

AT LEGRAND,
WE BUILD SUSTAINABILITY
INTO EVERYTHING WE DO

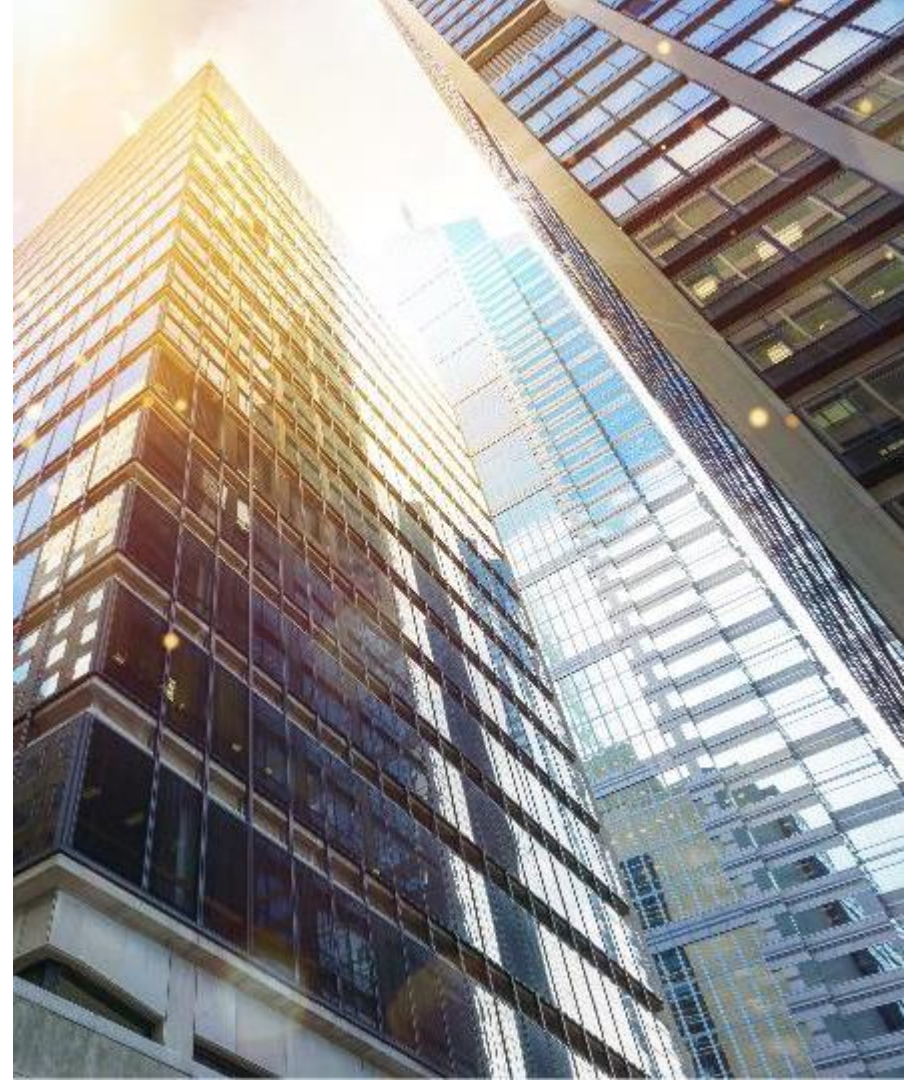


CORPORATE
SOCIAL
RESPONSIBILITY

people

environment

business ecosystem





OUR VISION

We improve lives by transforming the spaces where people live, work and meet through innovative products and solutions that deliver and manage power, light and data.

WE ACHIEVE THIS BY:

COLLABORATING
ACROSS FUNCTIONS

FOSTERING RESPECT,
INCLUSION AND
ENGAGEMENT

FOCUSING ON THE
CUSTOMER EXPERIENCE

PURSUING AND
APPLYING LEARNING

BEING SOCIALLY
RESPONSIBLE

WHY IS CSR IMPORTANT TO LEGRAND?



Integrity



Business
Value



Regulations



Talent



Customers

WHAT ARE LEGRAND'S CSR PRIORITIES?

3 focal points



10 key issues



18 priorities



BUSINESS ECOSYSTEM,

or how Legrand interacts ethically with the whole ecosystem of its activities.

PEOPLE,

or how Legrand engages with all of its employees and stakeholders.

ENVIRONMENT,

or how Legrand intends to limit the Group's environmental impact.

LEGRAND CSR ROADMAP PRIORITIES



BUSINESS ECOSYSTEM

I. Provide sustainable solutions

1. Manage product risks
2. Expand collaboration with partners bringing innovation

II. Ensure sustainable procurement

3. Train employees on sustainable procurement and implement Life Cycle Cost in purchase process
4. Manage socially and environmentally risky suppliers

III. Act ethically

5. Train employees on business ethics and compliance
6. Monitor implementation of the compliance program



PEOPLE

IV. Respect human rights & communities

7. Enforce Group's commitment on human rights
8. Deploy a charitable giving strategy

V. Ensure health, safety and well-being

9. Decrease the frequency of accidents and deploy health & safety best practices
10. Deploy maternity leave program and improve employee engagement

VI. Develop skills

11. Ensure min. 4 hours of training annually and annual performance reviews

VII. Promote equal opportunities and diversity

12. Increase women in management positions by 20%



ENVIRONMENT

VIII. Mitigate climate change

13. Reduce carbon emissions
14. Encourage use of Legrand's products that reduce carbon

IX. Innovate for the circular economy

15. Implement eco-conscious design
16. Ensure 2/3 of products covered by product sustainability profiles
17. Divert waste from landfills

