



CORPORATE
SOCIAL
RESPONSIBILITY

NON-FINANCIAL

RESULTS

2021



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 2021



BUSINESS ECOSYSTEM

- 116 innovation partnerships since 2014
- More than 1.5 million customers trained since 2014
- 100% of CSR risky suppliers show an improvement in 3 years
- More than 21,000 staff trained in business ethics in 3 years



PEOPLE

- 89% of countries deploy a sponsorship strategy
- 2.9 million beneficiaries of electricity access projects with Électriciens sans frontières since 2007
- -46% on the accident frequency rate at work since 2018
- 97% of employees covered by Serenity On program
- 93% of employees trained at least 4 hours a year
- +18 % of women in management jobs since 2018

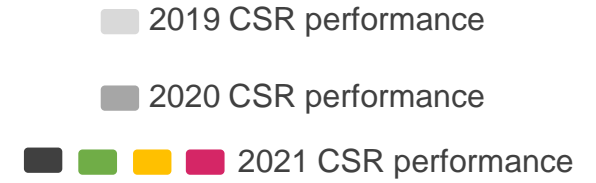


ENVIRONMENT

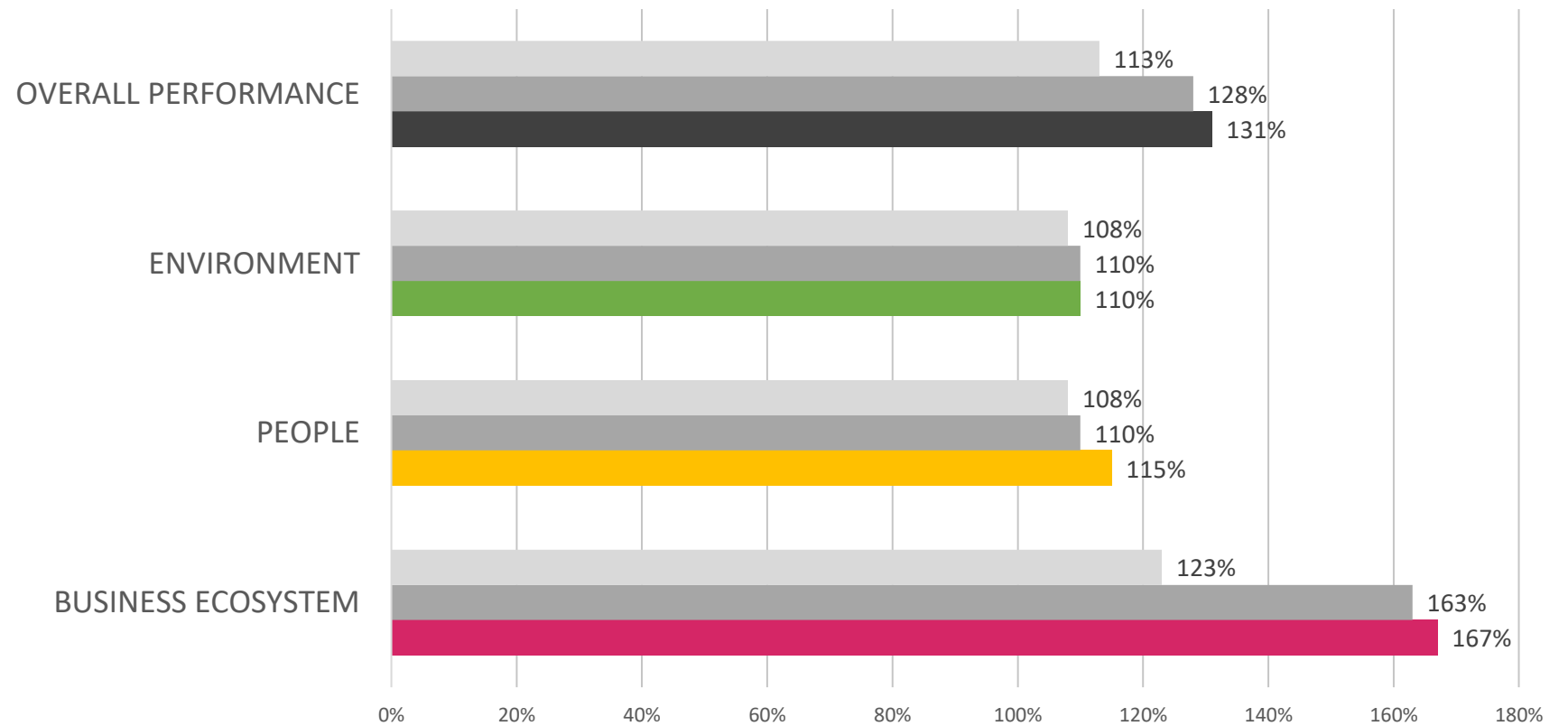
- 92% of waste recovered
- -28 % reduction in CO₂ emissions since 2018 (at constant scope)
- 13 Mt of CO₂ emissions avoided since 2014 thanks to our energy-efficient solutions
- 70% of turnover covered by PEP (certified environmental declarations)

