



the **WOMEN** in Legrand Group
are **WORKING** with you side-by-side
to **act • share • innovate • decide**





elle@legrand NETWORK CHARTER

December 2013





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1. AIMS AND AMBITIONS

The purpose of the elle@legrand network is to enhance the visibility of women's contributions within the Legrand Group and to boost their representation throughout its bodies and professional structures.

It aims to:

- contribute to the onset of cultural change in the company
- foster discussions, both internal and external
- facilitate access for women to decision-making bodies and key jobs, enhancing their visibility
- put forward innovative ideas to meet the challenges facing the company.





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2. MEMBERSHIP

The elle@legrand network is open to both men and women in the Group.

To apply, employees can use the membership form, indicating their special interests.

3. OPERATIONS

To fulfil its purpose, the network is made up of commissions.

Currently, there are 5 such commissions:

- COMMUNICATION Commission: developing ongoing communications both inside and outside the network.
- MENTORING Commission: supporting women of managerial/professional status within the company to encourage their career development





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3. OPERATIONS (CONTINUED)

- CULTURAL CHANGE Commission: raising awareness in the company with regard to gender balance and equality issues, and tackling stereotypes that reciprocally influence men's and women's behaviour
- INTERNATIONAL Commission: developing the network on an international level
- CUSTOMER RELATIONSHIP AND MARKETING Commission: contributing to product development and sustaining the Legrand business model.

Network members actively participate in ongoing considerations, projects, plenary meetings and the network's expansion. Via the elle@legrand community, they debate, put forward ideas and take action in favour of greater gender balance.





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4. MEMBERSHIP AND RENEWAL OF THE EXECUTIVE

The executive comprises 7 members (since December 2012):

1 chair: Karine Alquier-Caro

1 deputy chair: Selina Becquet

1 treasurer: Perrine Dufros

1 general secretary: Ana Rodrigues

3 active members: Astride Estève, Emmanuelle Lassus, Isabelle Schiltz

The role of the executive is to oversee the work of the commissions and the network's communication.

Members of the Executive are elected for a 2-year term and may not serve for more than 2 terms in any given capacity.

The Executive is elected by all network members who have signed the charter and filled in their membership form.

