



Shared Code of Ethics

Legrand Group



2024

#LegrandImprovingLives





Foreword

As a leading player in our sector for over 150 years, we must always strive to give the best of ourselves.

Our value creation model is sustainable because it is based on our industrial excellence and purpose, the drivers of the Legrand Group's success.

United by our corporate culture and values, we have a collective and an individual duty to be exemplary at all times. This concerns both our image and our sustainable growth.

Through this Shared Code of Ethics, we wish to reiterate the Group's strong ethical commitments and set the corresponding behavioural rules applicable to each and every one of you in your daily professional activities, regardless of your role within the Company. This Code serves as a guide to how we conduct our affairs, to ensure that, wherever we operate, we act in the interest of the Group, its teams, customers and business partners.

I invite you to take the time to read it carefully, to refer to it as often as you need and to act as its ambassador vis-à-vis those working with us and for us.

Just as you can count on the Group, I already know that I can fully count on your ethical commitment.

**Benoît Coquart,
CEO Legrand**

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Legrand Group Shared Code of Ethics

Definition

A moral contract...

The Group's Code of Ethics is a code of conduct to be observed on a daily basis in our professional relations and in the way we conduct our business.

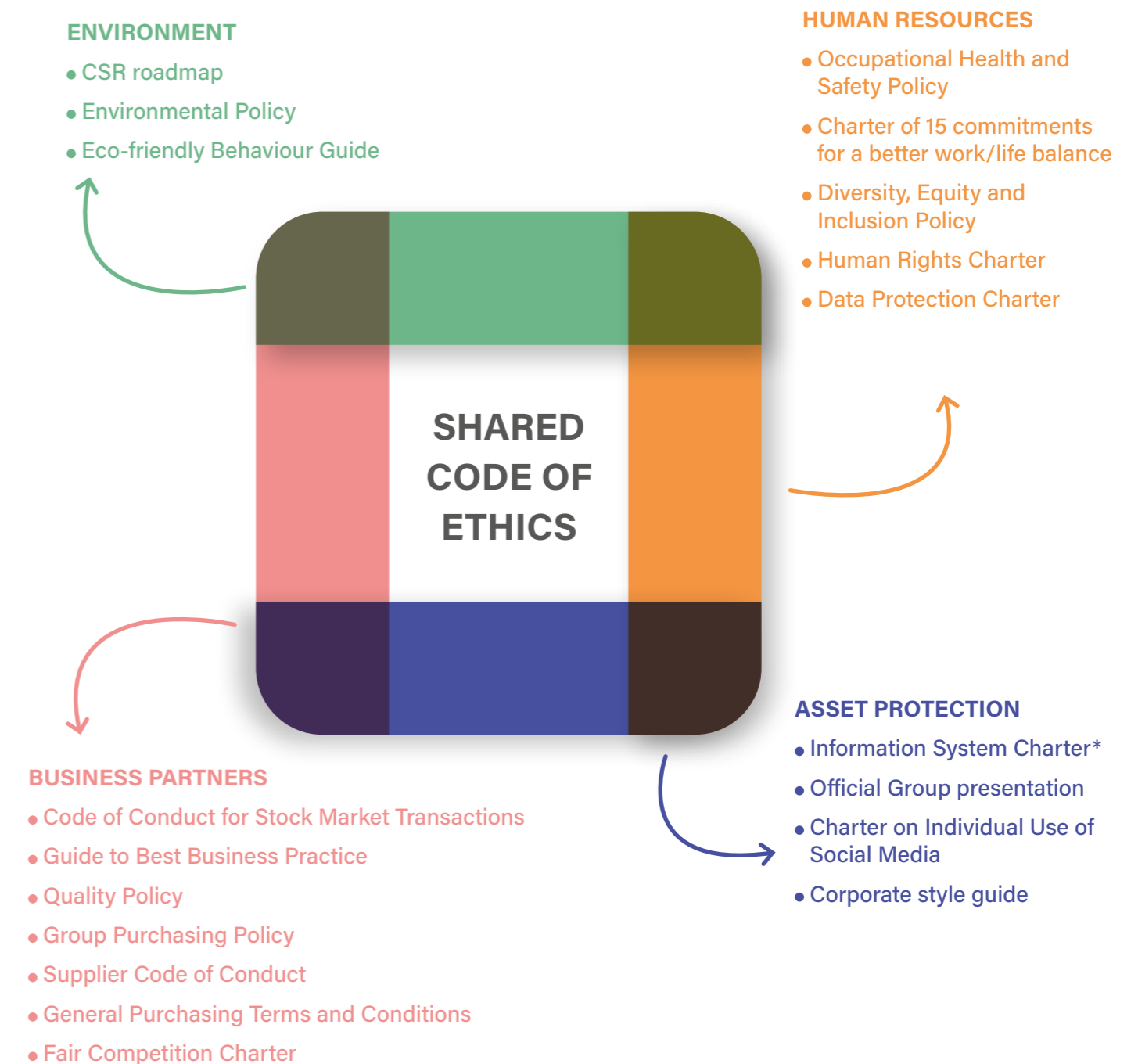
Built around our purpose and the Group's five core values, the Code defines the behavioural and moral guidelines to be adopted by every single person within all Legrand subsidiaries.

Since Legrand is a Group with a teamwork mindset, the Shared Code of Ethics is also a moral contract of reciprocity and shared commitments between the Company and its employees.

As the intersection between all of our charters, policies, guidelines and frameworks to which it is linked, the Code constitutes the cornerstone of our corporate culture.



the focal point of all our charters



* Document only available internally

Legrand Group Shared Code of Ethics

Scope



UNDERSTAND

TO WHOM DOES THIS SHARED CODE OF ETHICS APPLY?

The Shared Code of Ethics applies in a mandatory and uniform manner to all persons acting in the name or on behalf of the Legrand Group throughout the world, regardless of their hierarchical level.

The Group expects each person to comply with the ethical rules set out in this Code and to ensure compliance within their respective teams.

Being exemplary is our Company's guiding principle, which must constantly inspire our actions in order to further our Group's sustainable development, give meaning to our work, protect our assets and respect our business partners.