2019-2021 CSR ROADMAP

Achievements per axis – end of 2021



AVERAGE ACHIEVEMENT
RATE IS
131%
VERSUS END OF 2021
OBJECTIVES



2019-2021 CSR ROADMAP

Achievements for 2021 – 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 result	2021 objective	2021 result
% of Group sales covered by a product risk quality policy	98%	100%	100%	100%
Number of effective partnerships set up during the year	15	24	10	32
Number of employees trained in sustainable procurement	503	651	300	501
Number of countries that have implemented a purchasing approach integrating “the life cycle cost”	9	23	28	28
Improvement of the situation of CSR risky suppliers	Other indicator	78%	100%	113%
Number of employees trained in business ethics	4,151	13,511	9,000	21,707
% of Group sales covered by the Compliance program monitoring scheme	97%	95%	100%	97%

2019-2021 CSR ROADMAP

Achievements for 2021 – 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 result	2021 objective	2021 result
% 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%	80%	75%	89%
% decrease in the accident frequency rate with and without time off work	- 16%	- 30%	- 20%	- 46%
% of the workforce covered by the “Legrand Way” health and safety program	44%	65%	90%	94%
2019-2020: % of perimeters covered by an action plan “employee engagement” 2021: employee engagement rate	100%	100%	70%	76%
% of the workforce covered by the Serenity On program	83%	93%	95%	97%
% of employees trained at least 4 hours during the year	85%	89%	85%	93%
% of managers who received an individual performance review	93%	97.6%	90%	97.3%
% of women in management jobs	23.3%	24.8%	27.1%	26.7%

2019-2021 CSR ROADMAP

Achievements for 2021 – 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 result	2021 objective	2021 result
Reduction of direct (Scope 1) and indirect (Scope 2) CO ₂ emissions (in teq CO ₂)	168,000	137,250	166,000	127,629
Tonnes of CO ₂ avoided thanks to the Group's energy-efficient solutions	2.4 millions	3.0 millions	2.9 millions	3.3 millions
% of deployment of the "Legrand Way for Eco-design" program within R&D centres	94%	97%	100%	104%
% of Group sales covered by PSP (Product Sustainable Profile)	62.3%	66.6%	66.7%	69.8%
% of waste recovered	90%	90%	90%	92%
% reduction in Volatile Organic Compounds (VOCs) – base 2018, constant scope	- 4.4%	- 25%	- 10%	- 22%

A WELL-RECOGNIZED CSR PERFORMANCE



Inclusion since 2007



CDP climate change
"B" list



"Platinum" rating
[Top 1% - all companies]
"Gold" rating from 2016 to 2020
[Top 5% - all companies]



"Prime" Statut
since 2011



8 out of 210
in Electrical Equipment



"AA" rating
since 2013
[3rd among electrical
equipment companies]



Vigeo Euronext Eurozone 120
Vigeo Euronext Europe 120
since 2015



DJSI World & DJSI Europe
[Score ESG : 80]

Legrand is No. 31 in the Corporate Knights 2022
classification of the 100 most sustainable companies in
the world (grade B), 5th French company.