



CORPORATE
SOCIAL
RESPONSIBILITY

PRESS FILE

MAY 2014



BECAUSE WE ARE THE **WORLD SPECIALIST IN ELECTRICAL AND DIGITAL BUILDING INFRASTRUCTURES**

BECAUSE **20%** OF THE WORLD'S ENERGY IS CONSUMED BY BUILDINGS

BECAUSE **20%** OF THE WORLD'S POPULATION HAS NO ACCESS TO THE STANDARD FUNCTIONS OF AN ELECTRICAL INSTALLATION

IT IS OUR RESPONSIBILITY TO ENSURE THAT EVERYONE CAN USE ELECTRICITY IN A SUSTAINABLE WAY.



This file summarises Legrand's CSR (Corporate Social Responsibility) priorities and practices. It describes the key issues facing the Group, the Group's approach to dealing with them, and its priorities. For each issue, concrete examples are provided to illustrate Legrand's everyday CSR actions.

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“ At Legrand, CSR lies at the intersection of our business, our development strategy, and the new challenges we face. ”



Gilles Schnepf
Chairman and Chief
Executive Officer



Hervé Pernet
Group Vice-President
Sustainable Development
and Strategic Processes

THREE QUESTIONS FOR...

HOW DO YOU DEFINE CORPORATE SOCIAL RESPONSIBILITY AT LEGRAND?

Gilles Schnepf (GS): At Legrand, CSR lies at the intersection of our business, our development strategy, and the environmental, societal, and technological challenges we face. As a leader in the field of electrical and digital building infrastructures, our responsibility is to ensure that everyone can use electricity in a sustainable way.

Hervé Pernet (HP): We need to innovate to offer sustainable solutions to users, to act ethically towards society, and to make a commitment to and with the Group's 36,000 employees. All the while, we must limit our impact on the environment.

WHAT IS NEW IN THE 2014-2018 ROADMAP?

GS: We are placing the user, and the user's needs, at the heart of our strategy. We are involving our stakeholders much more broadly. And we are incorporating all the initiatives we conduct for the advancement of the electrical sector.

HP: In creating this roadmap, we sought to identify the 10 key issues on which to focus. Then, for each of the 21 priorities we defined, we created consolidated indicators that we can use to measure and track our CSR performance.

HOW DOES LEGRAND'S CSR STRATEGY CONTRIBUTE TO THE GROUP'S PERFORMANCE?

HP: Firstly, it drives us to innovate so that we can satisfy the expectations of our stakeholders. Secondly, it gives us better risk control. Finally, it encourages us to do even more progress for the whole electrical sector through a shared improvement approach.

GS: I would even say that CSR is an opportunity for Legrand. It stimulates our best practices. It also makes us hold onto the growth mechanisms that are the most sustainable for us; the ones that create value for the user.



OUR CSR STRATEGY

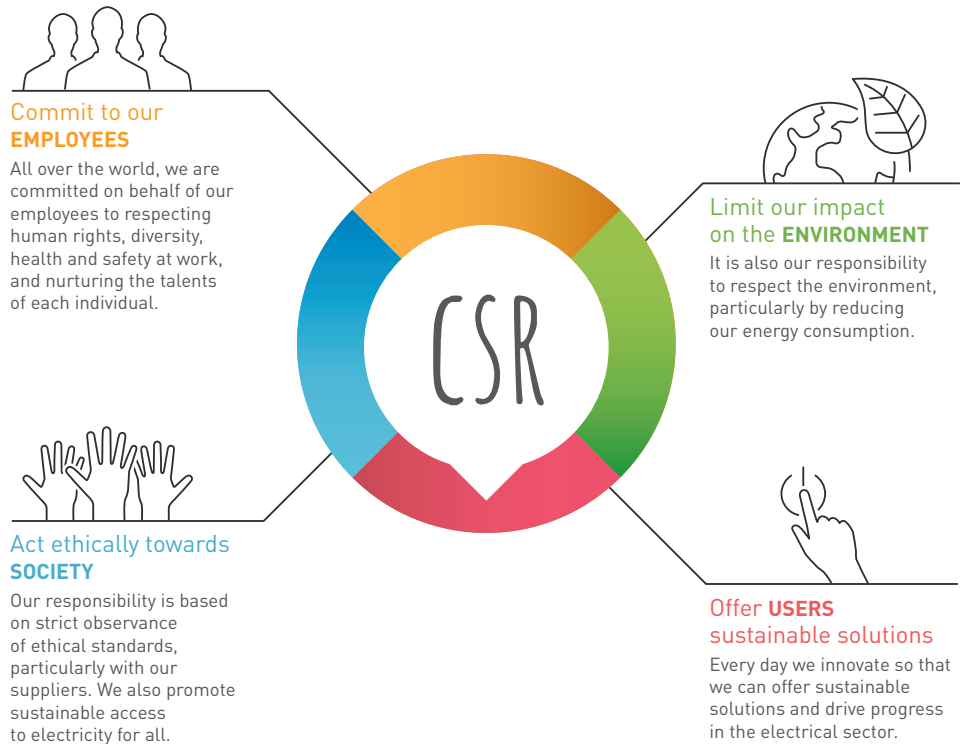
At Legrand, CSR is integrated into our business. It is based on four focal points that structure our Social Responsibility.

AN INTEGRATED STRATEGY

Legrand CSR is an integral component of the Group's development strategy. It aims to give the Group the means to achieve the profitable and long-lasting growth of its business activities. Because CSR is a response to the global challenges facing it, CSR is intrinsically and fully integrated into the Group's business. It involves the whole organisation: every subsidiary and entity of the Group is a stakeholder in this CSR strategy and implements it all over the world.

