

SDG 5 : ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

5 GENDER
EQUALITY



KEY ISSUES AND OBJECTIVES TO WHICH LEGRAND CONTRIBUTES

DIVERSITY AND EQUAL OPPORTUNITY

5.1 End all forms of discrimination against all women and girls everywhere

Legrand is committed to equal opportunity and diversity. Within the Group, a diversity and inclusion policy has been defined and applied on all sites since 2019. As a result, 90% of the Group's workforce feel they are treated with respect, and the Group was awarded the grand prize for diversity and inclusion at the Responsible Capitalism meetings.

WORKPLACE VIOLENCE AND HARASSMENT

5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation

Legrand has stepped up its commitments against violence against women by signing the oneINthreeWOMEN charter and the manifesto of France's economic players against domestic violence in 2021. A signatory to several agreements on harassment, Legrand has also trained 28 "sexual harassment and sexist harassment" referents.

WOMEN IN LEADERSHIP

5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life

Legrand has formalized its commitment to greater gender diversity by signing up to the Women Empowerment Principles. Legrand's ambition is for one-third of the Group's management positions to be held by women by 2030. In 2023, 7 new sites were awarded the GEEIS-DIVERSITY label, an international standard for an inclusive working environment, bringing the total number of countries awarded the label since 2020 to almost 40.

EQUAL REMUNERATION FOR WOMEN AND MEN

5.b Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women

The ellegrand network for gender equality, created in 2013 and run by an independent office, is the driving force behind actions to promote equality. Thanks to the elle@sports event, during which every kilometer run is associated with a financial donation, the NGO PLAN international is supported every year in its deployment of projects aimed at improving children's living and educational conditions. Elle@legrand promotes skills development and professional advancement, with mentoring schemes and regular conferences.