X. Prevent pollution

18. Reduce VOC emissions

BEST PRACTICE SHARING



DEDICATED TEAM LEADERS



ENVIRONMENT



Energy

Zac Bridgeman
General Manager, EWS



Products

J.P. Bruner
Compliance and
Sustainability Specialist



Product Compliance

Jason Showell
Director, Formulation &
Reliability, AVD



HPBC

Shana Longo
Marketing Manager, BCS



BUSINESS ECOSYSTEM

Supply Chain



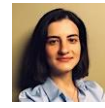
Steven Liu
VP, Strategic Sourcing &
Procurement



Alan Byrne
Director, Indirect
Strategic Sourcing



TBD
Director, Strategic
Sourcing



Alona Teliatnykova
Commodity
Manager, EWS



PEOPLE



Better Communities

Alyssa Adnani
Data Quality Manager

Health & Safety

Shane Menefee
EHS Director



Sustainability Staff



Shane Menefee
EHS Director



Jessica Callejas
EHS Manager



Patrick Ford
Director, Circular
Economy



Jillian Spratt
Senior Circular
Economy Analyst

DEDICATED CSR COMMUNICATIONS



Legrand CSR Bulletin

In an effort to align with Legrand Group's positioning, the Legrand Sustainability Bulletin will be updating its name to the Legrand CSR Bulletin.

A word from our CEO

By: John Selidoff, CEO of Legrand, North and Central America

This year we're marking the start of a new corporate social responsibility path for Legrand. On May 2, we announced that we would be pursuing our fourth CSR Roadmap, organized around three focal areas – Business Ecosystem, People, and Environment – which will guide our path for the next three years. In many ways, the new path is an extension of the road we were already on. This year's CSR Roadmap weaves sustainability into all practices of our business, including how we treat our people, how we act in our communities, and how much of footprint that we leave on the planet.

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INTO EVERYTHING WE DO



legrand



Business Unit: _____ Owner: _____

Priority Category			
Annual Targets	Site Associates Responsible	Baseline / Current State	Reporting Requirements
Training Available		Info/Resources	Divisional Leader Responsible
			LNCA Corporate Contact
			BU "Pod" Contact

Sustainability Bulletin & CSR Training Module

CSR Divisional Guidance Documents

EMPLOYEE ENGAGEMENT AROUND TARGETS

ENERGY MARATHON 3.0

We asked **4,200** employees to save energy for **26.2 days**

- Find reduction opportunities
- Bring awareness to LNCA roadmap efforts around energy
- Have fun and maintain spirit

Pairing veteran and acquisition sites of the same facility type can bridge knowledge gaps, allow for best practice sharing, and I.D opportunities that are applicable beyond one site



EMPLOYEE ENGAGEMENT AROUND TARGETS

Download
EM3.0
Toolkit

ON YOUR MARK.....

I.D. roles/responsibilities, T&A Sheet, Weekly challenges and giveaways

GET SET.....

Announcements, Expectations, Updates

GO!

Meter readings, Email campaign, Recognition

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- Find reduction opportunities
- Bring awareness to roadmap efforts
- Have fun and maintain spirit



EM 3.0 Results

Impact	2019
# of Participating Sites	26
Electricity Savings	977,035 kWh
Dollar Savings	\$97,000
CO2 Savings	531 metric tons

TOOLS THAT ENABLE PROGRESS

legrand		CORPORATE SOCIAL RESPONSIBILITY	
LNCA CIRCULAR ECONOMY PLAYBOOK		people	environment
business ecosystem			
Tab #	Topic		
1	Circular Economy Overview		
	What is the Circular Economy		
	The Legrand Way for Eco-Design Stages		
	Legrand: Eco-Design Principles		
2	Circular Economy Playbook Tracking Dashboard		
3	Tools Available		
	Solidworks Sustainability		
	Packaging Life Cycle Assessment (LCA) Tool		
	Significant Environmental Aspects (SEA) Tool		
4	Voice of Customer		
	Quantitative vs. Qualitative		
	Why conduct voice of customer interviews?		
	Considerations in Designing Research Questions		
	Research Cycles		

CIRCULAR ECONOMY OVERVIEW

Overview: Table of Contents

- What is the Circular Economy
- The Four Stages of Eco-Design at Legrand
- The Four Eco-Design Principles at Legrand

What is the Circular Economy?

To understand the circular economy, we must first understand where we are today, which is a linear system.

We remove raw materials from the ground, turn them into something, the products are used, then they are disposed of. The processes along the way are largely powered by fossil fuels.

The diagram illustrates the linear economy cycle. It starts with 'TAKE' (Resources), which leads to 'MAKE' (Manufacturing). From 'MAKE', the flow goes to 'CONSUMERS'. Finally, from 'CONSUMERS', the flow goes to 'DISPOSE'. The diagram also shows a 'WASTE' arrow pointing from 'MAKE' to 'DISPOSE'. A 'WASTE ENERGY & MATERIAL' arrow points from 'TAKE' to 'MAKE'. A 'DOWNCICLET' arrow points from 'DISPOSE' back to 'TAKE'. The diagram is set against a background of a city skyline.

Educates and empowers product design teams
to meet customer expectations for sustainable solutions



Thank you.

Questions welcomed.

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