FOUR FOCAL POINTS

Legrand's CSR strategy is based on four focal points: users, society, employees and environment ENVIRONMENT



OUR CSR STRATEGY

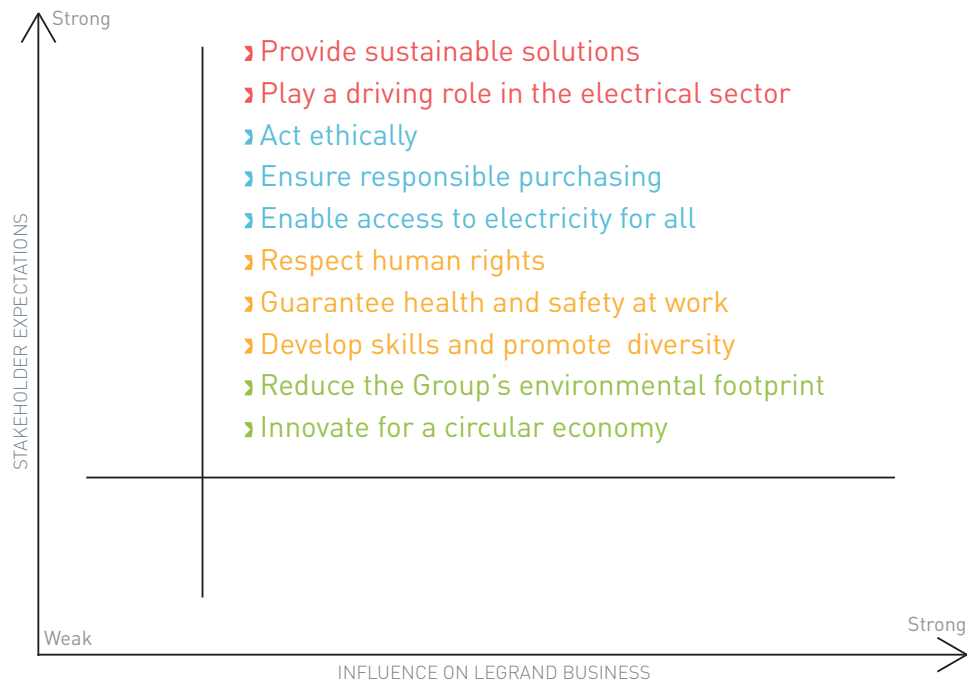
"Materiality and the evaluation of our issues are an essential component of our CSR strategy."



Nathalie Lacombe
Sustainable Development
Coordinator, Legrand Group
Strategy and Development
Department

10 KEY ISSUES

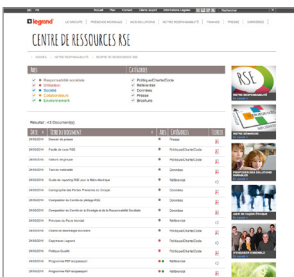
Each time Legrand faces a CSR challenge, the Group aims to implement a solution that will transform the challenge into an opportunity, to control risk, and to invent solutions to address it. This creates a progress and performance dynamic for both the Group and the electrical sector as a whole. The materiality test conducted by Legrand in 2013 identified the 10 key issues that are relevant and important to the Group and its stakeholders, and which it must address as a priority for the 2014-2018 period. These issues most notably place the user and the user's needs at the very heart of the Group's concerns.



OUR APPROACH

The organisation of the CSR strategy ensures consistent management of all the Group's CSR initiatives. It is based on international benchmarks and constant interaction with stakeholders.

APPROXIMATELY **300**
CSR REPRESENTATIVES
WORLDWIDE



Find the main CSR standards and benchmarks in the resource centre:
http://www.legrand.com/EN/csr-resource-centre_13119.html

CSR MANAGEMENT AND GOVERNANCE

The Sustainable Development Department at Legrand forms part of the Strategy and Development Department. It is responsible for managing the Group's CSR strategy and deploying it at every level. Its structure is based on a network of almost 300 representatives in the subsidiaries. It is supported by a CSR steering committee, which includes the management of all functional departments as well as some of the main countries. Within Legrand's Board of Directors, there is a special committee on Strategy and Social Responsibility, which guarantees that the Group's strategy remains compliant with the rules of CSR.

This organisation ensures the consistent management of all Legrand CSR initiatives. It allows CSR policy to be adapted and deployed all across the Group, and in particular within acquired companies.

INTERNATIONAL STANDARDS

Legrand applies the main international standards concerning Corporate Social Responsibility. In particular, the Group is a member of the United Nations Global Compact. It also complies with the following reference standards:

- ▶ The Universal Declaration of Human Rights,
- ▶ The GRI and ISO 26000 guidelines, which are also tools used to evaluate the Group's approach,
- ▶ The obligations under Article 225 of the Grenelle 2 law.

In addition, all Legrand entities share a **Charter of Fundamental Principles** specifying the rules applicable to behaviour and how business is conducted. A network of more than sixty ethics representatives ensures that these rules are observed. The Charter of Fundamental Principles is supplemented by the **Fair Competition Charter** and a **Guide to good business practice**. The Group has also implemented an **Environment and prevention charter**.



OUR APPROACH

STRONG INTERACTION WITH STAKEHOLDERS

Legrand's CSR strategy is based on strong interaction with the Group's stakeholders. These stakeholders include employees, users (whether they are specifiers, installers, or end customers), suppliers and subcontractors, the Group's union organisations, its partners, and the society that surrounds it. The aim is to pay attention to their expectations in order to provide an appropriate response in an atmosphere of dialogue and shared progress.



A RECOGNISED STRATEGY

Legrand's CSR performance is recognised and rewarded by its presence in the most significant international CSR indices, particularly the Dow Jones Global Sustainability Index (DJSI) Europe and World, FTSE4Good (London Stock Exchange), ESI Excellence Europe, and the ECPI EMU Ethical Equity index. Legrand is also ranked by the Swiss agency RobecoSAM amongst the leaders in Sustainable Development in its sector. In 2013, the Group obtained 'Prime' status in the Oekom Research corporate ratings in recognition of its CSR initiatives. It was also selected for the Ethibel Pioneer and Ethibel Excellence lists by the Ethibel Forum, which lists CSR leaders sector by sector.

