



CORPORATE
SOCIAL
RESPONSIBILITY

NON-FINANCIAL

RESULTS

2015



MAIN ACHIEVEMENTS 2015



Legrand foundation call for projects

Legrand Foundation mobilizes social and solidarity economy stakeholders in favor of care at home for people suffering from a loss of independence.



Renewal of the “Responsible Supplier Relations” label

The label, which is granted for a three-year period, represents a practical extension of Legrand commitments towards responsible purchases.



ISO 50001 certification of Energy Management System

Legrand is the first European manufacturer to achieve multi-site ISO 50001 certification across a wide European scope (25 sites covered).



Renewal into Global 100 –index - Most Sustainable Corporations

Legrand ranking in 62th place.

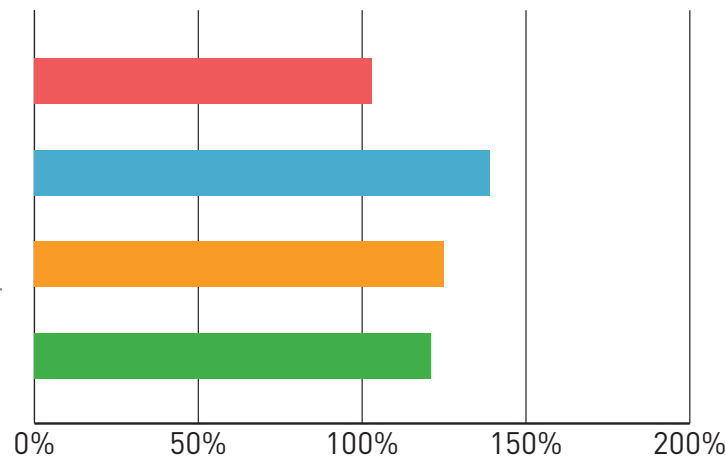
LEGRAND CSR COMMITMENTS



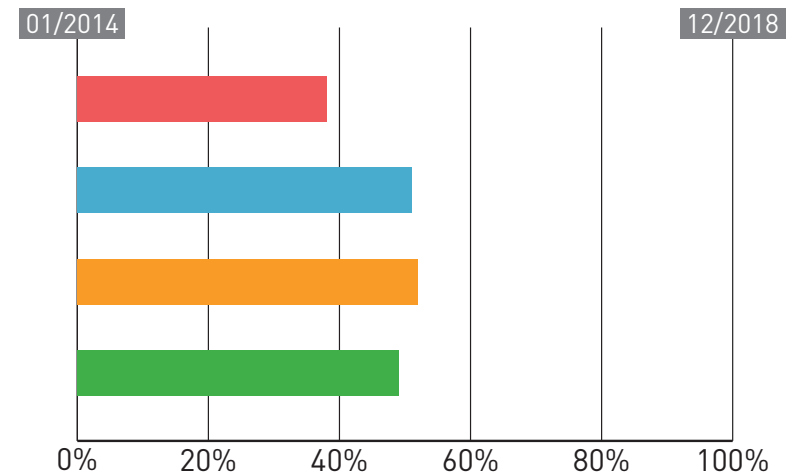
2014 – 2018 ROAD MAP ACHIEVEMENTS PER FOCAL POINTS – END OF 2015

AVERAGE ACHIEVEMENT
RATE IS
120%
VERSUS END OF 2015
OBJECTIVES

2015 objectives achievement rates



2014 – 2018 roadmap progress
(end of 2015 assessment)



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

2014 – 2018 ROAD MAP

MAIN ACHIEVEMENTS FOR 2015 - 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 (*)	2014	2015	2015 OBJECTIVE	2018 OBJECTIVE
Percentage of netsales made on products with PEP (Product Environmental Profile - ISO 14025 standard).	52%	55.5%	55%	>66%
Number of trained customers.	122,450	260,700 (**)	200,000	>500,000
Percentage of netsales from entities using customers' relationship management tools (CRM, customers' satisfaction measurement,...).	82%	92%	80%	>95%
Number of tons of CO ₂ equivalent avoided thanks to energy efficiency solutions sold by the Group each year.	133,000	578,000	550,000	>1,500,000

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

(**): Cumulative for 2014 and 2015.

2014 – 2018 ROAD MAP

MAIN ACHIEVEMENTS FOR 2015 - 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 (*)	2014	2015	2015 OBJECTIVE	2018 OBJECTIVE
Number of employees trained to ethical practices during the year.	1,090 (**)	1,780	900	>3,000
Number of people to benefit from access to electricity whether directly or indirectly, through Electricians without Borders' actions.	225,400	535,400	320,000	>800,000
Number of projects supported by the Legrand Foundation.	5	16	8	>20

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

(**): Including a correction by 756 persons compared to end of 2014 publication (reminder: 334 persons), corresponding to employees who were actually trained in 2014 but were not correctly accounted for by the e-learning solution.

2014 – 2018 ROAD MAP

MAIN ACHIEVEMENTS FOR 2015 - 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 (*)	2014	2015	2015 OBJECTIVE	2018 OBJECTIVE
Percentage of the workforce covered by a work-related risk control plan.	95%	90%	>90%	>90%
Accident frequency rate.	7.25	5.89	7.7	<6.7
Percentage of the workforce being trained each year.	65%	82%	75%	>75%
Proportion of women in Group's key positions.	12.9%	13.4%	13%	>14.4%
Pay gap between male and female in non-managerial positions in the Group. (**)	15.5%	15.9%	16.3%	<14.5%

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

(**): The unfavorable trend for pay gap between 2014 and 2015 is related to an unfavorable statistical effect due to a combination of entities.

2014 – 2018 ROAD MAP

MAIN ACHIEVEMENTS FOR 2015 - 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 (*)	2014	2015	2015 OBJECTIVE	2018 OBJECTIVE
Percentage of Group's energy intensity reduction (year N Vs 2013).	-6.4%	-7%	-4%	>-10%
Rate of ISO 14001 certified Group's sites.	88.5%	92%	88%	>90%
Proportion of wastes being recycled.	86%	87%	80%	>80%
Percentage of Group's netsales (**) compliant to RoHS regulation requirements.	85%	84%	92%	100%

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

(**): Including offers of the Group outside the scope of RoHS regulation.

A WELL-RECOGNIZED CSR PERFORMANCE



FTSE4Good

FTSE4Good
(since 2007).



DJSI (since 2010).
2016 Sustainability Yearbook.



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



Ranked 62th
in the "Corporate
Knights 2016
Global 100 Most
Sustainable
Corporations
in the World".



"Responsible
supplier relations"
label of approval
obtained since
2012, renewed
in 2015.