

COMBATING EXCLUSION AND ELECTRICITY POVERTY



PRESS FILE

MARCH 2014

Under the aegis of Fondation Agir
Contre l'Exclusion (FACE), a registered
non-profit organisation for action
against exclusion



WWW.FONDATIONLEGRAND.ORG



KEY FIGURES...

1.2 MILLION PEOPLE IN FRANCE
ARE LIVING IN A DEPENDENCY SITUATION¹.

The Legrand Foundation takes action that aims to allow the elderly to continue living at home under good conditions.

3.4 MILLION PEOPLE IN FRANCE ARE ENERGY POOR.
7 MILLION DWELLINGS IN FRANCE
CARRY AN ELECTRICAL RISK².

The Legrand Foundation works to help people who have difficulty paying their energy costs or whose situation affects electrical safety.

MORE THAN 100,000 STUDENTS AND APPRENTICES
ARE LEARNING ELECTRICAL TRADES EVERY YEAR.

The Legrand Foundation supports young people preparing for a career in the electrical sector.

THE PROPORTION OF YOUNG PEOPLE
IN A SITUATION OF JOB INSECURITY IS NEARLY **50 %**³.

The Legrand Foundation guides those seeking employment in the electrical sector.

¹ Sources: ONU 2009; Eurostat; Europop 2008; DREES; Institut de veille sanitaire (Health Watch Institute)

² Source: Promotelec and Consuel

³ Source: OECD, Observatoire des inégalités (Inequality Observatory)

HELPING VICTIMS OF EXCLUSION, DISADVANTAGE, OR DISCRIMINATION



GILLES SCHNEPP
*Legrand Group Chairman
and Chief Executive Officer
Chairman of the Legrand Foundation*



The creation of the Legrand Foundation reflects the Group's long-term commitment to sustainably reducing energy inequality, particularly for the most vulnerable segments of the population. It also demonstrates its desire to drive the whole electrical sector in this direction.

The Foundation's activity fits perfectly with the Group's core business. Because Legrand is in the vanguard of assistance for independent living, the Foundation aims to help the elderly who wish to continue living at home, including the most underprivileged segment of the population. Because energy efficiency and safety are our priorities, the Foundation supports people facing electricity poverty. Finally, as an industry leader, we want to be a guide for those seeking training or access to employment in the electrical sector.

But we don't want to do this alone. That is why we have created the Legrand Foundation under the aegis of a registered non-profit organisation, FACE (foundation for action against exclusion).

Alongside FACE, and with the participation of every one of our employees, **we hope to be able to help all those who are excluded, disadvantaged, or discriminated against.**





COMBATING EXCLUSION AND ELECTRICITY POVERTY

The Legrand Foundation was launched in March 2014, with the aim of combating exclusion related to a loss of independence and electricity poverty, promoting education and the integration of long-term job-seekers into the electrical sector.

1 AMBITION: AIDING GROWTH

The Legrand Foundation wishes to support:

- those who are isolated due to a loss of independence,
- those who cannot meet their energy costs or whose insecure situation compromises their electrical safety,
- those most in need of support for training and access to employment in the electrical sector.

The aim is to take advantage of Legrand's expertise and solutions to improve their living conditions and comfort.

4 AREAS

Spurred on by the desire to combat exclusion and to be a driving force for the whole electrical sector, the Legrand Foundation operates in four areas:

- loss of independence,
- electricity poverty,
- education,
- employment.

In each of these areas, the Legrand Foundation initiates or supports simple, local actions rooted in the fabric of French communities. These actions are all consistent with Legrand's business activity, and involve employees of the Group.

The Legrand Foundation's contribution takes the form of material assistance, volunteering, skill-based sponsorship, and financial support.

THE FIRST FOUNDATION UNDER THE AEGIS OF FACE

The Legrand Foundation is a sheltered foundation. It was created under the aegis of Fondation Agir Contre l'Exclusion (FACE), a registered non-profit organisation for action against exclusion. It is the first foundation sheltered by FACE. It receives legal and operational support from FACE, which is its main partner.

The actions conducted by the Legrand Foundation can therefore be FACE projects in which the Legrand Foundation participates. Or they can be projects initiated by Legrand to which FACE contributes. They can even be projects suggested by Legrand or employees, to which other partners may contribute.

ABOUT FACE

Fondation Agir Contre l'Exclusion (FACE) is a non-profit organisation created in 1993 on the initiative of 15 major corporations and is chaired by Gérard Mestrallet, CEO of GDF SUEZ. It encourages social and societal engagement of the economic fabric within territories.

Thanks to its network of local associations, it now involves more than 4,750 companies, both large corporations and SMEs, and has become the first network of companies in France to focus on CSR, integration, education, and access to services. **The Foundation innovates by developing new initiatives to promote the responsible development of territories in a way that benefits their entire population.**

In keeping with its strategy of proximity, the FACE Foundation creates new locations every year (63 facilities in February 2014, in France and internationally) and extends the range of its action. **Its ambition is to create centres of expertise based on its five areas of action: in the company, for employment, at school, in daily life, and with participants from the region.** Within each of these areas, actions and training courses are administered by the Clubs, with active participation from the partner companies and their employees. Sponsorship, mobilisation through sport, social mediation, integration through culture, entrepreneurship at school, social microcredit, combating the digital divide, Diversity Label, social sponsorship, etc. **An array of high-performance tools to fight inequality and consolidate the Foundation's position as "a major social movement by companies".**

Additional information about FACE
www.fondationface.org

QUESTIONS TO...