Legrand's CSR performance has further been hailed by various awards and distinctions, including the 'Responsible Supplier Relations' label attributed by Vigeo and the awarding of 'Environmental Tracking scope 3 disclosure leader' status by the EIO (Environmental Investment Organisation).

MEMBER OF
**Dow Jones
Sustainability Indices**
In Collaboration with RobecoSAM



LEGRAND Corporate
Social Responsibility

OUR 2014-2018 ROADMAP

In 2014, Legrand published a new roadmap for 2014-2018. This roadmap sets out the Group's main CSR commitments for the period. In particular, it specifies the 21 priorities the Group has set for itself to work on between now and 2018. The annual tracking of indicators relating to these 21 priorities provides a measure of the Group's CSR performance.

21 PRIORITIES
FOR 2014-2018

MORE THAN 29
CONSOLIDATED INDICATORS
ARE USED TO TRACK THE CSR
PERFORMANCE OF THE 2014-
2018 ROADMAP



FOCUS NO. 1 - USERS

ISSUE NO. 1 - PROVIDE SUSTAINABLE SOLUTIONS

- ▶ 2014-2018 priority: Increase by 50% Group sales of solutions offering improved living conditions and greater comfort.
- ▶ 2014-2018 priority: Extend the deployment of initiatives in favour of product quality and against counterfeiting in the electrical industry.
- ▶ 2014-2018 priority: Provide product environmental data compliant with ISO 14025 for products accounting for 2/3 of total Group sales.
- ▶ 2014-2018 priority: Avoid the production of 1.5 million tons of CO₂ equivalent.

ISSUE NO. 2 - PLAY A DRIVING ROLE IN THE ELECTRICAL SECTOR

- ▶ 2014-2018 priority: Continue providing training to industry players, with continual innovation in responding to local needs and specifics.
- ▶ 2014-2018 priority: Continue developing university partnerships and collaborative research projects, and implementing the resulting innovations.
- ▶ 2014-2018 priority: Provide feedback schemes and customer satisfaction measurement for 95% of total Group sales.



FOCUS NO. 2 - SOCIETY

ISSUE NO. 3 - ACT ETHICALLY

- ▶ 2014-2018 priority: Have an additional 3,000 staff trained in business ethics.
- ▶ 2014-2018 priority: Cover 100% of Group sales through a Group Compliance programme monitoring scheme.

ISSUE NO. 4 - ENSURE RESPONSIBLE PURCHASING

- ▶ 2014-2018 priority: Support 100% of sensitive suppliers in deploying an improvement approach on environmental issues, fundamental human rights at work, and business ethics.

ISSUE NO. 5 - ENABLE ACCESS TO ELECTRICITY FOR ALL

- ▶ 2014-2018 priority: Aim to enable 800,000 additional people to benefit from access to electricity, whether directly or indirectly.
- ▶ 2014-2018 priority: Ensure the widest possible access to the benefits of Legrand Foundation initiatives.



OUR 2014-2018 ROADMAP



A PROGRESSIVE PROCESS

The 2014-2018 roadmap demonstrates Legrand's determination to implement continuous improvement. Each priority is associated with a numerical target and is measured via consolidated indicators. The numerical targets are calculated with respect to the level of activity at the end of 2013, and are intended to be reached by the end of 2018. The Group's CSR performance can therefore be tracked accurately.

Thanks to reporting, the various units can take advantage of good practices and share them with the rest of the Group according to an organised process.

For each issue and each priority, Legrand is committed to publishing an annual progress report according to the indicator(s) identified.



FOCUS NO. 3 - EMPLOYEES

ISSUE NO. 6 - RESPECT HUMAN RIGHTS

2014-2018 priority: Map and annually assess workforce exposure to the risk of violation of human rights in the workplace and deploy measures for improvement as appropriate.

ISSUE NO. 7 - GUARANTEE HEALTH AND SAFETY AT WORK

2014-2018 priority: Implement and maintain a work-related risk control plan covering at least 90 % of the workforce.

2014-2018 priority: Implement the health and safety monitoring and improvement process and maintain coverage of at least 90 % of the workforce, with the objective of reducing by 20% the Group accident frequency rate.

ISSUE NO. 8 - DEVELOP SKILLS AND PROMOTE DIVERSITY

2014-2018 priority: Maintain a dynamic approach to talent and skills management, suited to employee expectations and market needs.

2014-2018 priority: Increase the number of women in key positions by 25%.

2014-2018 priority: Reduce by 15% the male/female pay gap in non-managerial positions in the Group.



FOCUS NO. 4 - ENVIRONMENT

ISSUE NO. 9 - REDUCE THE GROUP'S ENVIRONMENTAL FOOTPRINT

2014-2018 priority: Achieve a rate above 90% of ISO 14001 certification of the Group's industrial and logistics facilities.

2014-2018 priority: Decrease energy intensity by 10 %.

ISSUE NO. 10 - INNOVATE FOR A CIRCULAR ECONOMY

2014-2018 priority: Deploy the principles of a circular economy from the product design phase through to the recovery of products at their end-of-life.



OFFERING **USERS** SUSTAINABLE SOLUTIONS

The user and the user's needs lie at the very heart of the Group's concerns. The Legrand user can be the end consumer, the electrical installer or other professional users. Every day the Group counts on innovation, to be able to offer sustainable solutions and drive progress in the electrical sector.



80% OF FRENCH PEOPLE WANT TO STAY IN THEIR OWN HOME AS LONG AS POSSIBLE.