This Shared Code of Ethics thus reiterates our purpose and values, clearly identifies and illustrates the Group's commitments and sets out our teams' commitments regarding the following four themes:

- **environment**
- **teams**
- **protection of Group assets**
- **business partners**



COMMIT

Mutual commitment between the Group and all of its people is a prerequisite for long-term success that benefits us all.



ACT

Each individual must be aware of and apply the behavioural rules set out in this document.



REPORT

Each employee has a duty to report any observed non-compliance with the defined commitments via the Signal'Ethic hotline. See page 40 for more information on the ethics hotline.



Our purpose and values

Committed to creating long-term value and remaining a benchmark player in the electrical sector.

Our purpose is to improve lives in order to support a rapidly changing world. Legrand has chosen to make this commitment vis-à-vis all its stakeholders. It is also your commitment as an employee.

To fulfil this commitment, we draw on a set of unifying values that underpin each and every one of our decisions.

More than just providing a framework to guide our professional practices, these values make Legrand an ethical and exemplary industrial group.

#LegrandImprovingLives

For over 150 years, we have innovated for the benefit of all, providing more simplicity, more comfort, more security and greater energy efficiency.

Our purpose is to **improve lives by transforming the spaces where people live, work and meet, with electrical and digital infrastructures and connected solutions that are simple, innovative and sustainable.** We promote this purpose with pride, guided each day by **five unifying values that underpin each and every one of our actions and decisions.** These values reflect our corporate culture and identity, helping to bring us together and permeating the way we work. Together, let's discover how.



**WE SEIZE
THE FUTURE**

Seizing the future means demonstrating boldness and energy!

It means daring to face challenges, training to improve skills and reshaping our daily life. Every day within your team, you harness your expertise and enthusiasm in order to serve our customers. You often challenge the impossible to pave the way for a more sustainable future for all generations. Thanks to our innovations and responsible commitments, together we design solutions and products that make everyday life simpler, more energy-efficient and more respectful of the environment for everyone – because seizing the future means building a better world.

HOW?

- By creating tomorrow's buildings, today.
- By placing social and environmental responsibility at the heart of our growth.
- By developing the talents that will change the world of tomorrow.



WE EMBRACE INCLUSION

Inclusion is in our nature and represents our daily driving force. Operating in almost 90 countries, our teams and customers are made up of people from all walks of life. **Guaranteeing a listening ear, respect and fairness for all our stakeholders has always been a priority for us.** We do not discriminate on grounds such as age, gender, origin, disability, sexual orientation, religion and so on. **We embrace inclusion and diversity as factors that enhance both performance and humanity.** Legrand thereby offers everyone the opportunity to fulfil their potential and harness their enthusiasm in order to drive the Group's success.

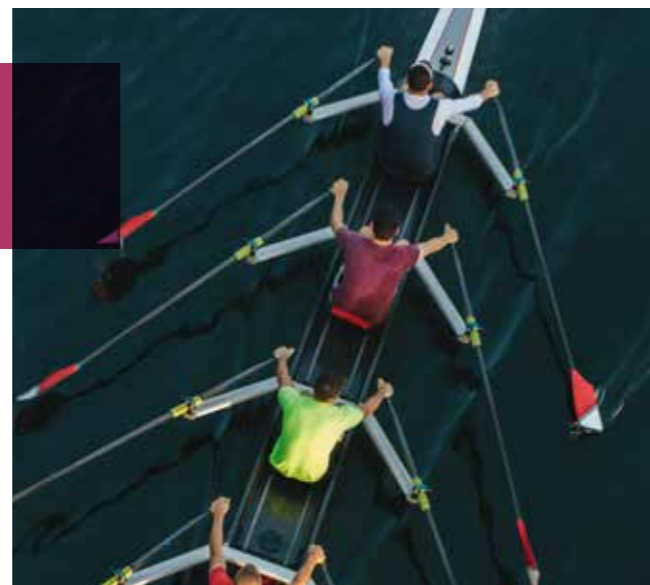
HOW?

- By respecting others as they are.
- By making diversity an opportunity towards becoming a better company.
- By considering the diversity of our stakeholders as a driving strength.

Behind every one of our successes and achievements lies the collective intelligence of passionate individuals. Committed to each and every customer and driven by a common goal, we actively listen to the needs of our industry worldwide in order to constantly improve our products and services. We respond to society's challenges, anticipate our users' expectations and ensure their satisfaction by providing them with innovative, high value-added solutions and services. **Teamwork allows us to go faster and further in order to deliver the best possible customer experience.**

HOW?

- By constantly bringing added value to our entire industry.
- By ensuring the best experience for our customers.
- By moving forward together with our employees, driven by a common strategy and goal.



WE MOVE IN SYNC

WE STRIVE FOR SIMPLICITY

Being transparent, honest and straightforward has been part of our culture since the outset. Every day, **we take a pragmatic, discerning and ethical approach to all interactions with our employees, customers, distributors and partners,** guaranteeing constructive, fruitful and lasting exchanges. **This excellence also guides the development of all our product ranges and solutions, which are designed to improve the daily lives of users and simplify installation and maintenance for professionals.** Because striving for simplicity means being direct and to the point.

HOW?

- By fostering authentic human relationships.
- By promoting transparency and honesty in everything we do.
- By designing products that are easy to install, use and maintain.



WE ARE DEPENDABLE

Because our purpose is to improve everyone's lives, **we have made a brand commitment to quality and sustainability in the solutions we have been marketing for over 150 years.** As a Group that is close to its customers, we adopt responsible business practices and strive to enhance comfort, well-being and safety in every building. We respond to environmental and societal challenges by respecting our commitments to reduce the negative impacts of our activity from the design phase onwards. **And because we're so trustworthy, you know you can always count on us.**

HOW?

- By combining quality and sustainability in the solutions we market.
- By eliminating our negative impacts and generating a positive impact wherever possible.
- By ensuring responsible business practices and honouring our commitments.





Commitment to our people



Ranked among the world's best employers, the Legrand Group has made a strong and dedicated commitment to its people.

With over 38,000 employees⁽¹⁾ in 90 countries, **Legrand is proud to work with people who are committed to improving lives on a daily basis.** Throughout the world, our people listen to our customers and make living and working well together tangible realities.

We foster teamwork and are aware that our human capital is one of our greatest assets, which is why we pay close attention to feedback from our teams to help Legrand become a better company.

