



# Policy

## DIVERSITY and INCLUSION

LEGRAND has developed its presence in close to 90 countries thanks to the people who are its driving force. The diversity of their profiles, cultures and skills is the key to its success.

Leveraging this diversity, Legrand wishes to continue welcoming all the talents that will ensure its future success, irrespective of their gender, disability, age, social or cultural origin, or sexual orientation, and to ensure they enjoy support and development opportunities throughout their career path.

Cultivating difference and ensuring respect and dignity for all is what allows our employees to flourish and succeed.

Legrand is convinced that diversity and equal opportunity lead to greater well-being, growth, economic development and competitiveness, and, as a responsible player, intends to ensure this vision is shared by its entire ecosystem. By doing so, the Company contributes to the Sustainable Development Goals defined by the United Nations (Nos 5/8/10).

Promoting and respecting the rights of individuals, and developing policies and practices that protect individuals from discrimination, violence or harassment of any kind, remain fundamental obligations. They are incorporated into our recruitment, training, promotion, professional development, and remuneration processes. Our diversity and inclusion policy, which applies to all our establishments and companies across the world, is built mainly around the following five focal areas and objectives:

### **Gender diversity**

- Contribute to changing attitudes regarding the social roles assigned to men and women
- Ensure greater balance in male/female representation at all levels of the company, especially in management teams
- Guarantee professional equality in all our management processes

### **Inclusivity towards people with disabilities**

- Change how disability is perceived, by overcoming stereotypes to consider skills
- Take action on disability compensation in order to ensure equal opportunities for success and mobility within the Group
- Guarantee the confidentiality of medical information relating to individual situations

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### **Intergenerational collaboration**

- Promote the exchange of experiences and mutual enrichment between generations to stimulate innovation
- Value the experience of our senior colleagues and assist them in passing on their skills and knowhow
- Contribute to young people's training and job market inclusion, particularly through apprenticeship opportunities

### **Social and cultural diversity**

- Be reflective of our societies and customers so as to better design responses to their needs and expectations
- Promote cultural exchange in order to find the best business solutions
- Promote social diversity by providing opportunities to the vulnerable populations

### **Inclusion of LGBT+ people**

- Ensure equality of access to the company's existing partner and parental rights and advantages
- Guarantee the right to respect of sexual orientation and gender identity
- Support employees' initiatives aimed at combating discrimination against LGBT+ people

It is everyone's responsibility to help build sympathetic work environments that respect differences, enabling all individuals to coexist harmoniously and to express their talents fully within the company.

**Diversity and inclusion are a genuine source of sustainable performance and well-being.**

### **Benoît COQUART**

Chief Executive Officer