3.6 MILLION COUNTERFEIT WIRING DEVICES AND CIRCUIT BREAKERS HAVE BEEN SEIZED SINCE 2006.

47% OF TURNOVER IN 2013 WAS GENERATED BY PRODUCTS COVERED BY ENVIRONMENTAL PROFILES

OVER **800,000** CUSTOMERS TRAINED IN 2013



ISSUE NO. 1

PROVIDE SUSTAINABLE SOLUTIONS

Legrand solutions are a response to the challenges facing the Group. The environmental challenge arising from climate change. Technological revolutions, with the arrival of smart grids and the spectacular growth of internet traffic. Finally, societal challenges, such as ageing populations and increasing urbanisation.

IT IS OUR RESPONSIBILITY TO ENHANCE THE LIVING CONDITIONS AND COMFORT OF USERS

Legrand develops affordable products so that everybody can enhance their living conditions. The Group also offers solutions to reduce energy bills. And the Group designs assisted living systems to help people live longer and better in their own home.

FOCUS

Legrand is Europe's second largest provider of assisted living solutions

Legrand supports the person suffering from a loss of independence by providing solutions to enhance the convenience and safety of homes and buildings. The aim is to allow the user to stay in his or her own home as long as possible. Following the acquisition of Intervox and Tynetec and the joint venture agreement with Neat, Legrand is Europe's second largest supplier in this market.



IT IS OUR RESPONSIBILITY TO ENSURE THE SAFETY OF USERS OF ELECTRICAL EQUIPMENT

To guarantee the safety of users, Legrand is intent on placing only high-quality products on the market. The Group is also actively involved in the fight against counterfeiting.

FOCUS

Copytracer: protecting the user

In the context of its fight against counterfeiting, Legrand has deployed a mechanism called Legrand Copytracer. This is a unique registration number stored in a database that can be looked up on the Internet. The user can identify counterfeit products at any time by entering this number.



PRIORITY FOR 2014-2018:
INCREASE BY 50% GROUP
SALES OF SOLUTIONS
OFFERING ENHANCED LIVING
CONDITIONS AND GREATER
COMFORT.

PRIORITY FOR 2014-2018:
EXTEND THE DEPLOYMENT
OF INITIATIVES IN FAVOUR
OF PRODUCT QUALITY AND
AGAINST COUNTERFEITING IN
THE ELECTRICAL INDUSTRY.



ISSUE NO. 1

PROVIDE SUSTAINABLE SOLUTIONS

PRIORITY FOR 2014-2018:
PROVIDE PRODUCT
ENVIRONMENTAL DATA
COMPLIANT WITH ISO 14025
FOR PRODUCTS ACCOUNTING
FOR 2/3 OF TOTAL GROUP
SALES.

IT IS OUR RESPONSIBILITY TO INFORM OUR CUSTOMERS ABOUT THE ENVIRONMENTAL IMPACT OF PRODUCTS

Developed on Legrand's initiative, the PEP* ecopassport is a reference tool to measure the environmental impact of electrical products. It is based on the ISO 14025 international standard and a multi-criteria Life Cycle Analysis.

FOCUS

PEP ecopassports in China

In 2014, Legrand created the first PEP ecopassports for products launched on the Chinese market: the Yi Xiang range of wiring devices. Thanks to these PEPs, Chinese users have the benefit of precise, reliable, and verified environmental indicators.

*Product Environmental Profile



PRIORITY FOR 2014-2018:
AVOID THE PRODUCTION OF
1.5 MILLION TONS OF CO₂
EQUIVALENT.

IT IS OUR RESPONSIBILITY TO IMPROVE ENERGY EFFICIENCY IN BUILDINGS

Legrand offers solutions for better energy consumption, improving the energy efficiency of buildings.

FOCUS

Measuring for better consumption

Measurement, metering, and display are the first steps towards sustainable savings. Legrand solutions include meters, built-in measurement units, and protection devices that incorporate measurement functions. Legrand has also developed a smart infrastructure for the direct display of consumption, even remotely.



ISSUE NO. 2

PLAY A DRIVING ROLE IN THE ELECTRICAL SECTOR

As a pioneer and leader, Legrand considers that it has a responsibility to drive the electrical sector forwards. Environmental, technological, and societal changes are opportunities for the sector only if they are supported in a progress approach. Supporting means training, discussing, listening. For the benefit of users.

IT IS OUR RESPONSIBILITY TO CONTRIBUTE TO RAISING THE SKILL LEVEL OF PLAYERS IN THE ELECTRICAL SECTOR

Because the professions related to the electrical trade today cover a growing diversity of technologies, technical support is often required for today's high added value systems. This applies to all players in the sector: customers and specifiers. Legrand intends to train them and boost their skill levels, in particular by increasing the number of on-line training tools.

FOCUS

Distance training: 50 minutes to learn all about French thermal regulation

2012 thermal regulation impose requirements that users must be familiar with. To support users, Legrand has set up a self-teaching module on the key points of these thermal regulations. Users can achieve this familiarity in 50 minutes via their computers.



PRIORITY FOR 2014-2018:
CONTINUE PROVIDING
TRAINING TO INDUSTRY
PLAYERS, WITH CONTINUAL
INNOVATION IN RESPONDING
TO LOCAL NEEDS AND
SPECIFICS.



ISSUE NO. 2

PLAY A DRIVING ROLE IN THE ELECTRICAL SECTOR

PRIORITY FOR 2014-2018:
CONTINUE DEVELOPING UNIVERSITY
PARTNERSHIPS AND COLLABORATIVE
RESEARCH PROJECTS AND
IMPLEMENTING THE RESULTING
INNOVATIONS.

IT IS OUR RESPONSIBILITY TO STIMULATE TECHNOLOGICAL INNOVATION

Legrand works with the scientific, sectorial, and educational communities to encourage innovation. This means that the Group participates in research programmes all over the world.