In 2017, the Group set up a listening system to measure and improve employee engagement. Carried out on a global scale, the engagement survey gives everyone the opportunity to express themselves and constitutes an essential tool for developing policies designed to attract and retain talent and ensure individual career development.

Since the Group's commitment to its people worldwide constitutes a duty, **Legrand reaffirms the principle that health, safety and well-being at work are rooted in the company culture and must guide all our actions on a daily basis.**

(1) Including temporary and fixed-term contracts

GROUP COMMITMENTS

Protect employees

■ A SAFE WORKING ENVIRONMENT

Ensuring that everyone is working in an environment that protects their health, safety and well-being is an absolute necessity, for which the Group has long implemented a continuous improvement approach.

The global occupational health and safety policy is deployed on the basis of four priority areas:

- protecting employees in a sustainable working environment;
- incorporating occupational health and safety into all activities;
- continuously improving performance and the management system;
- encouraging accountability among all persons involved and bringing our partners on board.

Look up the Occupational Health and Safety Policy.

Ensuring a safe working environment is first and foremost the responsibility of the Group, which assesses the risks and implements the necessary means to control them, thus reducing the frequency and severity of industrial accidents and occupational illnesses. The crucial prerequisite is strict compliance with applicable law.

The Legrand Way and ISO 45001 certification (on occupational health and safety management) obtained by most of our industrial and logistics sites provide a reference framework and a set of best practices that guarantee continuous improvement of personal safety.

The Group must inform and train its employees on the safest actions and behaviours at work; it must also ensure constant compliance with safety rules and raise awareness of the risks incurred if these rules are not applied.

Ensuring a safe working environment also means raising awareness of the risks incurred in the event of inappropriate behaviour, such as psychological or sexual harassment, whether or not related to the consumption of alcohol or forbidden substances, particularly during professional events.

As such, Legrand is committed to taking appropriate action if any of these fundamental rules are broken.



■ WORKING ENVIRONMENT AND FLEXIBILITY TAILORED TO TEAM EXPECTATIONS

The Group provides its employees with offices and living spaces conducive to more flexible work patterns, while promoting remote working and interaction when the job permits.

In keeping with its commitment to quality of life at work, **Legrand has adopted the Charter of 15 commitments for a better work-life balance in order to adapt to the technological and sociological changes affecting corporate life.** The Charter aims to enable everyone to maintain a sensible work-life balance. In this respect, Legrand has set up variable working hour systems offering flexibility and making it possible to manage occasional personal constraints.

Look up the Charter of 15 commitments for a better work/life balance.

■ WELFARE PROTECTION FOR ALL

Legrand has long undertaken a duty to guarantee all employees a minimum level of welfare protection in all countries where the Group operates. At the end of 2017, this commitment resulted in the launching of the Serenity On programme based on three main pillars: parenthood, healthcare and death/disability.

Find out more about the Serenity On programme.

■ PROTECTION OF PERSONAL AND SENSITIVE DATA

The Legrand Group is strongly committed to **protecting personal data and establishing a trusted IT environment.** In addition, the Group has implemented **binding corporate rules (BCR)** and a training module dedicated to personal data protection.

Look up the Data Protection Charter.

■ RESPECT FOR HUMAN RIGHTS

Legrand strictly complies with internationally recognised human rights, not only at its facilities but also throughout its value chain.

Respect for human dignity and ethics are among the Group's core values. Operating in more than 90 countries, Legrand not only complies with local laws, but has also established a shared reference framework for all employees and its entire value chain. This framework is based on international human rights standards such as the United Nations International Bill of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises and the Global Compact's Principles relating to Human Rights and Labour Standards, of which Legrand is a signatory.

In accordance with the UN Guiding Principles on Business and Human Rights, the Company has instituted a continuous improvement process. As such, Legrand has set up a five-pronged human rights monitoring and control system:

- map the risks;
- assess the risks and prioritise the initiatives to be implemented;
- mitigate and/or prevent negative impacts;
- set up an alert mechanism;
- monitor and assess the effectiveness of measures.

The Company therefore ensures respect for human rights related to the work of both its own employees and of all workers within its value chain, namely: the effective abolition of child labour, the prevention of forced labour, health and safety, freedom of association, decent working conditions and non-discrimination.

The Group also ensures respect for the human rights of affected communities as well as consumers and end users of its services and products.

Legrand pays particular attention to the human rights of vulnerable people such as women, children, young people, persons with disabilities, national or ethnic minorities, religious minorities, the LGBT+ community and migrant workers.

Look up the Human Rights Charter.

Promote diversity, equity and inclusion within teams

Together, we celebrate inclusion and fight all forms of discrimination and harassment. All of Legrand's decisions in terms of recruitment, assignment, remuneration, career progression, training, discipline, retirement and termination of the working relationship are based solely on objective factors related to the position and skills of the persons concerned.

Any discrimination, particularly related to a person's sex, gender identity or expression, age, nationality, ethnicity, race, skin colour, religion or beliefs, caste, language, mental or physical disabilities, membership of an organisation, opinions, health, marital status, family situation, sexual orientation, birth origin, civil, social or political characteristics, place of residence or physical appearance is strictly prohibited.



Moreover, the Legrand Group is committed to providing a safe and welcoming working environment free from any form of harassment or violence. The Group does not tolerate any form of harassment, whether psychological or sexual.

The Group is also strongly committed to promoting equal opportunities. **Legrand is multiplying its initiatives in favour of diversity and inclusion, driven by the conviction that these principles foster innovation, performance and quality of life within the Company.** Legrand is committed to diversifying the profiles of the employees that drive its growth.

After obtaining **the Gender Equality European and International Standard (GEEIS) - Diversity label for its "Head Office" and "France" entities in 2020, several of the Group's subsidiaries have followed suit and have in turn obtained the label.**

For many years, Legrand has also pursued a number of initiatives to promote the professional integration of persons with disabilities. This is fully in keeping with **the Group's commitment to "promote equal opportunities by better reflecting diversity in the management of human resources"**.

Lastly, Legrand seeks to raise employee awareness of these issues (through training, discussion groups, etc.).

Look up the Diversity, Equity and Inclusion Policy

Help employees grow

■ SPECIAL ATTENTION PAID TO THE PROFESSIONAL DEVELOPMENT OF ALL EMPLOYEES

Enabling employees at each subsidiary to train and develop their skills is one of the Group's main commitments.

