



CORPORATE  
**SOCIAL**  
RESPONSIBILITY

NON-FINANCIAL

RESULTS

2018



# MAIN ACHIEVEMENTS 2018

L'INDICE  
DE POSITIVITÉ  
DES  
ENTREPRISES

P+EF

## Legrand ranks 9<sup>th</sup> in the CAC 40 positivity index

Legrand ranked in 9<sup>th</sup> position in the first CAC 40 positivity index published in 2018 by Positive Economy Adocacy. The index assesses the capacity of companies to put altruism and the interests of future generations at the heart of their priorities. This recognition reflects the importance for Legrand of developing its business in compliance with the non-financial criteria of social and environmental responsibility.



## Legrand partners with Electriciens sans frontières

Since 2007, joint action by Legrand and the NGO Electriciens sans frontières has enabled the completion of more than 200 electrification projects in 38 countries, allowing 2.3 million people to benefit directly or indirectly from access to energy. In 2017, Legrand signed a partnership agreement for the handling of humanitarian emergencies with the French Ministry of Foreign Affairs, Electriciens sans frontières and 9 other companies. This network of partners was mobilised for the first time in the wake of the 2018 Indonesia earthquake.



## BTicino rated among the Best Places to Work

For the second year running in 2018, BTicino was rated among the “Best Places to Work” in Italy, this time winning first prize in the “Electronics and Electrical engineering” category. Awarded by Panorama weekly magazine on the basis of a survey among 2,000 companies, this distinction reflects the high level of commitment of BTicino staff and their strong sense of corporate identity.



SCIENCE  
BASED  
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

## Legrand recognized for its commitment to cutting greenhouse gas emissions

Pursuing its efforts to restrict its environmental impact, Legrand in 2018 made a commitment to cut its greenhouse gas emissions by 30% between now and 2030. It thus became only the 6<sup>th</sup> CAC 40 index member company recognized by the Science Based Targets initiative for its proactive climate policy.

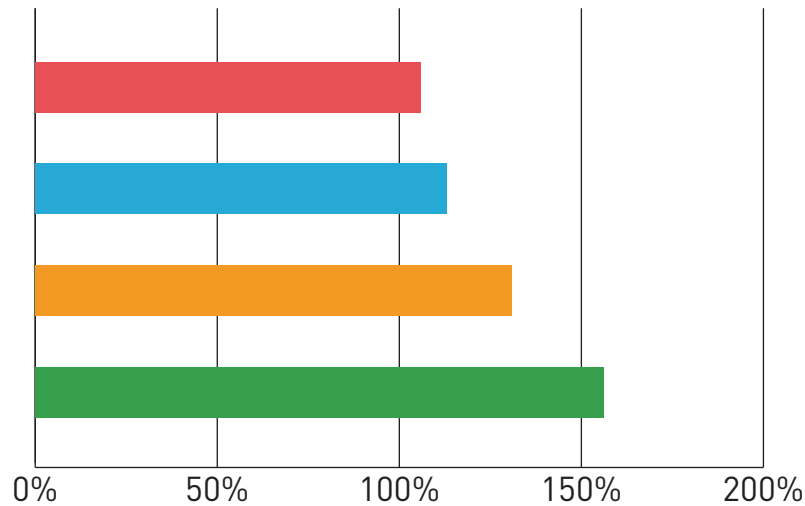
# LEGRAND CSR COMMITMENTS



# 2014 – 2018 ROAD MAP ACHIEVEMENTS PER FOCUS POINT – END OF 2018

AVERAGE ACHIEVEMENT  
RATE IS  
**122%**  
VERSUS END OF 2018  
OBJECTIVES

Landing of the 2014 - 2018 CSR Roadmap



■ USER FOCUS POINT ■ SOCIETY FOCUS POINT ■ EMPLOYEES FOCUS POINT ■ ENVIRONMENT FOCUS POINT

# 2014 – 2018 ROAD MAP

## MAIN ACHIEVEMENTS FOR 2018 - USER FOCUS POINT



### USER FOCUS POINT OFFERING USER SUSTAINABLE SOLUTIONS

Innovating daily so that we can offer sustainable solutions and drive progress in the electrical sector.

INDICATORS (*)	2014	2015	2016	2017	2018	2018 OBJECTIVE
Percentage of net sales made with products covered by a PEP (Product Environmental Profile – ISO 14025 standard).	52%	56%	60%	67%	70%	>66%
Number of customers trained (cumulative since 2014).	122,450	260,700	437,724	612,740	794,610	>500,000
Percentage of net sales from entities using customer relationship management tools (e.g. CRM, customer satisfaction measurement, etc.).	82%	92%	89%	94%	97%	>95%
Number of tons of CO <sub>2</sub> equivalent avoided thanks to energy efficiency solutions sold by the Group each year.	133,000	445,000 (**)	835,000	1,278,000	1,811,000	>1,500,000

(\*): The full CSR indicators will be published in the Group's registration document. Annual target achievement rates for 2018 were audited on a voluntary basis under limited assurance review by Deloitte, as Statutory Auditors. The list of indicators presented is similar since 2015.