FOCUS

INSA Strasbourg: a partnership on the scalability of networks

In 2014, Legrand started a research project with the Department of Architecture at INSA Strasbourg, on the theme "The Machine for living in". Its aim is to involve Legrand's Innovation teams in considering the problem of scalability in electrical and digital networks in buildings.



IT IS OUR RESPONSIBILITY TO GUARANTEE ATTENTIVENESS TO CUSTOMERS AND CUSTOMER SATISFACTION

PRIORITY FOR 2014-2018:
PROVIDE FEEDBACK SCHEMES
AND CUSTOMER SATISFACTION
MEASUREMENT FOR 95% OF
TOTAL GROUP SALES.

Customer satisfaction tracking provides essential data to improve products and services, and to gain awareness of customer needs. Legrand is an important partner in this area, paying special attention to the management of customer complaints, delivery times, and the optimisation of customer relationships.

FOCUS

United Arab Emirates: Legrand improves customer satisfaction

In 2013, Legrand initiated an innovative approach to improve customer satisfaction in the United Arab Emirates. An audit of distributors and an evaluation of Legrand's quality of service, particularly in the areas of training, communication, technical support and logistical support, led to the implementation of actions allowing these commercial partners in turn, with the help of Legrand, to improve their own customer service.



ACTING ETHICALLY TOWARDS **SOCIETY**

Social responsibility applies to all the partners with which the Legrand Group interacts. This interaction must take place with the greatest possible respect for the rules of ethics, particularly with regard to deal-making and purchasing policy. The Group is a supportive partner, committed to giving sustainable access to electricity to the greatest possible number of users.

60 ETHICS
REPRESENTATIVES
AND
60 COMPLIANCE
OFFICERS

80 COUNTRIES
ARE INVOLVED IN
THE DEPLOYMENT
OF THE COMPLIANCE
PROGRAMME

60% OF THE
GROUP'S SUPPLIER
PANEL PURCHASING
SALES IS PLACED WITH
SUPPLIERS SHARING
THE PRINCIPLES OF THE
GLOBAL COMPACT.

20% OF THE
WORLD'S POPULATION
DOES NOT HAVE ACCESS
TO ELECTRICITY.



ISSUE NO. 3

ACT ETHICALLY

Observance of the rules of business ethics is one of the basic tenets of Legrand's responsibility. The Group places an emphasis on the prevention of corruption and fraud, respect for the rules governing competition, conflict of interest, embargoes, and the prevention of both money laundering and the funding of terrorism. In all these areas, Legrand is committed to promoting awareness in its teams and monitoring the proper application of the Group's compliance programme.

A strong commitment

The signing of the Global Compact and observance of the main universal principles and international reference texts (particularly the Universal Declaration of Human Rights, the OECD Convention and Guiding Principles, the United Nations Convention on corruption, etc.) are strong signs of Legrand's commitment to business ethics.

Find out more about the Group's rules concerning ethics:

[Charter of Fundamental Principles](#) | [Fair Competition Charter](#) | [Good Business Practices Guide](#)

PRIORITY FOR 2014-2018:
HAVE AN ADDITIONAL 3,000
STAFF TRAINED IN BUSINESS
ETHICS.

IT IS OUR RESPONSIBILITY TO PROMOTE AWARENESS AND PROVIDE TRAINING IN BUSINESS ETHICS

To practice business ethics, you need an awareness of the subject. This makes it essential to provide employee training. Legrand therefore implements actions to ensure that employees likely to encounter risky situations will be thoroughly familiar with the rules of business ethics. This also reduces the probability of violation of fair competition law, anti-corruption law, anti-money laundering or export control regulations.

FOCUS

Appropriate training tools

To help its employees to detect and handle potentially sensitive situations, Legrand is providing general training in business ethics, webcasts concerning corruption risks, and on-line training modules on competition law.



PRIORITY FOR 2014-2018:
COVER 100% OF GROUP
SALES THROUGH A GROUP
COMPLIANCE PROGRAMME
MONITORING SCHEME.

IT IS OUR RESPONSIBILITY TO MONITOR ENFORCEMENT OF THE GROUP'S COMPLIANCE PROGRAMME

Since 2011, a compliance programme including all the areas of the Legrand Group's business ethics has been formalised. The monitoring system implemented enables the prevention of risks of non-compliance as close as possible to country activities.

FOCUS

Legrand recognised for its ethics

In 2013, Legrand obtained the highest DJSI score in its business sector for "codes of conduct / compliance / corruption".



ISSUE NO. 4

ENSURE RESPONSIBLE PURCHASING

The responsible purchasing approach is based on the principle that the ethical, environmental, and societal rules applied by Legrand do not stop at its subsidiaries; they also apply to its suppliers and subcontractors. In this way, Legrand favours suppliers that uphold the same standards of responsibility, particularly the Global Compact. Compliance with these rules is an important criterion in supplier selection and performance tracking.

IT IS OUR RESPONSIBILITY TO SUPPORT OUR SUPPLIERS IN DEPLOYING AN IMPROVEMENT APPROACH

Legrand's purchasing specifications and supplier contracts included requirements in terms of the environment, health and safety at work, respect of human rights, and compliance with labour law. This concerns all of the Group's suppliers and subcontractors. Legrand engages with them and supports them in a progress approach. This involves mobilising and promoting awareness among all of the Group's suppliers.

FOCUS

Sustainable purchasing code

In 2013, Legrand defined a sustainable purchasing code incorporating rules concerning the choice of suppliers: the supplier must never employ workers under the age of 15, must have performed an evaluation of the occupational and environmental risks related to its business, and must have implemented the necessary actions to control them.

The "Responsible Supplier Relations" seal of approval

Legrand has been awarded the "Responsible Supplier Relations" seal of approval, which distinguishes French companies that demonstrate sustainable, balanced relationships with their suppliers. This label represents an extension of Legrand's signing of the National Charter of 10 commitments for responsible purchasing.