Legrand aims to train as many employees as possible each year.

■ TANGIBLE INITIATIVES TO PROMOTE YOUTH EMPLOYMENT AND INTERGENERATIONAL INCLUSION

Legrand is multiplying its **initiatives to raise awareness of the electrical sector among young people, both girls and boys, throughout their educational pathway.** Every year, Legrand volunteers organize events with establishments ranging from schools to universities to introduce young people to the Company's professions.

The Group ensures appropriate support and the transfer of skills from experienced employees to young people through internships, work-study contracts and job opportunities for early-in-careers.

MY COMMITMENTS

Focus on Group HR initiatives

In Italy, the “BTcino at the teacher’s desk” programme allows Legrand employees to share their technical expertise with young people aspiring to work in the electrical, electronic or mechanical engineering sectors. Legrand has implemented many other similar initiatives for young people worldwide.

■ RAMP-UP OF INTERNAL PROMOTION

The diversity of the professions, sectors and sites available within the Group offer employees extensive opportunities for further personal and professional development. **Legrand encourages internal mobility and invests in career development.**

Listen to employees

■ THE GLOBAL “YOUR OPINION MATTERS” SURVEY

Throughout the world, the Group is mindful of its employees and listens to feedback from its teams. This active listening fosters engagement around our corporate culture and purpose.

In particular, the **engagement rate** recorded during the global surveys testifies to employees’ commitment to the Group’s CSR vision. Now more than ever, their unwavering and determined commitment is a distinguishing factor driving the Company’s successful and virtuous development in a rapidly changing world.

■ PERIODIC INDIVIDUAL INTERVIEWS FOR PRIVILEGED DISCUSSION TIME

The CAPP review (Competency Approval Performance and Perspective) is now deployed in every country where the Group operates. It is a necessary and important opportunity for each employee to speak with their direct manager. Legrand has made the CAPP a tool for expressing individual aspirations **to allow each employee to become fully involved in their career development within the Group.**

■ ENCOURAGING AND SUSTAINING SOCIAL DIALOGUE

Guaranteeing union representation is essential. For Legrand, **improving social dialogue involves fostering ties and trust within employee representative organisations, whether at departmental, national or regional level.** Providing support during the strategic organisational changes required for the Group’s development is fundamental. Managers and HR teams are trained in labour relations in order to efficiently fulfil their role as local points of contact.



Promote safety for all

I undertake to:

- **follow the safety instructions** in which I have been trained by management and use the safety equipment appropriate to my job;
- **contribute to shared vigilance** by remaining attentive to my own safety and that of others. This includes stepping in if I see a colleague taking a risk in order to return to a safe situation. Conversely, this also involves showing gratitude for a colleague’s benevolent action to ensure my own safety;
- **help prevent risks as early as possible:** I shall report any risk situations and take any steps I consider necessary to inform and protect other employees, pending corrective action by the relevant departments;
- **take part in regular OHS initiatives** such as safety training courses, on-site workshops or security briefings for my sector. I must comply permanently with the collective commitments undertaken at these briefings.

Promote diversity and inclusion

I undertake to:

- **accept everyone’s differences and be tolerant.** Legrand has developed operations in nearly 90 countries thanks to the people who make up the Group. It is the diversity of their profiles, cultures and skills that ensures the success of the Company;

Look up the Diversity, Equity and Inclusion Policy.

- **be respectful in all my working relationships** (teams, colleagues, managers, customers, partners, etc.). I shall treat all my working relationships with dignity and respect. I shall not engage in offensive, intimidating or discriminatory behaviour towards anyone. I shall behave appropriately and avoid being under the influence of alcohol or narcotics in the workplace or at company events;
- **contribute towards creating inclusive workspaces.** Within my remit, I can play an active role in building inclusive workspaces by remaining attentive to different points of view and potential difficulties that may arise. My company is one big community with a teamwork mindset.

Find out more

- Occupational Health and Safety Policy
- Charter of 15 commitments for a better work/life balance
- Diversity, Equity and Inclusion Policy
- Human Rights Charter
- Data Protection Charter

Focus on employee initiatives

The “Ellegrand” diversity network, the “Black Professionals Network” in the United States and the “Legrand Rainbow” network all strive for better inclusion of vulnerable populations, bringing together numerous profiles from several of the Group’s entities and countries of operation.

These networks are continuing to develop an essential policy for diversity and inclusion through various programmes, particularly by raising awareness and taking tangible action (mentoring, conferences, etc.).



CASE STUDY

FLOOR HAZARD

As I’m walking around the premises I spot a slippery area or a rough patch on the floor, for instance, generating the risk of a fall. I shall immediately report this risk in accordance with the local organisation’s procedures. I will not stop there, however, and will instead show initiative, without taking any risks, to demarcate this dangerous area immediately by placing a safety cone, caution tape or chair, thereby avoiding a potential accident.



Report a breach
via the Legrand
Signal’Ethic hotline.

Commitment to the environment



As a responsible global company, the Legrand Group has been committed to the environment for over 20 years!

We are fully aware of the crucial role we have to play as a manufacturer in preserving the environment.

Back in 2004, we created a sustainable development department within the Company and in 2007, we implemented **our first CSR⁽¹⁾ roadmap** establishing a precise and structured action plan to reduce our ecological impact. We have already made great strides and are pursuing our commitments!

Our CSR commitment is aligned with the changes our industry needs to make in order to respond to the climate emergency.

Every year, we set ourselves bold targets, which we then reach or exceed in order to ensure a more sustainable world for future generations. Our commitment is based on two major environmental pillars:

- **reducing our carbon footprint;**
- **promoting a circular economy.**

By 2030, we plan to generate **80% of our revenue from sustainable solutions**, improving the energy efficiency of buildings and informing customers about the environmental impact of the Group's offers.

Furthermore, in 2024 Legrand committed to becoming **net zero by 2050**. In this respect, the Group must reduce its greenhouse gas emissions by 90% across its entire value chain and offset emissions that cannot be avoided.

(1) Corporate Social Responsibility

GROUP COMMITMENTS

Reduce carbon emissions from Group operations

Legrand is committed to proactively promoting a low-carbon society, beginning by reducing the impact of its own operations.