(\*\*): 578,000 reported at end 2015 on a cumulative basis for 2014 and 2015, choice of annual achievement presentation as from 2016.

# 2014 – 2018 ROAD MAP

## MAIN ACHIEVEMENTS FOR 2018 - SOCIETY FOCUS POINT



### SOCIETY FOCUS POINT

#### ACTING ETHICALLY TOWARDS SOCIETY

Our responsibility is based on strict observance of ethical standards, particularly with our suppliers. We also promote sustainable access to electricity for all.

INDICATORS (*)	2014	2015	2016	2017	2018	2018 OBJECTIVE
Number of employees trained in ethical practices (cumulative).	1,090	1,780	2,284	2,877	3,377	>3,000
Number of people benefiting from access to electricity, whether directly or indirectly, through Electricians without Borders' initiatives.	225,400	535,400	735,400	1,055,400	1,237,400	>800,000
Number of projects supported by the Legrand Foundation (cumulative).	5	16	23	34	42	>20

(\*): The full CSR indicators will be published in the Group's registration document. Annual target achievement rates for 2018 were audited on a voluntary basis under limited assurance review by Deloitte, as Statutory Auditors. The list of indicators presented is similar since 2015.

# 2014 – 2018 ROAD MAP

## MAIN ACHIEVEMENTS FOR 2018 - EMPLOYEES FOCUS POINT



### EMPLOYEES FOCUS POINT COMMITTING TO OUR EMPLOYEES

All over the world, we are committed on behalf of our employees to respecting human rights, diversity, health and safety at work, and the talents of each individual.

INDICATORS (*)	2014	2015	2016	2017	2017 OBJECTIVE	2018 OBJECTIVE
Percentage of the workforce covered by a work-related risk control plan.	95%	90%	90%	92%	98%	>90%
Accident frequency rate.	7.2	5.9	5.3	4.1	4.21	<6.7
Percentage of the workforce trained each year.	65%	82%	87%	90%	94%	>75%
Proportion of women in Group key positions.	12.9%	13.4%	13.8%	14.8%	15.2%	>14.4%
Pay gap between male and female staff in global non-managerial positions in the Group.	15.5%	15.9%	14.7%	13%	12.9%	<14.5%

(\*): The full CSR indicators will be published in the Group's registration document. Annual target achievement rates for 2018 were audited on a voluntary basis under limited assurance review by Deloitte, as Statutory Auditors. The list of indicators presented is similar since 2015.

# 2014 – 2018 ROAD MAP

## MAIN ACHIEVEMENTS FOR 2018 - ENVIRONMENT FOCUS POINT



### ENVIRONMENT FOCUS POINT LIMITING OUR IMPACT ON THE ENVIRONMENT

It is also our responsibility to respect the environment, particularly by reducing our energy consumption.

INDICATORS (*)	2014	2015	2016	2017	2018	2018 OBJECTIVE
Percentage of the Group's energy intensity reduction (year N vs 2013).	-6%	-7%	-15%	-17%	-26%	>-10%
Rate of ISO 14001 certification at Group sites.	89%	92%	91%	92%	90%	>90%
Proportion of waste being recycled.	86%	87%	88%	90%	91%	>80%
Percentage of Group net sales compliant with RoHS regulation requirements (**).	85%	84%	89%	93%	98%	100%

(\*): The full CSR indicators will be published in the Group's registration document. Annual target achievement rates for 2018 were audited on a voluntary basis under limited assurance review by Deloitte, as Statutory Auditors. The list of indicators presented is similar since 2015.

(\*\*): Including Group offerings outside the scope of the RoHS (Restriction of Hazardous Substances) regulation.



# A WELL-RECOGNIZED CSR PERFORMANCE



FTSE4Good

FTSE4Good  
(since 2007).



“Prime” status in the  
Corporate Oekom  
Research ranking  
(since 2011).



Euronext Vigeo Eiris  
Index Eurozone 120  
and Europe 120 since  
2015.



EcoVadis “Gold” rating  
for the 2<sup>nd</sup> successive  
year.



Inclusion in the CDP  
Climate change A-List.

# A NEW CSR ROADMAP FOR 2019 - 2021

In 2019, Legrand is releasing its 4<sup>th</sup> CSR Roadmap, this time for 2019-2021. Organized around three focal points, it reasserts the Group’s commitment to the sustainable development of its business, while consolidating the significant achievements and ambitions of previous roadmaps. It contributes to the United Nations’ Sustainable Development Goals (SDG).