PRIORITY FOR 2014-2018:
SUPPORT 100% OF SENSITIVE
SUPPLIERS IN DEPLOYING AN
IMPROVEMENT APPROACH
ON ENVIRONMENTAL ISSUES,
FUNDAMENTAL HUMAN
RIGHTS AT WORK, AND
BUSINESS ETHICS.



ISSUE NO. 5

ENABLE ACCESS TO ELECTRICITY FOR ALL

Because electricity is an essential development factor for populations, Legrand considers that it has a responsibility to allow the greatest possible number of people to gain sustainable access to electricity. The aim is to reduce the energy access gap. This involves allowing everyone to benefit from access to electricity and taking action against energy poverty.

PRIORITY FOR 2014-2018:
AIM TO ENABLE 800,000
ADDITIONAL PEOPLE TO BENEFIT
FROM ACCESS TO ELECTRICITY,
WHETHER DIRECTLY OR
INDIRECTLY.

PRIORITY FOR 2014-2018:
ENSURE THE WIDEST
POSSIBLE ACCESS TO THE
BENEFITS OF LEGRAND
FOUNDATION INITIATIVES.



IT IS OUR RESPONSIBILITY TO ALLOW THE GREATEST POSSIBLE NUMBER OF PEOPLE TO HAVE ACCESS TO ELECTRICITY

Since 2007, Legrand has been a partner of Electriciens sans frontières, an international NGO working on developing access to energy for the most impoverished populations. To date, Legrand has participated in over 90 projects alongside Electriciens sans frontières to provide emergency assistance or access to electricity. This action has provided approximately 1.1 million people with access to electricity, in over 20 countries in Africa, Asia, and Latin America.
www.electriciens-sans-frontieres.org/en/

FOCUS

Typhoon Haiyan: emergency aid in the Philippines

2013, Legrand mobilised to provide assistance to the Electriciens sans frontières teams sent to the Philippines in the wake of Typhoon Haiyan. The purpose was to help install lighting systems in the camps set up for victims. Legrand donated equipment for this project.



IT IS OUR RESPONSIBILITY TO FIGHT AGAINST EXCLUSION AND ELECTRICITY POVERTY

For Legrand, reducing poverty also means supporting people suffering from exclusion, deprivation, or discrimination. This long-term commitment supports the Group's corporate patronage activities. It resulted in the creation of the Legrand Foundation in 2014. Created under the aegis of Fondation Agir Contre l'Exclusion (FACE), a registered non-profit organisation, the Legrand Foundation was set up to combat energy poverty and exclusion associated with the loss of independence, and to promote education and employment in the electrical sector.
www.fondationlegrand.org

FOCUS

Project: Growing Old Happily at Home

To support ageing or dependent people in a financially precarious situation, and in particular those living in social housing, the Legrand Foundation makes social housing authorities aware of the issues involved in loss of autonomy. The purpose is to help them identify ways in which dwellings can be adapted, and to guide them in explaining the benefits of these adaptations to the tenants concerned.



COMMITTING TO OUR EMPLOYEES

With close to 36,000 employees and sites in more than 80 countries, Legrand pays special attention to the working conditions of its employees and to its social responsibilities. The Group intends to guarantee the observance of human rights all over the world. It is also committed to safeguarding the safety and health of all and determined to develop skills and promote diversity.



72% OF LEGRAND
EMPLOYEES ARE IN
COUNTRIES RATED AS
FREE OR PARTLY FREE*

14 CRITERIA
FOR HEALTH AND SAFETY
AT WORK

22% OF MANAGERS
IN THE GROUP ARE
WOMEN

89% OF LEGRAND
MANAGERS HAVE A
PERFORMANCE REVIEW

*According to the 'Freedom in the World' index, a country is deemed to be free if it allows open political competition, enjoys a climate of respect for civil liberties, and has a civil society and independent media. A country is said to be partly free if the respect for civil and political liberties is limited.



ISSUE NO. 6

RESPECT HUMAN RIGHTS

Legrand conducts its activities in the greatest possible observance of fundamental human rights at work. In particular, the Group applies the Universal Declaration of Human Rights, the eight ILO conventions concerning fundamental principles and rights at work, the Global Compact, and the UN guidelines for companies and concerning Human Rights. All of these principles constitute a structural framework for Legrand's approach.

IT IS OUR RESPONSIBILITY TO GUARANTEE THE APPLICATION OF UNIVERSAL HUMAN RIGHTS AT WORK THROUGHOUT THE GROUP

Legrand is committed to the advancement of rights and a legal and human framework for work in all the countries where the Group operates. Where applicable, Legrand aims to remedy any violation of employee rights. It also intends to eliminate any type of forced work and child labour, eliminate professional or employment discrimination, and do everything possible to protect health and safety at work. In the context of the Responsible Purchasing approach, respect for the rights of suppliers' employees is also taken into account. And a risk mapping exercise by country is performed since 2013.

FOCUS

Self-evaluation of risk countries: five pilot countries in 2013

Based on the methodology of the Danish Institute For Human Rights, a self-evaluation was proposed in 2013 to the subsidiaries present in countries identified as sensitive (according to the Freedom in the World index). This approach was deployed in Saudi Arabia, China, the United Arab Emirates, Mexico, and Thailand. The objective was to evaluate the observance of fundamental human rights at work in order to define specific action plans for the furtherance of human rights.



PRIORITY FOR 2014-2018:
MAP AND ANNUALLY
ASSESS WORKFORCE
EXPOSURE TO THE RISK
OF VIOLATION OF HUMAN
RIGHTS IN THE WORKPLACE
AND DEPLOY MEASURES
FOR IMPROVEMENT AS
APPROPRIATE.