Legrand strives constantly to reduce its energy consumption by implementing appropriate energy efficiency solutions at each Group site, including replacing hydraulic machines with electric machines in injection moulding and installing heat recovery systems.

Offer solutions to improve the energy performance of buildings (starting with Legrand's own premises)

■ LOW-CARBON SOLUTIONS

The pressing need to reduce the environmental impact of buildings during construction or renovation implies the implementation of an increasing number of standards, thereby fuelling demand for more eco-friendly products. The Group has been pursuing an eco-design approach for many years now as a result of which, in 2023, **73% of products in the catalogue had a Product Sustainability Profile**. That's what being a responsible corporate citizen is all about!

■ PRODUCTS THAT IMPROVE ENERGY PERFORMANCE

Improving the energy performance of buildings is a major global issue, to which Legrand is responding by offering solutions to reduce energy consumption, thereby improving the energy efficiency and reducing the carbon footprint of buildings:

- energy consumption measurement solutions;
- lighting control (presence detectors, automatic switches, etc.);
- smart power management;
- hotel room control systems;
- electric vehicle charging stations;
- uninterruptible power supplies (UPS).

■ MORE VIRTUOUS GROUP SITES

Solutions to reduce the energy consumption of buildings and equipment have been installed, wherever possible, at Group locations (head office, production sites, etc.).



Moreover, the Group is working to gradually replace its traditional energy purchases with **energy from renewable sources** (including wind, hydraulic and solar power) and install photovoltaic panels in order to produce and self-consume renewable energy at the Group's largest industrial, logistical and administrative sites. In 2024, Legrand became a member of the RE100 (Renewable Electricity) global initiative and committed to consuming 100% renewable electricity by 2030.

The Group's environmental policy has been deployed with the aim of reducing its sites' energy consumption, water consumption and waste production, while improving waste recycling.

The Group also provides employees with waste sorting solutions for separating paper, cardboard, electronic and organic waste, for example.

Step up measures to promote the circular economy

It is Legrand's ambition to reduce the environmental footprint of its products by giving priority to the circular economy, reducing the quantity of materials used and promoting their reuse:

- increased use of recycled materials in products;
- reduction in the quantity of materials used;
- phase-out of single-use plastic packaging.

Legrand is also committed to working with its business partners to offer product recycling solutions, including a take-back programme to refurbish and resell used products.

Guide suppliers towards a carbon emission reduction trajectory

The responsible purchasing approach is based on the principle that **the Group's ethical, environmental and social rules also apply to its suppliers and subcontractors**, who are selected and managed in accordance with these rules.

The Supplier Code of Conduct specifies Legrand's expectations of its suppliers, while supplier contracts include a section on environmental responsibility.

Legrand aims to **encourage and support key suppliers that contribute the most to the Group's carbon footprint** in reducing their CO₂ emissions. Training courses and tools are made available to suppliers to help them fulfil this commitment and implement their action plans.

MY COMMITMENTS

Follow the Group's instructions

I undertake to:

- **adopt eco-friendly behaviour** to save energy: HVAC, electrical equipment, lighting and natural light management, etc.;
- **follow sorting instructions:** reduce, sort and recycle my waste;
- **take action for digital sobriety:** avoid sending unnecessary emails and attachments, prefer instant messaging to sending emails;
- whenever possible, **opt for sustainable modes of transport** to and from work (walking, cycling, public transport, carpooling, etc.);
- **rethink my way of working**, particularly by innovating to create and develop products with a lower environmental impact.

These instructions, which apply across the whole Group, are displayed at our facilities (head office, production sites, etc.) and regularly disseminated via the Company's internal networks: Viva Engage and Dialog.

Follow proposed training courses & share best practices

I have the possibility to **follow online training courses**, depending on my profile, **on the "Learning with Legrand" platform** in order to learn environmental good practices to be applied both within the Company and outside. Depending on my position, some of these training courses may be mandatory.

Below are some examples of environmental training courses available via the Learning with Legrand platform:

- "Climate change"
- "Circular economy"
- "Charging infrastructures for electric vehicles"
- "Deciphering the issues of carbon neutrality"
- "Essential solutions for greener buildings"
- etc.

Know and promote the innovative solutions offered by the Group

I shall familiarise myself with the aforementioned solutions developed and offered by the Group regarding measurement, lighting and energy management and electric vehicle charging, among others. Like any employee, I shall act as an ambassador for my company and the solutions it offers.

Focus on local initiatives

- Installation of sorting bins in the Denmark office to separate organic, plastic, paper and electronic waste.
- Global celebration of World Environment Day each year in some countries: tree planting, elimination of plastic water bottles, debates and sharing of views, etc.
- Organisation of workshops to identify opportunities to eliminate waste from the manufacturing process.



Report a breach
via the Legrand
Signal/Ethic hotline.



CASE STUDY

If 100 company employees send an average of 33 emails per day for 220 days a year, this represents 13.6 tonnes of CO₂ equivalent, or 13 round trip flights between Paris and New York*.

On an individual level, to avoid generating additional CO₂ emissions, I will avoid sending unnecessary emails and attachments, regularly empty my inbox and unsubscribe from newsletters I don't read. For internal communication, I will prefer instant messaging.



FIND OUT MORE

- CSR roadmap
- Environmental Policy
- Eco-friendly Behaviour Guide
- Supplier Code of Conduct

* According to ADEME (the French Agency for the Environment and Energy Control), the average carbon footprint of an email is 19 grammes of CO₂. Source: <https://www.greenit.fr/2011/07/11/19-grammes-de-co2-l-empreinte-carbone-d-un-e-mail-selon-l-ademe/>



Commitment to protecting Group assets

As a highly exposed listed company, the Legrand Group is committed to protecting its assets.

Being a specialist in electrical and digital building infrastructures and a leader in our field requires us to be not just exemplary, but also uncompromising in terms of our security and reputation.

The Group must protect its assets: buildings, equipment, image, trademarks, registered patents, product solutions, data, and so on. These assets constitute **a benchmark economic value in our sector**.

Moreover, in an extremely competitive and ever-changing technological environment, Legrand must strengthen its quality requirements at all levels, including in terms of service rates, customer satisfaction and industrial excellence, in order to create a decisive competitive advantage for its development strategy. The Group's international reputation is at stake.