WE SHARE OUR
VALUES OF
SOLIDARITY AND
SOCIAL COHESION
WITH FACE.

HERVÉ PERNAT

*Legrand Group Vice President
of Sustainable Development
and strategic processes,
Vice Chairman of the
Legrand Foundation*



■ Why create a sheltered foundation?

Sheltered foundation status made it possible for us to launch the Legrand Foundation more quickly. It also allows us to benefit from the operational support of an operator familiar with the voluntary sector. Finally, it enables us to start implementing actions out in the field straight away.

■ Why choose FACE?

FACE is our key partner. We decided to place the Legrand Foundation under the aegis of FACE because we share the same values: solidarity, social cohesion, equal opportunity, and equal treatment with regard to exclusion. We had already been partners with FACE in their Limousin club for many years.

■ What guides the initial actions of the Legrand Foundation?

We are eager to become involved, with simple, local actions, rooted in real life. The objective is for these actions to be a springboard for the recipients concerned. We want to help them escape from exclusion or improve their living conditions.

■ Do you have any partners other than FACE?

Of course. The Legrand Foundation has no intention of acting alone. Its aim is to unite partners around its actions. And because every one of our actions is special, we have a wide range of potential partners. These can include other foundations, local governments, associations, companies, NGOs, social housing authorities, educational institutions, research centres, administrations, etc. There are different partners for different actions.

QUESTIONS TO...



ENERGY POVERTY, A MAJOR ISSUE IN SOCIETY.

VINCENT BAHOLET

*Delegate General
FACE Foundation*



■ This is the first time you have sheltered a foundation. Why did you choose the Legrand Foundation?

Our partnership with Legrand happened very naturally. It's not a recent idea; we know each other really well, and have been thinking about possible ways to work together for a long time. We felt that sheltering the foundation the Legrand Group wanted to create would be a logical outcome of our desire to work with the electrical sector. Because at that time we did not yet have the skills, know-how, and connection with the electrical sector that Legrand brings us.

■ How can the electrical sector help you in the fight against exclusion?

Every day, in the work we do in the field, we can see that energy poverty is a major issue in society. Poverty is not just a financial issue; it also carries safety implications. Dealing with it using simple and affordable solutions, along the lines of the Legrand offer, strikes us as a pragmatic approach to combating exclusion.

■ Do you already have joint projects with Legrand?

We started working together before the Foundation was officially launched. There is a large number of projects. For example, we are putting together a pilot project in the field of loss of independence, to support social housing authorities. We also work together on an innovative programme to support social entrepreneurs in the field of energy efficiency.

■ Are you considering sheltering other foundations?

We obtained 'umbrella foundation' status in December 2013. The Legrand Foundation is the first one we have sheltered. In the near future, we intend to shelter other foundations so that we can increase our range of skills and be better equipped to combat exclusion. At the same time, we hope to create a dynamic that will benefit all the foundations we shelter.

LEGRAND FOUNDATION INITIATIVES

LOSS OF INDEPENDENCE

FOR A HABITAT THAT ALLOWS PEOPLE
TO CONTINUE LIVING AT HOME



EMPLOYMENT

SUPPORTING ACCESS
TO EMPLOYMENT



ELECTRICITY POVERTY

COMBATING
ELECTRICAL RISK
AND IMPROVING
ENERGY EFFICIENCY

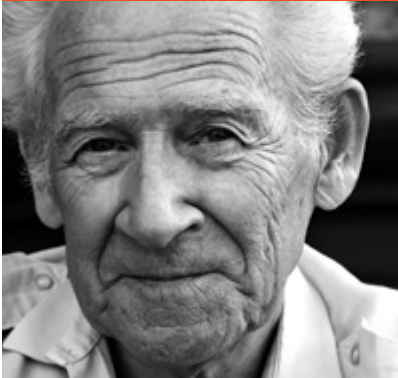


EDUCATION

BUILDING A CAREER PLAN
IN THE ELECTRICAL SECTOR

OUR INITIATIVES

LOSS OF INDEPENDENCE



1.2 MILLION PEOPLE IN FRANCE ARE LIVING IN A DEPENDENCY SITUATION.

24 % OF THE FRENCH POPULATION WILL BE OVER THE AGE OF 65 BY 2030.

80 % OF FRENCH PEOPLE WANT TO STAY IN THEIR OWN HOME AS LONG AS POSSIBLE¹.

¹ Sources: ONU 2009; Eurostat; Europop 2008; DREES; Institut de veille sanitaire (Health Watch Institute)

The Legrand Foundation wishes to assist ageing or dependent persons who are financially insecure, particularly those living in social housing.

