

PREVENTION CHARTER

Occupational Health & Safety Policy

Occupational Health and Safety are an absolute priority for the Legrand Group which firmly believes that providing safe and healthy working conditions and a good quality of life at work is both a duty with regard to its employees and crucial to its overall performance. Every Group employee needs to feel responsible for their own safety and that of others, thereby contributing to our company purpose: "improving lives". With this in mind, every one of us must undertake to comply strictly with safety rules at all times and in everything we do.

To reinforce this approach and respond to the expectations of its internal and external stakeholders, Legrand deploys its occupational health and safety approach across the world, along four guiding lines:

Protecting our employees within a sustainable work environment

Detecting dangerous situations, eliminating hazards, reducing risks, and preventing occupational accidents and diseases are essential, and the necessary measures must be implemented on the basis of risk assessment and in strict compliance with Group standards and applicable law.

Incorporating occupational health and safety into all of our activities

Managers vouch for this approach, both on a day-to-day basis and in change management, supported by local prevention officers, and strive to be exemplary at all times.

Lastingly enhancing our performance and our management system

Sharing best practices, ensuring experience feedback and the search for possible improvements allow to enrich the Legrand Way and our occupational health and safety system based on the ISO 45001 standard. Third-party certification of the entities concerned guarantees the practical implementation of this policy.

Fostering accountability among all players and involving our partners

Developing both an individual and a collective safety culture represents a major stake in terms of ongoing progress, boosted by the participation of employees, by consulting them or their representatives and by involving all of our economic chain.

The objectives related to this policy are detailed in the Legrand Group's CSR roadmap.

Benoît COQUART • CEO