These same requirements have ensured the continuity of the Group's business for over 150 years. Together, let's stay on our toes in order to protect Legrand!



GROUP COMMITMENTS

Protect our name, brands and product ranges

The intellectual property department is constantly working on the management of trademarks, patents, models and domain names and on the prevention of counterfeiting. It relies on a network of intellectual property advisers working alongside in-house correspondents at the Group's main subsidiaries.

■ INTELLECTUAL PROPERTY

Legrand protects its product solutions, brands, ranges and domain names by filing patents for each new innovation.

As it carries out projects, Legrand thus acquires intellectual property rights, protects its intangible assets and enforces its rights.

■ PREVENTION OF COUNTERFEITING

Customer safety and satisfaction also depend on the ability to reassure people about the authenticity of a company's products.

Legrand takes concrete and permanent action against counterfeit products through:

- internal anti-counterfeiting mechanisms such as Copytracer;
- active participation in the seizure and destruction of counterfeit electrical products, in close collaboration with local authorities and customs services in the countries concerned;
- global communication initiatives via professional associations with the aim of raising awareness among all stakeholders, particularly installers and distributors.

Focus on Copytracer: protecting the user

Copytracer is a free website made available in order to verify registrations of Legrand products bearing the Copytracer marking, thereby making it possible to distinguish original products from copies and other counterfeits.



Protect the Group's work tools against all forms of attack

Legrand constantly strives to protect and safeguard the integrity of its premises and technological tools.

■ COMPANY PREMISES

The Group imposes **rules on traffic flows inside buildings** with regard to **workspaces**: strict procedures are applied for welcoming visitors; no one may enter without authorisation; visitors must identify themselves upon arrival and must be accompanied by the person with whom they made the appointment.

Moreover, the Group enlists external security experts to assess possible weak points inside buildings.

■ IT TOOLS

Legrand must also **ensure adequate cybersecurity by protecting its technological tools. Legrand implements all necessary measures** to prevent and contain the potential impacts of cyber risk. The Group has therefore implemented an information system security policy ("LISP") and an associated deployment plan comprising technical protection mechanisms such as firewalls, internal access management processes and user awareness-raising campaigns. For this purpose, test email campaigns are conducted regularly to anonymously assess employees' reactions and instruct them on how to react to potential threats. They can also contact the Legrand cybersecurity teams. In case of doubt or in the event of an incident, they are the first point of contact regarding security.

Legrand also provides employees with information and training to strengthen **vigilance and ensure compliance with good IT practices, not only in the workplace but also on business trips.**

Look up the Information System Charter.

Use artificial intelligence responsibly

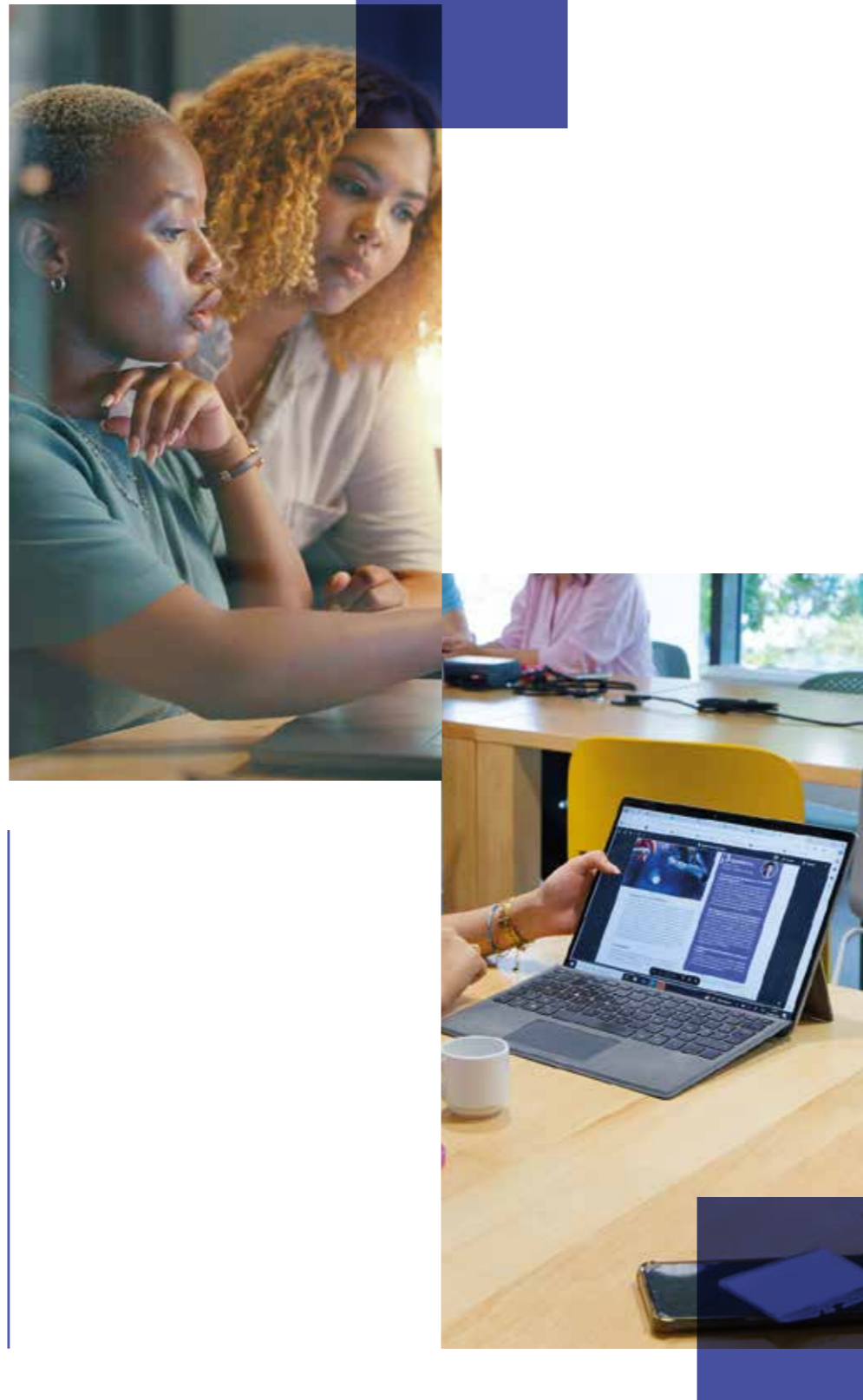
Legrand is committed to adopting a responsible approach to artificial intelligence, ensuring fairness and non-discrimination and guaranteeing the security and integrity of AI systems. Data protection and confidentiality are paramount, as is the development of an inclusive and understandable AI system, thereby holding us accountable for our innovations.

