Modern slavery statement for the financial year ending 31 December 2023

Introduction

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Legrand Electric Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Legrand Electric Ltd has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all our business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within our business or our supply chain.

Our business

Legrand Electric Ltd is part of the Legrand Group, the global specialist in electrical and digital infrastructures, offering high-value-added products and solutions for commercial, residential and industrial buildings. Every day Legrand works hard to enhance electrical and digital building infrastructures and help develop connected buildings around the world.

With a presence in nearly 90 countries and a workforce of nearly 38,000 employees, Legrand generated total sales of close to €8.3 billion in 2022.

Legrand Electric Ltd has been manufacturing in the UK since 1980, and our six manufacturing sites create mechanical, electrical, electronic and digital solutions. Around 80% of our UK sales come from products manufactured in the UK.

The UK company is organised into the following specialist business units: Cable Management, Critical Power, Working & Living Spaces, and Digital Infrastructures and has 800 employees.

Our policies in relation to modern slavery

Human Rights

Whatever the local context, Legrand undertakes to observe the principles and voluntary standards of responsible behaviour with regard to Human Rights. These principles apply, in particular, to the rights of employees, the fight against corruption and the fight against child labour. As this is a priority issue, respect for Human Rights today concerns all countries in which Legrand is present, including areas that are not considered to be at risk. Legrand's approach to human rights refers to a global set of rules that constitute a structured framework for its approach.

These guidelines most notably include the following:

- The Universal Declaration of Human Rights,

- The ILO Declaration (in particular, the eight conventions concerning fundamental rights at work),
- The rules concerning Human Rights and work standards set out in the Global Compact,
- The UN guidelines for companies and concerning Human Rights (John Ruggie Report), recommending a three-part strategy: protect, respect, and remedy.

Legrand's teams act with conviction. Respect for human beings and their dignity are at the core of our corporate values. This is what we aim to demonstrate with our Human Rights Charter, which provides an overview of the principles that Legrand intends to apply. Our international presence means that we have to deal with very different realities in the field, both in cultural and social terms.

Legrand is committed to improving rights and the legal and human governance of work in all the countries where the Group operates, in particular in terms of freedom of association, recognition of the right to collective bargaining, the elimination of any form of forced or obligatory work, the effective abolition of child labour, the elimination of occupation-related discrimination, and the preservation of health and safety.

With this firm commitment to fundamental rights, the Group undertakes to:

- Remedy any violation of employee rights on its sites,
- Eliminate any form of forced or mandatory labour and fight against child labour,
- Eliminate discrimination in respect of employment and occupation,
- Protect health and safety at work.

Legrand's commitment to human rights takes the form of a risk mapping process, carried out for all of the Group's countries since 2013.

This mapping creates a classification of the countries where the Group operates, based on the ratification of the eight ILO conventions concerning the fundamental principles and rights at work and the Freedom in the World index.

In 2019, 67% of the Group's employees, excluding companies acquired less than three years ago, were located in free countries. 33% of employees were based in countries that are either "not free" or "partially free".

Legrand evaluates subsidiaries located in countries identified as non-free according to the Freedom in the World index, based on the methodology of the Danish Institute for Human Rights.

The aim is to promote their awareness of human rights and evaluate their observance of fundamental human rights at work in order to define specific action plans to further rights.

Under the CSR 2022-24 Roadmap Legrand has the goal that 100% of Legrand facilities respect human rights.

Business ethics

Observing the rules of ethical behaviour is one of Legrand's fundamental values. Based on its identity as an ethical company, Legrand is committed to preventing corruption and fraud and observing the rules of competition. The Group also organises itself to avoid conflicts of interest, to comply with export control regulations, to fight against money laundering and to act against the funding of terrorism.

Practicing business ethics first of all requires an awareness of the issue. It is therefore essential to provide ongoing training for employees. The aim of Legrand's training programme is to ensure that employees likely to encounter risky situations will be thoroughly familiar with the rules of business ethics. This also reduces the probability of violating fair competition laws, anti-corruption laws, anti-money laundering or export control regulations to combat fraud, in all the subsidiaries and entities of the Group.

Legrand has a compliance programme in place which encompasses all the areas that constitute Legrand's business ethics. Every country director has signed a letter of commitment pledging support for the compliance programme and every employee undertakes to adopt ethical behaviour. Adherence to the programme is monitored by the Group Internal Audit department.

Under the CSR 2022-24 Roadmap Legrand aims to train 3000 staff in business ethics each year. It also aims to have 100% of group sales covered by the Compliance Programme Monitoring Scheme.

Ethics and fraud alert

An ethics alert system is in operation, which is accessible to all Group stakeholders in the event of problems involving accounting and/or financial matters, corruption, competition law, serious damage to the environment or the safety of people, unethical behaviour (discrimination and harassment), data protection, or a conflict of interest. These alerts can be sent to the Group Compliance Officer through the platform: https://legrand.signalement.net/.

Whistleblowing Policy

Legrand provides whistle-blowers with protection against reprisals. This means that no-one may suffer reprisals, or threats of reprisals, because they have reported an ethics or fraud issue in good faith.

Our Supply Chain – Ensuring responsible purchasing

Faced with the globalisation of business and markets, Legrand is working with suppliers from many different countries and cultures, with highly contrasting social and environmental practices.

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

Legrand's Purchasing specifications have therefore integrated Legrand's requirements in terms of the environment, health and safety at work, respect for human rights and compliance with labour law.

Likewise, the supplier contracts incorporate a paragraph dedicated to supplier social, societal, and environmental responsibility.

Legrand thus expects its suppliers to observe the same standards of responsibility as it does. For example, Group suppliers, who are major players in their market and key partners of Legrand, are encouraged to comply with the principles of the Global Compact, to be consistent with Legrand's membership of it.

The Group supports its suppliers through a continuous process to improve their environmental, corporate and social performance. Suppliers who are at-risk in terms of CSR are particularly targeted and are subject to a specific identification procedure and monitoring. These are suppliers whose activity may pose an environmental risk or a risk to health and safety at work for its employees. The priority consists of identifying these suppliers and supporting them with a continuous environmental, social and corporate performance improvement process.

More than 60% of the Group panel's purchases are with suppliers who share the principles of the Global Compact.

Since 2019 450 document audits have been carried out on suppliers with CSR Risk Exposure. 78% of CSR Risky Suppliers show an improvement within 2 Years

Under the CSR 2022-24 Roadmap Legrand aims to improve the situation for 100% of suppliers identified as at risk in CSR terms.

Approval for this statement

This statement was approved by the Board of Directors on 6 December 2023



Pascal Stutz
Chief Executive Officer

Date: 6 December 2023