



SDG 8 : PROMOTE INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, EMPLOYMENT AND DECENT WORK FOR ALL

KEY ISSUES AND OBJECTIVES TO WHICH LEGRAND CONTRIBUTES

Employment

8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services

In the countries where the Group operates, each subsidiary forges **research partnerships with clusters and competitiveness centers**, as well as with research laboratories and universities. In this way, Legrand promotes the development of skills among future professionals in its sector, by supporting the creation of **specialized courses** and promotes local economic activity by developing and marketing innovative solutions through start-ups and SMEs. Since 2014, **116 innovation partnerships** have been concluded.

Economic Inclusion

8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

An agreement in France on the **prevention and integration of disabilities** has been signed for the period 2021-2023 in order to set up an integration and training plan for people with disabilities. In France, Legrand employs 8% of disabled people and organizes various initiatives to promote a more **inclusive work environment**. Conferences on management and disability, hosting visually impaired students, disabled sports events and targeted training modules are all projects that promote inclusion. At the same time, the Group is voluntarily opening up its panel to suppliers working in the field of "Diversity & Inclusion".

Non-discrimination

8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training

Capacity Building

8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms

In Italy, the Bticino subsidiary has entered into a partnership with the CFPIL association to facilitate the **integration into the world of work** of young people with **psychic and psychomotor disabilities**. This commitment is reflected in the integration of trainees in the Group's Italian teams.

Availability of a skilled workforce

8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

Since 2019, Legrand has been deploying an investigation grid inspired by the Danish Institute's questionnaire to **assess the compliance** of its practices around the world with the **Human Rights Charter**.