ISSUE NO. 7

GUARANTEE HEALTH AND SAFETY AT WORK

Legrand is strongly committed to the health and safety of employees at work. This commitment is formalised in the Group's Prevention Charter; it covers the control of occupational risks, monitoring the effectiveness of preventive measures, and implementation of a continuous improvement approach.

PRIORITY FOR 2014-2018:
DEPLOY AND MAINTAIN AN
OCCUPATIONAL RISK CONTROL
PLAN COVERING 90% OF THE
GROUP'S EMPLOYEES.

IT IS OUR RESPONSIBILITY TO CONTROL OCCUPATIONAL RISKS

The occupational risk control approach concerns and involves all Group subsidiaries and sites. The health and safety policy is materialised by actions on the technical, organisational, and human fronts. A reporting tool enables consolidation of indicators and the promotion of good practices.

FOCUS

National agreements to monitor and improve workplace health & safety

Legrand employees benefit from occupational risk prevention agreements. For example, all French sites are covered by an agreement concerning the prevention of psychosocial risks and quality of life at work. Another example: Mexico is covered by an agreement concerning the operation of a Health and Safety Committee. Agreements have also been signed in Korea, Australia, the USA, and India on general topics concerning health and safety in the workplace.



IT IS OUR RESPONSIBILITY TO MONITOR AND IMPROVE WORKPLACE HEALTH AND SAFETY

One of the objectives of the prevention policy is to improve the accidentology results. A workplace health and safety management system in accordance with the ILO-OSH 2001 guidelines is being gradually deployed the Group's entities. Its aim is also to promote best practices throughout the Group.

FOCUS

Screening for musculoskeletal disorders (MSD)

The MSD Directive was drafted by a multidisciplinary working group. It suggests a method to screen for high-risk situations likely to cause the onset of musculoskeletal disorders (repetitive strain injuries). It contains information concerning MSDs specific to Legrand's activities. It also formalises the Group's desire to provide ergonomic workstations and more widely, to take into account all risk factors that contribute to the occurrence of MSDs, starting from the development phase of new productions or organisations.



ISSUE NO. 8

DEVELOP SKILLS AND PROMOTE DIVERSITY

As a socially responsible company, Legrand pays special attention to employee talent management. The Group is also committed to the everyday battle against all forms of discrimination by respecting gender equality and the integration of disabled persons.

IT IS OUR RESPONSIBILITY TO SUPPORT EMPLOYEE DEVELOPMENT IN VIEW OF THE CHALLENGES AND CHANGES FACING THE GROUP

Legrand's management of human resources is based on a consideration of business stakes and priorities to enable it to find the best possible fit between needs and resources. It also aims to enhance the abilities of Group employees through an initiative to develop talent and recognise performance. And it involves attracting and retaining talent to ensure the Group's human resources will meet its future needs.

FOCUS

Support managerial development

Legrand has implemented a support mechanism for key employees of the Group. The objective is to reinforce a feeling of belonging to the Group, to develop a business network, and to support the development of skills. It concerns employees who need to perform a function of representing the Group in the subsidiaries. Locally, training programmes have also been developed for talents identified during the OSR (Organization and Staffing Review) process.



PRIORITY FOR 2014-2018:
MAINTAIN A DYNAMIC
APPROACH TO TALENT AND
SKILLS MANAGEMENT, SUITED
TO EMPLOYEE EXPECTATIONS
AND MARKET NEEDS.



ISSUE NO. 8

DEVELOP SKILLS AND PROMOTE DIVERSITY

PRIORITY FOR 2014-2018:
INCREASE THE NUMBER OF
WOMEN IN KEY POSITIONS
BY 25%

IT IS OUR RESPONSIBILITY TO PROMOTE DIVERSITY, PARTICULARLY BY PROMOTING THE PRESENCE OF MORE WOMEN IN MANAGEMENT POSITIONS

Legrand is firmly committed to fighting discrimination and promoting diversity. Legrand recognises the fact that diversity constitutes a factor for innovation, performance and quality of life within the company. That is why about twenty different nationalities are represented at Group headquarters. The Human Resources Department is also committed to diversifying the profiles of the talents that accompany the Group's growth. In its action against discrimination, Legrand also conducts specific initiatives concerning disabled persons, and promotes occupational diversity.

FOCUS

elle@legrand: a new network to encourage diversity

A diversity network was created in 2013 on the initiative of Group employees. It is managed by an independent executive and sponsored by the General Management. Professional development, assertiveness, personal fulfilment, and the life/work balance, are all topics discussed by the elle@legrand network, which has launched various initiatives including a mentoring scheme and organises lectures and discussions with other networks.



IT IS OUR RESPONSIBILITY TO REDUCE THE PAY GAP BETWEEN MEN AND WOMEN

With its concern for professional equality, Legrand aims to reduce the pay gap between men and women in the Group. For instance, to do this, the Group has set up a mechanism in France to allow employees to demand an examination of their working conditions to ensure that these conditions comply with the principle of non-discrimination.

FOCUS

The first professional equality week: featuring the women of Legrand

In 2013, Legrand organised its first Professional Equality week, with aim of promoting awareness of the benefits of diversity amongst all Group employees. The topics covered included diversity in professions, stereotypes, and the place of women in the Group.



LIMITING OUR IMPACT ON THE **ENVIRONMENT**

Legrand has long been committed to an environmentally aware approach to business. This responsibility involves the Group's sites as well as product design. The challenge is to innovate to limit the environmental impact of Legrand activities, particularly by favouring the implementation of a circular economy.

