

Our Principles of Responsibility for a New Electric World

Schneider Electric is committed to:

- the company's employees,
- its customers and suppliers,
- its shareholders,
- the community,
- and our planet.

Responsibility is a state of mind,
a lever for improvement

The company's employees

> Can express their cultural diversity and are managed without discrimination.

> Are encouraged to develop their team spirit and new competencies.

> Are recognized for their initiative and risk taking in contributing to the company's growth.

> are the main assets of our company

Schneider Electric's goal involves:

- Promoting quality working conditions and improving personal safety at the work place;
- Providing everyone with equal opportunity in recruitment, jobs, and mobility;
- Ensuring employee development and employability;
- Cultivating an open relationship with employee representative bodies in structures fostering dialogue and proposals according to laws and customs in the different countries;
- Involving its employees in the life of the company notably by informing them of its challenges and objectives;
- Keeping personal information on employees confidential...

Our economic partners

> Share in the benefits of our high professional, social and environmental standards in compliance with all applicable laws in each country.

> are involved in our continuous improvement processes

Regarding its customers,

Schneider Electric's goal involves:

- Behaving with integrity and respect in a spirit of creation of shared value;
- Anticipating and taking into consideration their expectations;
- Constantly improving its products and services, its technology to support the development of its customers...

Regarding its suppliers,

Schneider Electric's goal involves:

- Behaving with integrity and establishing fair contractual relations;
- Qualifying primarily those suppliers who are committed to acting in a responsible manner with respect to people, the community and the environment...

Our shareholders

> Guarantee our future by placing their trust in us.

> Can expect a commitment from us to enhance their capital.

> Are encouraged to contribute to the fair valuation of the company.

> the company is their property

Schneider Electric's goal involves:

- Observing the principles of good corporate governance;
- Providing timely economic and social information to all of its shareholders and the financial community, while meeting demands for accuracy, transparency and preciseness;
- Taking the advice of the shareholders' consultative committee, trade organizations and supervisory authorities into account...

The community

> Guides our actions in terms of respecting current and future generations and the cultural diversity and legislation of each country.

> Shares in the life and richness of our company.

> Is enriched by our individual and collective acts of service.

> Schneider Electric employees are active players in the community on a daily basis

Schneider Electric's goal involves:

- Being attentive to the community and its developments to better meet its expectations;
- Participating in the local daily life of each of the sites where the company operates;
- Engaging in training, integration and support for people and the fight against social exclusion;
- Taking active part in local institutions and professional organizations...

The planet

> Our products improve the protection of people and goods and optimize the consumption of energy and natural resources.

> We are involved in design, production, distribution and recycling processes that respect the environment.

> We integrate environmental protection into our strategic decisions.

> we are committed to safeguarding our planet

Schneider Electric's goal involves:

- Meeting environmental requirements;
- Linking innovation and continuous improvement to meet the new environmental challenges;
- Promoting environmental protection in the company by offering training for everyone;
- Communicating the impact of the company's activities on the environment to all stakeholders...

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