Monitor and enhance our e-reputation

The era of social media and large-scale conversations has increased image risks for businesses, which are therefore all the more exposed to the opinions and statements of their customers, suppliers, business partners and potential critics on a daily basis. With this in mind, the Group has invested in digital tools that **ensure daily monitoring of all statements** mentioning Legrand (including its products, senior executives and services). These tools enable the Group to easily identify potential threats and weak signals in order to prevent any potential crises.

■ IDENTIFY RISKS AND MANAGE CRISES

All businesses may one day have to face a crisis. This is a risk that must be rigorously examined in advance. The Group has set up **a crisis management system to protect itself** as necessary. The aim is to be able to refer to a process and receive support from experts in identifying potential risks and responding to scenarios that could harm the Group's reputation.



Set clear rules for talking to the press and making statements on social media

■ THE PRESS

Any external communication with the press could have an impact on Legrand's image and reputation. **The Group has therefore defined a clear and precise procedure for controlling its statements.** The person in contact with journalists must be approved to do so and have received authorisation from the Internal Communication Department or the Investor Relations Department (on a permanent or ad hoc basis). If necessary, company spokespeople will be trained.

■ SOCIAL MEDIA

The Charter on Individual Use of Social Media includes rules governing employees' statements regarding the Company. Any Legrand employee who chooses to express themselves as such is first and foremost speaking on behalf of the Group.

Preserve the Group's image and identity

Employees are provided with a **corporate style guide** that lays down the formatting rules for all Group documents. The logo, for example, is a strong component of the brand's image. When used on a document, regardless of the format or content, the rules relating to logo formatting must be followed.

MY COMMITMENTS

Exercise caution in involving the name of Legrand in a communication

I undertake to:

- refrain from answering any questions or making any commitments on Legrand's behalf without authorisation or approval;
- systematically refer to the **Internal Communication Department** and the **Investor Relations Department** if I am contacted by the press;
- use **good judgement** when posting on social media as a Legrand employee. If I wish to do so, I can share and comment on Legrand's official communications via my personal LinkedIn account in a professional manner.

Refer to official documents when speaking about the Group

When communicating as a Legrand employee, I undertake to **apply the Group's style guide** and to follow the rules for using the logo, for example. I shall rely on the Company's **official public presentation documents** (figures, visuals, arguments, etc.).

Apply and enforce Group rules on confidentiality

I undertake not to **disclose any confidential information about Legrand** (innovations, acquisitions, results, etc.). I shall also respect the confidentiality agreements as well as any "quiet periods" during which no statements on behalf of the Group may be issued. Any such statement could influence the share price during the period when results are published.

(1) Phishing is a form of online scam

Complete cybersecurity training and be attentive to the risks to which the Group is exposed

I shall complete **specific training courses** and participate in **awareness-raising activities** on cybersecurity issues such as phishing⁽¹⁾, physical security, business travel, passwords and APT (advanced persistent threats).

Report any suspicious information regarding Group cybersecurity

I shall contact the cybersecurity teams in case of doubt or in the event of an incident related to the Group's cybersecurity (suspicious email, clicking on a suspicious link, etc.):

By email to cybersecurity@legrand.com

Use artificial intelligence in accordance with Group rules

I am committed to applying the principles of artificial intelligence in a responsible and non-discriminatory manner in my day-to-day work. This includes actively participating in data security training, adopting tools and practices to minimise biases in algorithms and proactively sharing any observed flaws or potential risks in our AI systems. I am also committed to fostering open dialogue on the ethics of artificial intelligence, thereby contributing to a transparent and inclusive work environment.



Report a breach
via the Legrand
Signal/Ethic hotline.



CASE STUDY

JOURNALIST'S QUESTION

A journalist approaches me at a trade fair to speak about a new Legrand Group acquisition. I shall only speak if I have been authorised to respond to reporters. Otherwise, I shall not provide the requested information and shall refer the journalist to the Legrand Internal Communication and External Relations Department or the Investor Relations Department, which are authorised to communicate with the press.



Find out more

- Information System Charter*
- Official Group presentation
- Charter on Individual Use of Social Media
- Corporate style guide

* Document only available internally



As an ethical and responsible player, the Legrand Group is committed to respecting and valuing its business partners.

Acting responsibly means, on a daily basis, respecting **all stakeholders, including partners, suppliers, customers, service providers and subcontractors**, by adopting exemplary behaviour and conducting operations **with the greatest possible respect for business ethics**.

It also means making things simple, transparent and effective.

Commitment to **business partners**



GROUP COMMITMENTS

Ensure customer satisfaction through quality products and services

Legrand places customer satisfaction at the centre of its priorities. **As partners of the Group, distributors, installers and end users are at the core of its concerns.** To meet their needs and understand their expectations, the Group is committed to regularly measuring the satisfaction of its customers worldwide.

In this context, the “Best of Us” programme launched in 2019 aims to improve the user experience regarding Group products in terms of satisfaction, quality of service, relevance of tools, responsiveness, etc.

In keeping with its customer-centric approach, the Group is also rolling out a global quality strategy for its various brands to ensure that its product offering consistently meets quality standards and compliance requirements.

Amid a highly competitive environment undergoing sweeping technological changes, the Group implements continuous improvement plans to guarantee the quality of its products throughout the product life cycle. With a name, several brands and a corporate culture to uphold, Legrand is committed to doing its utmost for its customers. Within their specific remit, each employee pays close attention to quality as a matter of priority in order to ensure optimum customer service.

Look up the Quality Policy.

Practice a responsible purchasing policy

Legrand also aims to ensure responsible purchasing so that it can pursue the sustainable growth of its business. **The Group therefore expects its suppliers and subcontractors to match its own standards of social and environmental responsibility** and is committed to helping them make progress in this area.

