reduction target of 30% on average by 2030

Among other things, these solutions include presence sensors, consumption measurement tools and connected home management systems.

For non-residential buildings and data centers, Legrand provides measurement and control equipment such as smart power distribution units, lighting management solutions and high-efficiency products such as UPS and transformers. In addition, Legrand has a comprehensive electric vehicle charging offering, particularly in Europe.

## Legrand's long-standing commitment



As a signatory of the Climate Manifesto, Legrand reaffirmed its historical commitment to combating global warming by signing the French Business Climate Pledge in 2017. This resolve has been further strengthened by the CO<sub>2</sub> emissions reduction objective the Group set itself by joining two international initiatives to combat global warming: 'Science Based Targets Initiative (SBTi)' and 'Global Alliance for Energy Productivity.' **Aligned with the aim of limiting global warming to 1.5°C, the Group's carbon trajectory was approved by the SBTi in 2021.**



**Legrand is engaged on all fronts**



In order to achieve its objectives, Legrand is committed to reducing the following CO<sub>2</sub> emissions:

- direct emissions related to its fossil fuel consumption, in particular for the heating of its sites and running of its vehicles (scope 1),
- indirect emissions related to its electricity consumption (scope 2),
- indirect emissions (scope 3), in particular those related to goods and services purchased, transport services, and the distribution and end-of-life processing of products sold.

**Financing indexed to the carbon trajectory**



Legrand has a syndicated loan whose cost has been indexed to the Group's CSR performance since 2019. In 2021, it launched its first bond issue indexed to its carbon emissions. The success of the issue, which was widely oversubscribed, reflects investor confidence in the reliability of the Group's environmental commitments.

**LEGRAND IN ACTION**

**Going solar**

In the UK, nearly 17,400 kWh of renewable energy are produced annually by the photovoltaic panels that have been installed since 2019. Similarly, in India, Adlec covers 72% of its energy needs with its photovoltaic installations. Other solar projects are being deployed in France, India, Poland and Hungary.



**Improving energy efficiency in data centers**

By making it possible to supervise energy supplied to cabinets, and monitor the supply, charge and status of batteries in real time, the new solutions for data centers (connected PDUs, busbars and UPS) significantly improve their energy efficiency.



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# DEVELOP A CIRCULAR LABOR ECONOMY



# Our ambition

It is Legrand’s ambition to reduce the environmental footprint of its products, by giving priority to the circular economy, reducing the quantity of materials used and promoting the reuse of materials.




**72%**  
of sales achieved in 2024 with products that have Product Sustainable Profiles

## Key indicators at the end of 2021



**In 2021**  
10% recycled plastic used

Gradual application of the principles of the **circular economy** within Legrand’s R&D centres

## What Legrand’s experts say

“ *Increases in resource consumption and waste, and the resulting emissions, compel companies to transition to a circular economy. In this context, Legrand aims to:*

- design out waste,
- keep products in use through multiple lifecycles,
- leverage innovative materials to enable reuse and the regeneration of natural systems.



**Patrick FORD**  
Director of circular economy



## Our approach

Protecting the environment involves adopting the principles of the circular economy. This approach consists in moving from a linear consumption model (extraction of raw materials, manufacturing, usage, end of life and waste management) to a circular approach. The aim is to innovate in order to build an economy in which the end of life of a product is taken into account from its design stage, so as to limit its environmental impact. This ecosystem is based on more effective use of natural resources. It is also based on more complete recovery of waste, both for Legrand and for the electrical and digital sector, in particular by setting up end-of-life processing channels for Legrand products. In addition, by stimulating innovation, the approach creates new business opportunities for the Group.

### Eco-design: integrating circular economy principles in the development of new products

In order to reduce its environmental impact, Legrand incorporates circular economy principles into the development of new products. This eco-design approach concerns all of the stages in the product life cycle, from design to end of life, in particular through the choice of raw materials. Legrand is committed to using more recycled materials.

