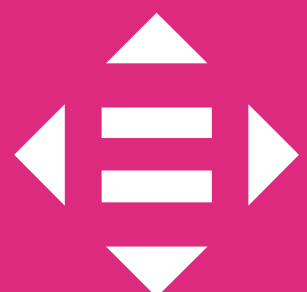


SDG 10 : REDUCE INEQUALITY WITHIN AND AMONG COUNTRIES

10 REDUCED INEQUALITIES



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

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

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

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 like Schools Visiting Bticino, which enable students to visit different sites and talk to professionals to help them find their way professionally. In 2022, Legrand signed the UN Standards of Conduct for Business to combat discrimination against LGBT+ people. In France, 20 employees have been identified as LGBT+ ambassadors and have a training role with managers.

By deploying the Serenity On scheme across all its sites, Legrand enables 90% of its workforce to benefit from social security, access to healthcare and hospitalization, and parental leave. The highest international standards are taken into consideration to ensure that employees benefit from the same level of social protection. This coverage was extended to 96.5% of employees in 2024.

To ensure compliance with business ethics, a Compliance program steered by a dedicated committee and a compliance officer has been set up at Group level. Since 2012, this program has been deployed worldwide and assessed by various procedures, including audits. In 2024, 33 audits assessed business ethics.

CAPACITY BUILDING

DIVERSITY AND EQUAL OPPORTUNITY

ECONOMIC INCLUSION