87% OF LEGRAND INDUSTRIAL SITES WERE CERTIFIED ISO 14001 COMPLIANT BY THE END OF 2013

80% OF DESIGN DEPARTMENTS PERFORM PRODUCT LIFE CYCLE ANALYSES (LCA)

472 GWH OF ENERGY CONSUMED BY THE GROUP IN 2013 (527 GWH IN 2011)

85% OF WASTE RECOVERED IN 2013



ISSUE NO. 9

REDUCE THE GROUP'S ENVIRONMENTAL FOOTPRINT

Legrand's environmental policy is a continuous improvement initiative that has been deployed on the Group's sites through ISO 14001 certification. Legrand intends to obtain this certification for all of its industrial and logistics sites across the world, and by the same token it is committed to reducing the energy intensity of its activities.

IT IS OUR RESPONSIBILITY TO AIM FOR ISO 14001 CERTIFICATION OF ALL GROUP SITES.

Legrand's approach aims to prevent environmental risks and improve site performance. Regularly assessed, the management system for industrial and logistics sites implements tailor-made action plans within a continuous improvement approach. This process involves third-party ISO 14001 certification of the Group's industrial sites.

FOCUS

14 new certified sites between 2011 and 2013

Legrand is committed to ensuring that the sites of acquired companies become ISO 14001 certified within five years. A support process to achieve the required level is therefore implemented, with continuous improvement plans consisting of applying the best environmental practices used in the Group to industrial sites that are joining Legrand. This policy represents a major effort, particularly in certain countries in which the existing regulatory or standard framework is far removed from ISO 14001 certification criteria.



PRIORITY FOR 2014-2018:
ACHIEVE A RATE ABOVE 90%
OF ISO 14001 CERTIFICATION
OF THE GROUP'S INDUSTRIAL
AND LOGISTICS FACILITIES.



ISSUE NO. 9

REDUCE THE GROUP'S ENVIRONMENTAL FOOTPRINT

PRIORITY FOR 2014-2018:
REDUCE ENERGY INTENSITY
BY 10%.

IT IS OUR RESPONSIBILITY TO REDUCE THE ENERGY INTENSITY OF THE GROUP'S ACTIVITIES

As a manufacturer, Legrand considers that reducing the energy intensity of its activities is a priority. The Group is thus committed to reducing its overall energy consumption. On each site, whether industrial, logistical or commercial, areas for improvement are identified and action plans are implemented to reduce consumption.

FOCUS

Evaluating the Carbon Footprint

Every year, Legrand calculates and publishes the Group Carbon Footprint according to the GHG protocol international methodology. The results of this calculation confirm that Legrand's business is not very carbon intensive. Items such as raw materials, purchased goods and services, or the logistics and consumption of industrial sites are the main sources of greenhouse gas production by Legrand.

Initiatives to reduce energy intensity

Legrand keeps a close watch on the best available techniques and makes an effort to promote less energy-intensive manufacturing processes (free cooling, electrical injection presses, etc.) The sites are also acquiring energy efficiency solutions, lighting management systems, solar panels, and electric vehicle charging stations. Energy audits are also carried out.



ISSUE NO. 10

INNOVATE FOR A CIRCULAR ECONOMY

Protecting the environment also involves implementing the principles of the circular economy within the Group. This means innovating to build a virtuous ecosystem, based on better use of natural resources (combined with the eco-design approach) and more complete recycling of waste.

IT IS OUR RESPONSIBILITY TO ENCOURAGE THE ADOPTION OF CIRCULAR ECONOMY PRINCIPLES WITHIN THE GROUP

Legrand's eco-design approach aims to reduce the environmental impact of its products, from design to end of life. The Group also works to improve the processing of waste related to its industrial activities, and tracks the result of its actions by measuring the waste recycling rate. Moreover, as early as 2004, the Legrand Group anticipated the elimination of all the substances listed in the RoHS (Restriction of Hazardous Substances) European Directive - 2002/95/CE.

Last but not least, Legrand works towards the recovery and recycling of products. The Group is a pioneer in this field, since for almost 30 years it has organised the return and recycling of self-contained emergency lighting units and has participated in the launch of the eco-organisation Recylum, a professional reprocessing system for end-of-life waste electrical and electronic equipment.

FOCUS

EDM transformers: eco-designed products

The new generation of Legrand EDM transformers is an eco-designed range. The reduction of power dissipation in the transformer has led to a nearly 30% reduction in environmental impact compared to the previous generation. This new design has also reduced the noise generated by the transformer, producing a reduction in noise pollution.

A continuous waste reduction approach

Legrand is working towards the re-use of scrap in production processes to limit the quantity of waste at source. The Group is also working for the better sharing of best practices in this field by identifying local improvement actions. And it promotes better identification of waste to improve sorting, thereby facilitating recycling.

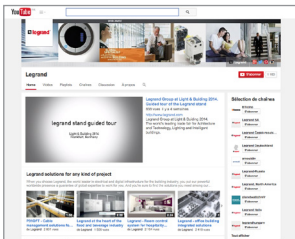
PRIORITY FOR 2014-2018:
DEPLOY THE PRINCIPLES OF
A CIRCULAR ECONOMY FROM
THE PRODUCT DESIGN PHASE
THROUGH TO THE RECOVERY
OF PRODUCTS AT THEIR END-
OF-LIFE.



FIND OUT MORE



You can also follow Legrand on Twitter:
twitter.com/legrand_news



And discover the Group's latest innovations and products on video at youtube.com/legrand

DISCOVER THE WHOLE LEGRAND CSR STRATEGY ON WWW.LEGRAND.COM:

- ▶ The OUR RESPONSIBILITY topic presents the Group's CSR strategy, all the actions implemented, and the 2014-2018 roadmap.
- ▶ A resource centre is available, where you can view and download the main charters and guidelines related to the CSR strategy (http://www.legrand.com/EN/csr-resource-centre_13119.html)

TO FIND OUT MORE, YOU CAN ALSO READ ON THE SITE OR REQUEST TO RECEIVE:

- ▶ The Legrand Registration Document (in particular chapter 5, which covers CSR),
- ▶ The press file for the Legrand Electricity for All programme
- ▶ The Legrand Foundation press file

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