### Providing environmental information on our products

Because reducing the environmental footprint of buildings is linked to choices made during their early design stages, it is important to be able to inform designers and installers of the environmental impact of the products they specify and install. Developed at the initiative of Legrand in particular, the PEP (Product Environmental Profile) eco-passport® has become the leading environmental declaration programme for electrical and digital equipment.

## Our priorities for 2024:

PRIORITIES	2024 GOALS
Use of recycled materials	Achieve a 15% recycled plastics use rate and 40% recycled metals use rate in products manufactured by the Group
Phase out single-use plastic	Eliminate 100% of single-use plastic in flow pack and expanded polystyrene packaging
Environmental declarations	Cover 72% of the Group's annual sales with Product Sustainable Profiles

### Limit waste production and maximise waste processing

Legrand works to limit waste production related to its manufacturing activities and seeks to reduce the negative impacts of waste by promoting the use of recovery channels. Sharing good practices enables the limiting and reuse of production scraps. Furthermore, by identifying and sorting waste produced, we can facilitate its recovery and give it a second life. The result of these actions is monitored by measuring the waste recovery rate.

## LEGRAND IN ACTION



**Batibox: boxes made of 100% recycled plastic**

Since 2020, all of the flush-mounting boxes in the Batibox masonry range have been produced using recycled plastic.

