



SDG 5 : ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

KEY ISSUES AND OBJECTIVES TO WHICH LEGRAND CONTRIBUTES

Diversity and equal opportunity

5.1 End all forms of discrimination against all women and girls everywhere

Workplace violence and harassment

5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation

Women in leadership

5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life

Equal remuneration for women and men

5.b Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women

Legrand is committed to promoting **equal opportunity and diversity**. Within the Group, a policy on diversity and inclusion has been defined and applied at all sites since 2019. As a result, **90% of employees feel that they are treated with respect**, and 83% consider that the company offers a work environment that respects differences (source: Legrand commitment survey conducted in 2021).

In 2016, a specific **agreement on harassment and violence in the workplace** was concluded in the Group's Italian subsidiary. Legrand has also stepped up its commitments on violence against women, signing in 2021 the oneINthreeWOMEN charter and the manifesto of economic players in France **against domestic violence**.

Legrand has formalized its **commitment to greater gender diversity** by ratifying the **Women Empowerment Principles**. Legrand ensures that women actively participate in management positions, and aims to have one-third of the Group's management positions held by women by 2030. Some Legrand subsidiaries, such as France, Switzerland, Egypt, Colombia and Chile, have also been **awarded the GEEIS label**, an international standard for an inclusive working environment.

The **network for gender equality** created in 2013, elle@legrand, led by an independent office, initiates actions for equality. Thanks to the elle@sports event, during which every kilometer run is associated with a financial donation, the NGO PLAN international is supported each year in its deployment of projects aimed at **improving the living and educational conditions of children**. Elle@legrand acts on skills development and professional evolution, with mentoring schemes offered, as well as regularly organized conferences.