The Legrand Purchasing Policy is based on four priority areas:

- purchasing strategy - defined by purchasing family and the basis for supplier relations;
- operational excellence and performance;
- corporate social responsibility;
- efficiency and continuous improvement.

Legrand is committed to helping its suppliers and partners live up to the high standards it demands by acting fairly, transparently and impartially with them.

Legrand also encourages its suppliers and partners to take steps to promote diversity, equity and inclusion and to adopt practices that defend internationally recognised human rights.

Look up the Supplier Code of Conduct.



Provide information and training on stock market and business ethics

Deeply committed to its values, the Legrand Group ensures that **its operations are conducted ethically and therefore does not tolerate any form of corruption or fraud.** In line with this approach, the Group is a signatory to the United Nations Global Compact and has drafted a **Guide to Best Business Practice**. The Guide aims to prevent all forms of corruption⁽¹⁾, such as influence peddling, bribes, facilitation payments, political contributions and fraud.

Moreover, the Group complies with all export control laws and international sanctions applicable to its operations.

Legrand also provides employees with a **Fair Competition Charter** to help them identify unauthorised behaviour and high-risk situations. Healthy and fair competition ensures that markets are running as smoothly as possible and encourages long-term innovation. The Legrand Group is therefore committed to complying with applicable competition laws in all countries where it operates.

Since Legrand is listed on the stock market, it is subject to various regulations. As such, the Company is required to regularly communicate a certain amount of information to the market. It must ensure that its corporate officers, managers and employees do not make use of or disclose to non-insiders any information that could influence the share price. As such, the Group has drafted a **Code of Conduct for Stock Market Transactions** which notably governs transactions in Legrand SA shares. The Code also lays down the obligations and sanctions applicable in the event of non-compliance with the established rules.

Disseminate reliable and verifiable information

Legrand wishes to build trusting relationships with its business partners. The Group therefore takes the utmost care to ensure the quality and accuracy of the information communicated to all stakeholders, including customers, business partners and financial markets.

Legrand ensures the authenticity of press releases via the CertiDoc application.



⁽¹⁾ Corruption refers to a person holding public or private office proposing, authorising, offering, accepting or soliciting an undue advantage, whether directly or indirectly, with a view to carrying out, delaying or failing to carry out an action that falls within his or her remit.

MY COMMITMENTS

Place customers at the centre of my concerns

In my daily work, I shall be mindful of the importance of **customer satisfaction** and shall act accordingly. As an employee of the Group, I feel involved in this essential commitment to customer satisfaction shared by all its teams.

Follow the Group's rules, complete training and familiarise myself with all Group charters, guides and codes of conduct

I undertake to:

- **comply with the rules of business ethics.** These rules are set out in the Group's charters and procedures and apply to all employees, managers and persons acting in the name or on behalf of the Legrand Group in the context of its operations worldwide;
- **read and comply with the charters drafted by the Group** (on competition, stock market ethics, business ethics, supplier relations, the GDPR, etc.). For instance, I shall process the personal data to which I have access in accordance with the rules on the protection of personal and confidential data;
- **choose trusted business partners:** selecting quality business partners (suppliers, customers, service providers and subcontractors, etc.) who are committed to respecting our rules makes it possible to build a trusting relationship.
- **participate in "Learning with Legrand" training courses** on the topic.

Inform partners about the commitments undertaken by the Group

As a Legrand employee, depending on my position, I may come into contact with the Group's business partners (suppliers, customers, service providers and subcontractors, etc.). I must therefore:

- inform them of the commitments made by the Group and our expectations of them;
- ensure that their operations are in line with the Group's values and with applicable laws.



As a Legrand employee, I may have to attend meetings also attended by some of our competitors. I must exercise special caution with this type of meeting. I shall confirm with my direct manager whether or not I should attend the meeting, as well as the information that may be exchanged there. If, at this meeting, one of the competitor representatives raises an inappropriate topic, I shall object and withdraw without participating in the discussion. I shall report the incident to my manager.



Find out more

- Code of Conduct for Stock Market Transactions
- Guide to Best Business Practice
- Quality Policy
- Group Purchasing Policy
- Supplier Code of Conduct
- General Purchasing Terms and Conditions
- Fair Competition Charter



Report a breach
via the Legrand
Signal/Ethic hotline.



ALERT SYSTEM

The aim of the alert system is to uphold the Legrand Group Compliance and Ethics Policy by allowing each individual concerned to play an active role.

Any employee who fails to respect the applicable rules may expose the Group, its managers and all its employees to severe criminal and civil sanctions, risks of financial loss, damage to the Company's image and reputation, and more.

Your duty to alert

You have an individual duty to report any behaviour or situation that you discover or witness that is contrary to the public interest.

Your protection

Whistleblowers receive a high degree of protection, provided that they are acting in **good faith**.

As such, the whistleblower shall benefit from:

- criminal immunity;
- the confidentiality of their personal data, except in the event of an injunction issued by the authorities within the framework of legal proceedings;
- protection against dismissal, sanctions and discrimination.

In the event that unfavourable measures are taken against the whistleblower, the burden of proof shall be adjusted: the whistleblower will simply be required to provide factual evidence suggesting the existence of retaliation following the alert. The employer must then demonstrate that the contested action was taken for a reason unrelated to the whistleblowing.

How to report a breach of Group ethics

WHO TO ALERT

You can either:

- contact your direct manager or Human Resources Manager directly;
- contact your Compliance Officer, the Internal Audit Department or the Legal and Compliance Department;
- or use the Group ethics hotline, Signal'Ethic, accessible at the following address: legrand.signalement.net

SIGNAL'ETHIC

This ethics hotline is:

- a tool that enables an employee to alert the Group Compliance Officer, both confidentially and anonymously if the employee so wishes;
- available to all **Group employees**, as well as **external and occasional personnel** such as consultants and temporary workers, as well as all **Group stakeholders**.

Signal'Ethic covers all breaches of business ethics, including:

- breaches of human rights and the protection of our employees at work;
- serious environmental damage;
- breaches during the course of business relations with stakeholders;
- damage to the reputation and protection of our assets;
- and, in general, any violation of applicable laws and regulations or failure to act in the public interest.



