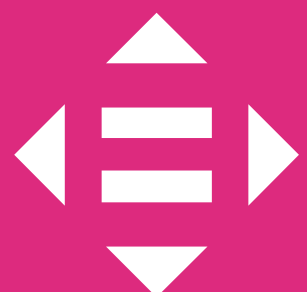


# SDG 10 : REDUCE INEQUALITY WITHIN AND AMONG COUNTRIES

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 will be extended to 100% of employees by the end of 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 2023, 33 audits assessed business ethics.

### CAPACITY BUILDING

### DIVERSITY AND EQUAL OPPORTUNITY

### ECONOMIC INCLUSION