



CORPORATE
SOCIAL
RESPONSIBILITY

EXTRA-FINANCIAL

RESULTS

2014



MAIN ACHIEVEMENTS 2014

FIRST TRIMESTER

Creation of the Legrand Foundation “Combating exclusion and electricity poverty”.

Spurred on by the desire to combat exclusion and to be a driving force for the entire electrical sector, the Legrand Foundation operates in 4 areas:

- Loss of independence
- Electricity poverty
- Employment
- Education



SECOND TRIMESTER

Launching of the new 2014 – 2018 CSR roadmap of the Group

- CSR performance assessment for each subsidiary of the Group
- Adding of one CSR criteria into the bonus schemes of Group’s main managers.



CORPORATE
SOCIAL
RESPONSIBILITY

FOURTH TRIMESTER

Integration into Global 100 - Most Sustainable Corporations

- Legrand ranking in 48th place.



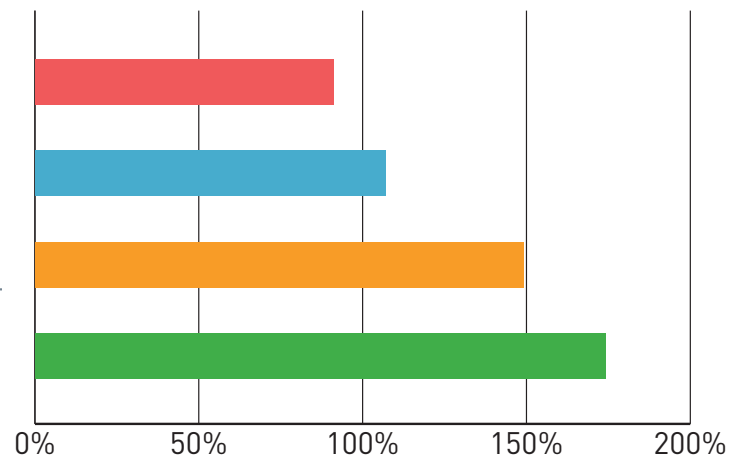
LEGRAND CSR COMMITMENTS



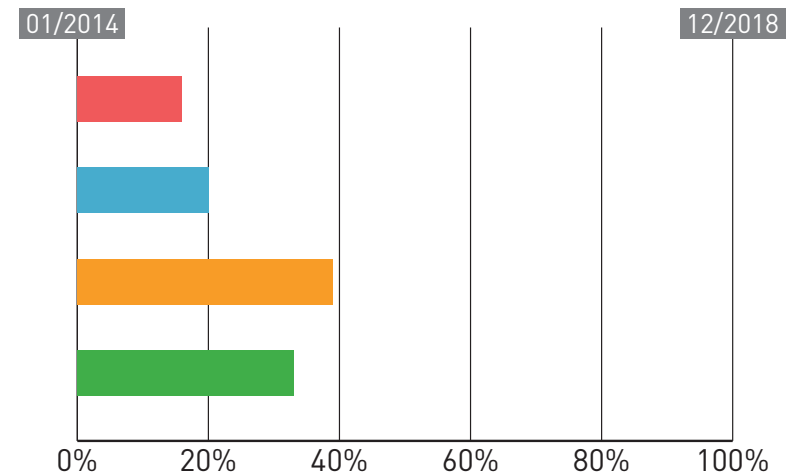
2014 – 2018 ROAD MAP ACHIEVEMENTS PER FOCAL POINTS – END OF 2014

AVERAGE ACHIEVEMENT
RATE IS
123%
VERSUS END OF 2014
OBJECTIVES

2014 objectives achievement rates



2014 – 2018 roadmap progress
(end of 2014 assessment)



- USERS FOCAL POINT
- SOCIETY FOCAL POINT
- EMPLOYEES FOCAL POINT
- ENVIRONMENT FOCAL POINT

2014 – 2018 ROAD MAP

MAIN ACHIEVEMENTS FOR 2014 - USERS FOCAL POINT



USERS FOCAL POINT OFFER USERS SUSTAINABLE SOLUTIONS

Every day we innovate so that we can offer sustainable solutions and drive progress in the electrical sector.

INDICATORS (*)	2013	2014	2014 OBJECTIVE	2018 OBJECTIVE	TREND
Percentage of netsales made on products with PEP (Product Environmental Profile - ISO 14025 standard).	47%	52%	51%	>66%	+
Number of trained customers.	81.300	122.450	100.000	>500.000	+
Percentage of netsales from entities using customers' relationship management tools (CRM, customers' satisfaction measurement,...).	70%	82%	75%	>95%	+
Number of tons of CO ₂ equivalent avoided thanks to energy efficiency solutions sold by the Group each year.	ND	133.000	180.000	>1.500.000	-

2014 – 2018 ROAD MAP

MAIN ACHIEVEMENTS FOR 2014 - SOCIETY FOCAL POINT



SOCIETY FOCAL POINT

ACT 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 (*)	2013	2014	2014 OBJECTIVE	2018 OBJECTIVE	TREND
Number of employees trained to ethical practices during the year.	ND	334	400	>3.000	≈
Number of people to benefit from access to electricity whether directly or indirectly, through Electricians without Borders' actions.	320.000	225.400	160.000	>800.000	+
Number of projects supported by the Legrand Foundation.	NA	5	4	>20	+

2014 – 2018 ROAD MAP

MAIN ACHIEVEMENTS FOR 2014 - EMPLOYEES FOCAL POINT



EMPLOYEES FOCAL POINT COMMIT 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 nurturing the talents of each individual.

INDICATORS (*)	2013	2014	2014 OBJECTIVE	2018 OBJECTIVE	TREND
Percentage of the workforce covered by a work-related risk control plan.	85%	95%	90%	>90%	+
Accident frequency rate.	8,37	7,25	8	<6,7	+
Percentage of the workforce being trained each year.	65%	65%	75%	>75%	≈
Proportion of women in Group's key positions.	11,5%	12,9%	12,6%	>14,4%	+
Pay gap between male and female in non-managerial positions in the Group.	17%	15,5%	16,5%	<14,5%	+

2014 – 2018 ROAD MAP

MAIN ACHIEVEMENTS FOR 2014 - ENVIRONMENT FOCAL POINT



ENVIRONMENT FOCAL POINT LIMIT OUR IMPACT ON THE ENVIRONMENT

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

INDICATORS (*)	2013	2014	2014 OBJECTIVE	2018 OBJECTIVE	TREND
Percentage of Group's energy intensity reduction (year N Vs N-1).	-6,2%	-6,4%	-2%	<-10%	+
Rate of ISO 14001 certified Group's sites.	87%	88,5%	87%	>90%	+
Proportion of wastes being recycled.	80%	86%	80%	>80%	+
Percentage of Group's netsales compliant to RoHS regulation.	90%	85%	92%	100%	-

A WELL-RECOGNIZED CSR PERFORMANCE



FTSE4Good

FTSE4Good
(since 2007).



DJSI (since 2010).
2015 Sustainability Yearbook,
“Bronze” level.



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



Ranked 48th
in the “Corporate
Knights 2015
Global 100 Most
Sustainable
Corporations
in the World”.



“Responsible
supplier relations”
label of approval
obtained in 2012,
confirmed in 2013
and 2014.