



# SDG 10 : REDUCE INEQUALITY WITHIN AND AMONG COUNTRIES

## KEY ISSUES AND OBJECTIVES TO WHICH LEGRAND CONTRIBUTES

**Equal remuneration for women and men**

**10.2** By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status

**Capacity Building**

**10.3** Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard

**Diversity and equal opportunity**

**10.4** Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality

**Economic inclusion**

**10.5** Improve the regulation and monitoring of global financial markets and institutions and strengthen the implementation of such regulations

Legrand acts daily to **empower all people** and supports initiatives such as the Refuge Foundation or the NGO Migrabo, which house and accompany young LGBTQIA+ victims of discrimination. Legrand also supports **intergenerational inclusion** and initiatives such as Schools Visiting Bticino, which allow students to visit different sites and talk with professionals to help them find their **professional orientation**. In 2022, Legrand has signed UN standards of conduct to **tackle discrimination against LGBT+ people**. More than 300 Legrand employees have joined the **Legrand Rainbow network**, launched in 2020, for greater inclusion of LGBT+ people.

By deploying the Serenity On program across its sites, Legrand provides **social security coverage, access to healthcare** and hospitalization, and **parental leave** for 97% of its workforce. The highest international standards are taken into consideration to ensure that employees enjoy the same **level of social protection**. The Group aims to cover 100% of its workforce by 2024.

In order to **ensure compliance with business ethics**, a Compliance program has been set up at Group level, overseen by a committee and a compliance officer. Since 2012, this program has been deployed worldwide and evaluated by various procedures, including audits. In 2021, **35 audits assessed business ethics**. Only 3% of the Group's revenues, represented by 2 subsidiaries, have an insufficient level of deployment. They are subject to a reinforced action plan.