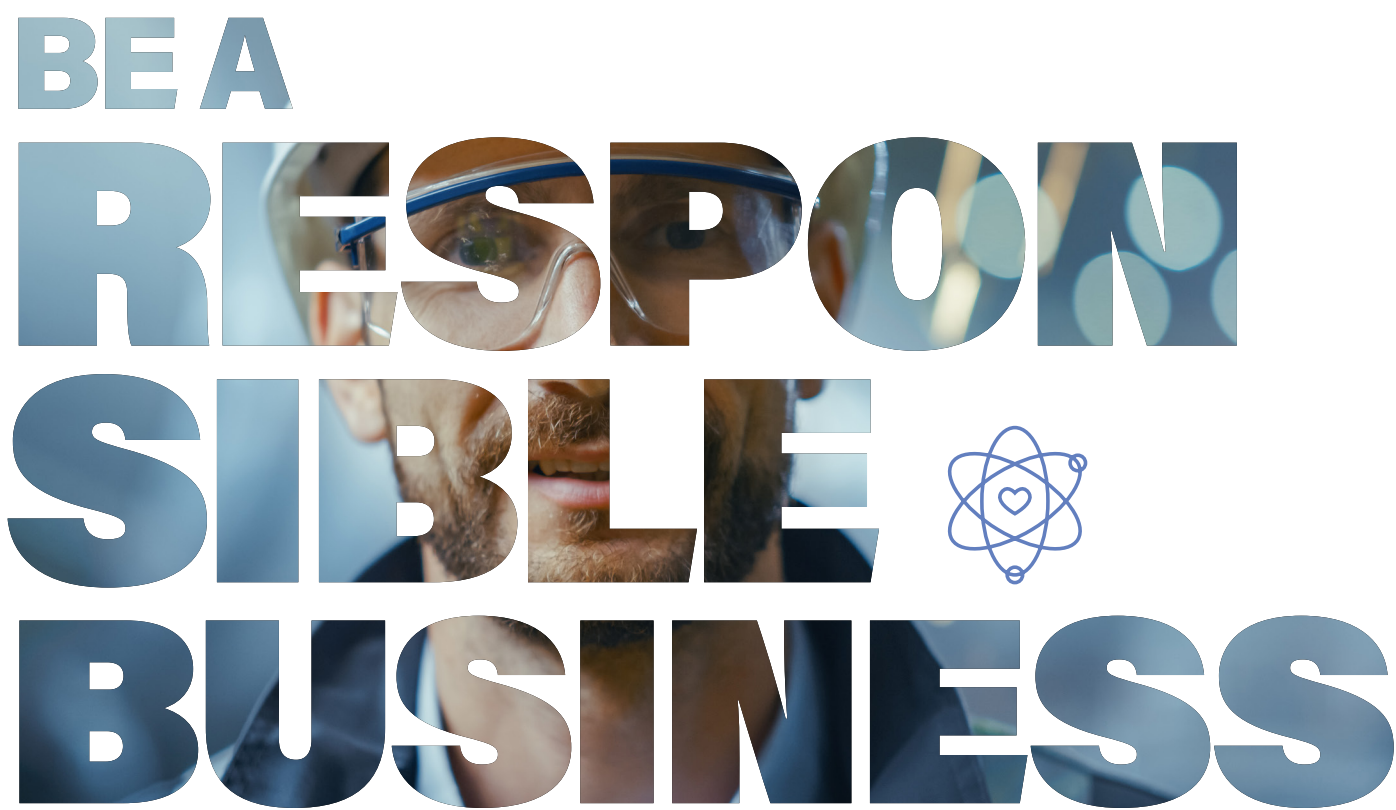


**Less materials and less energy through eco-design**

In Brazil, the eco-design approach for the PIAL Plus range enabled a 15% reduction in energy dissipation, while reducing the mass of conductor materials by 47%, thereby avoiding natural resource depletion.

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**BE A  
RESPON  
SIBLE  
BUSINESS**



# Our ambition

Throughout its value chain, Legrand aims to ensure the implementation of policies and good practices designed to respect employees, and be attentive to customers' needs and expectations.

## Our targets for good practices

- Compliance**  
have zero non-conformities in the area of business ethics
- Training**  
for all employees, including those who are "not connected"
- Safety**  
no more workplace accidents
- A quality scheme**  
to protect and cover our employees with Serenity On

## Key indicators at the end of 2021

**100%**  
of sales  
covered by the compliance programme monitoring scheme

**93%** of employees provided with at least 4 hours of training in 2021

**-46%**  
in the workplace accident frequency rate since 2018

**More than 21,000**  
Legrand employees trained in business ethics in 3 years

## What Legrand's experts say

“ *Pioneering Company and leader on its market, Legrand favors the well being of its stakeholders, in particularly those of its employees and clients. Legrand improves lives especially thanks to the Serenity On program, a worldwide facility aiming to offer to its employees all around the globe a minimum social protection around parenting, health and foresight.*



**Bénédicte BAHIER**  
Executive VP Human Resources

## Our approach

Acting as a responsible company means working for both internal and external stakeholders, while adopting exemplary behaviour and carrying out activities with the utmost respect for business ethics. For Legrand, this involves promoting a work culture that respects and values each employee, while meeting the needs of customers and making their satisfaction a priority.

### Promoting a work culture that respects and values each employee

The safety, health and well-being of teams in the workplace are priority objectives for Legrand. This includes controlling occupational risks, monitoring prevention and implementing a continuous improvement approach. Legrand is committed to respecting human rights in all countries where the Group operates and, where appropriate, to remedying any violation of employees' rights. In addition, the Group listens to the needs of all its employees, in particular through regular engagement surveys. Lastly, in order to guarantee business ethics, the Group is committed to training employees who are liable to encounter risk situations, so as to reduce the likelihood of offences related to competition law, corruption and money laundering. Legrand also intends to support the fight against counterfeiting and to continue monitoring application of its Compliance programme.

### Meeting the needs of external stakeholders

Customer satisfaction is a daily priority for Legrand. As partners of the Group, distributors, installers and end users are at the core of its concerns. In order to meet their needs and provide a response to emerging trends, the Group is committed to developing innovative solutions. Legrand also aims to ensure responsible purchasing so that it can pursue sustainable growth of its business. The Group therefore expects its suppliers and subcontractors to comply with the same standards of social and environmental responsibility as it does, and is committed to helping them make progress in this area.

## Our priorities for 2024:

PRIORITIES	2024 GOALS
Customer satisfaction	Achieve 90% of sales made to satisfied customers (satisfaction surveys)
Business ethics/compliance	Supervise, provide training and ensure compliance in relation to the Group's commitments in the area of business ethics
Employability and skills development	Provide training for 85% of employees each year and attain 7 hours of annual training for each employee
Safe workplace	Reduce the workplace accident frequency rate by 20% (FR2)
Expanded social coverage	Expand the Serenity On program to cover 100% of employees

Furthermore, because electricity plays an essential role in development, Legrand considers that it has a responsibility to help as many people as possible access electricity, wherever they are in the world. Through sponsorship, Legrand provides assistance to local communities in the fight against exclusion, loss of autonomy and energy poverty.

