

**CORPORATE SOCIAL RESPONSIBILITY** is a cornerstone of Legrand's values and an essential ingredient in our growth.

Our current CSR roadmap, Legrand's fourth, spans from 2019 to 2021 and reflects our desire to continue to be a driver of progress for our society, our employees and the planet.

# CSR PRIORITIES

## 2019 - 2021



### BUSINESS ECOSYSTEM

#### Provide sustainable solutions

- Protect the health and safety of users
- Stimulate innovation through partnerships

#### Ensure sustainable purchasing

- Raise awareness and provide training about responsible purchasing
- Measure the progress of suppliers

#### Act ethically

- Continue to train employees and raise their awareness about business ethics
- Monitor application of the compliance program



### PEOPLE

#### Respect human rights and communities

- Comply with the Group's commitment to human rights
- Contribute to communities

#### Promote health, safety and well-being at work

- Deploy best practices on health and safety at work
- Strengthen the commitment of Group employees

#### Develop skills

- Develop the skills and talents of all employees

#### Promote equality of opportunity and diversity

- Encourage diversity at work



### ENVIRONMENT

#### Limit greenhouse gas emissions

- Reduce the Group's carbon footprint
- Avoid CO2 emissions through the Group's energy efficient offerings

#### Innovate for a circular economy

- Integrate circular economy principles in the development of new products
- Provide environmental information on the Group's products
- Ensure waste recovery

#### Combat pollution

- Reduce Volatile Organic Compound emissions

# WE ARE PROUD OF THE PROGRESS WE HAVE MADE ON CSR INITIATIVES



## BUSINESS ECOSYSTEM

**We are committed to sustainable procurement practices.**

- Our purchasing teams have begun to apply a Lifecycle Cost matrix to purchasing decisions stipulating that sustainability criteria must represent a minimum of 15% of a supplier's assessment.

**We act ethically and expect our employees to do the same.**

- Our employees are expected to be vigilant in complying with our ethics program and to report any suspicious activity.



## PEOPLE

**We ensure the health, safety and well-being of our employees.**

- We are committed to implementing rigorous safety programs at each of our sites and to reduce workplace accidents by 20% by 2021.

**We promote equal opportunities and diversity.**

- Legrand actively supports its elle women's organization and has committed to increase the number of qualified women in management positions by 20% by 2021.

**We support the communities where we live and work.**

- In addition to our philanthropy efforts, employees receive 8 hours of paid time off each year to volunteer with our Better Communities program.



## ENVIRONMENT

**We do our part to help mitigate climate change.**

- Legrand has committed to reduce its carbon emissions in line with the Paris climate agreement, pledging to reduce its greenhouse gas emissions by 30% by 2030, and by 75% by 2050.

Since 2014, we have avoided 4.5 million tons of CO2 emissions because of our energy-efficient product offerings.

**We innovate for the circular economy and prevent pollution.**

- Our product development process incorporates eco-conscious design practices to ensure we minimize waste and maximize resources – from the design phase to end of product life.

**In 2011, Legrand North America committed to the U.S. Dept. of Energy's Better Buildings Better Plants challenge.**

- Since then, we have reduced our energy intensity by 50% across 14 U.S. sites.

**We are committed to product transparency.**

- We have published more than 100 product environmental profiles and more than 10 Health Product Declarations to help customers understand the makeup of products they install in their buildings.

**We work to combat pollution.**

- At the end of 2018, we achieved 94.3% diversion of waste from landfill – closing in on our goal of 99.5% diversion.

We have also committed to reduce volatile organic compounds in our manufacturing sites by 10% by 2021.



For details, visit [legrand.us/sustainability](http://legrand.us/sustainability)