## LEGRAND IN ACTION











### Improving lives by guaranteeing social protection

Throughout its history, Legrand has been committed to ensuring security and protection for each of its employees, to give them peace of mind at work. At the end of 2017, this commitment led to the launch of the Serenity On program, a global initiative aimed at guaranteeing Group employees a minimum level of social protection, wherever they are.



# 2022-2024 Roadmap

## Our 15 priorities for 2024

PRIORITIES			2024 GOALS
<b>Promote diversity and inclusion</b>			
			<p><b>Gender diversity</b> Achieve a level of 30 % of management positions filled by women</p> <hr/> <p><b>'Diversity &amp; Inclusion' labelling</b> Achieve a level of 80% of the workforce working at an entity holding the 'Diversity &amp; Inclusion' label</p> <hr/> <p><b>Employability of Early-in-careers</b> Offer 4,000 new opportunities to Early-in-careers each year</p> <hr/> <p><b>Diversity and inclusion among suppliers</b> Develop 200 additional businesses with suppliers qualified as 'Diversity &amp; Inclusion'</p>
<b>Reduce our carbon footprint</b>			
			<p><b>CO<sub>2</sub> emissions avoided for our customers</b> Thanks to the Group's Energy Efficiency solutions, enable our customers to avoid the emission of 12 million tonnes of CO<sub>2</sub></p> <hr/> <p><b>Direct and indirect CO<sub>2</sub> emissions (scopes 1 &amp; 2)</b> Reduce the Group's CO<sub>2</sub> emissions within scopes 1 and 2 by 10% each year through energy efficiency improvements at our manufacturing sites and renewable energy deployment</p> <hr/> <p><b>Indirect CO<sub>2</sub> emissions (scope 3)</b> Encourage at least 250 key suppliers to have an official CO<sub>2</sub> emission reduction target of 30% on average by 2030</p>
<b>Develop a circular economy</b>			
			<p><b>Use of recycled materials</b> Achieve a 15 % recycled plastics use rate and 40% recycled metals use rate in products manufactured by the Group</p> <hr/> <p><b>Phase out single-use plastic</b> Eliminate 100% of single-use plastic in flow pack and expanded polystyrene packaging</p> <hr/> <p><b>Environmental declarations</b> Cover 72% of the Group's annual sales with Product Sustainable Profiles</p>
<b>Be a responsible business</b>			
			<p><b>Customer satisfaction</b> Achieve 90 % of sales made to satisfied customers (satisfaction surveys)</p> <hr/> <p><b>Business ethics/compliance</b> Supervise, provide training and ensure compliance in relation to the Group's commitments in the area of business ethics</p> <hr/> <p><b>Employability and skills development</b> Provide training for 85 % of employees each year and attain 7 hours of annual training for each employee</p> <hr/> <p><b>Safe workplace</b> Reduce the workplace accident frequency rate by 20 % (FR2)</p> <hr/> <p><b>Expanded social coverage</b> Expand the Serenity On program to cover 100% of employees</p>



# Follow Legrand's CSR approach

You will find the full Legrand CSR strategy at [www.legrandgroup.com](http://www.legrandgroup.com):

- The section 'Our Responsibility' presents the Group's CSR strategy, all the actions implemented and the 2022-2024 roadmap
- A resource centre is available to consult and download the main reference frameworks and charters related to the CSR strategy <https://www.legrandgroup.com/en/our-responsibility/csr-resource-center>

To find out more, you can also consult the website or ask to be sent by email the following:

- Legrand's Universal Registration Document (in particular chapters 1 and 4)
- Extra-financial results
- Yearly tracking of the 2022-2024 CSR roadmap

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LEGRAND'S FULL CSR STRATEGY IS AVAILABLE  
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