What devices exist for enhanced safety and comfort? How can a home automation system help them? How can we develop a habitat that helps keep people living at home?

The Foundation relies on the Group's expertise and its wide range of solutions, since it is a ground breaker in the field of assisted living.

PROJECT: GROWING OLD HAPPILY AT HOME

The Legrand Foundation wants to make social housing authorities aware of the issues surrounding loss of independence. The purpose is, on the one hand, to help them identify ways in which dwellings can be adapted, and on the other hand to guide them in explaining the benefits of these adaptations to the tenants concerned. To do this, it plans to set up a Consumer Service Desk (Point de Service aux Particuliers, PSP) with the help of FACE. This would provide a point of contact between the housing authority and tenants. This structure would include:

■ **Creation of a show apartment** located on the social housing estate, an apartment equipped with assisted living solutions (lighting paths, emergency lighting, technical detectors, access control and remote assistance solutions, etc.)

■ **Training a mediator** in assisted living solutions. The mediator provides an interface between the tenant and the housing authority, identifies needs, and suggests the most appropriate solutions. He/she also shows tenants around the show apartment and informs them about the options on offer.

■ **Equipping a demonstration kit** for the mediator. The mediator will be equipped with a demonstration kit to facilitate his/her job.

The "Growing old happily at home" project was initially launched in Limoges, and is due to be recreated in other French cities and with other social housing authorities. A project is already being discussed in Calais.

Partners of the Legrand Foundation: FACE Limousin, Limoges City Hall



OUR INITIATIVES

ELECTRICITY POVERTY



AT LEAST **3.4 MILLION** HOUSEHOLDS IN FRANCE ARE LIVING IN ENERGY POVERTY.

7 MILLION DWELLINGS IN FRANCE CARRY AN ELECTRICAL RISK.

30 % OF THE FIRES RECORDED IN FRANCE HAD AN ELECTRICAL CAUSE².

² Source: Promotelec and Consuel

Electricity poverty concerns everyone, but especially those in financial difficulty who are unable to cope with increasing electricity bills or who live in an unsafe situation because of old or faulty electrical systems in their home.

The Legrand Foundation aims to bring a fresh perspective to this problem using the Group's know-how and its solutions that improve the energy efficiency and electrical safety of homes. It wishes to promote awareness amongst builders, housing authorities, electrical installers, and the most underprivileged occupants. What energy-saving actions can be applied? What devices can be installed to cut electricity bills? How can the home be adapted? What are the risks related to an ageing electrical installation? What solutions can make homes safer?

IMPACT PROGRAMME

Alongside the Rexel Foundation, a foundation for progress in energy, the Legrand Foundation supports social entrepreneurs with innovative projects in the field of energy efficiency, in particular by the implementation of a skills sharing platform. This "Skills, products, and infrastructures" platform aims to support the structuring and development of selected initiatives.

Both Foundations may offer support that could take the form of:

- products, with the identification of offerings enabling the reduction of energy consumption and donation of dedicated products,
- assistance with communication (channels, tools and media),
- provision of legal and management expertise,
- product training and assistance with the presentation and sale of energy efficiency solutions.



Partners of the Legrand Foundation: REXEL Foundation, FACE

OUR INITIATIVES

EDUCATION



EVERY YEAR, THE ELECTRICAL SECTOR IN FRANCE HAS **MORE THAN 100,000 STUDENTS AND APPRENTICES** TRAINING FOR ELECTRICAL TRADES, COUNTING EVERY TYPE OF QUALIFICATION, FROM CAP TO BAC PRO TO ENGINEERING SCHOOLS.

The Legrand Foundation wants to support students and apprentices training for the electrical trades, to boost their employability.

It relies on Legrand's in-depth knowledge of the training curriculum for the electrical trades, and on the special relationship between the Group and the relevant training establishments. It also takes advantage of the Group's close ties with many companies, particularly local companies, local SMEs and SMLs, via its network of installers and specifiers.

Between the world of education and the world of industry, the Legrand Foundation naturally wants to focus its efforts on sandwich training courses.

PROJECT GATEWAY TO EMPLOYMENT

The Legrand Foundation has noticed that young people and companies sometimes have trouble finding each other. Many young people are unable to find a company able to accept them for a work experience placement, and end up not being able to follow their planned training programme. At the same time, some companies do not manage to find young trainees.



That is why the Foundation aims to put these would-be trainees in search of work experience placements in touch with potential employers in the electrical sector, that is to say Legrand's customers and specifiers.

It also proposes to get involved in specifying the curriculum to give young people skills to supplement their training, which would give them easier access to the job market (for example, sales training).

Partners of the Legrand Foundation: FACE, Academy of Limoges, companies and craftsmen from the electrical sector, professional associations from the electrical sector

OUR INITIATIVES

EMPLOYMENT



THE AVERAGE TIME REQUIRED TO FIND A JOB OR RETURN TO EMPLOYMENT IS **359 DAYS**³.

THE UNEMPLOYMENT RATE OF YOUNG PEOPLE UNDER THE AGE OF 25 IS ALMOST **25 %** AND THE RATE OF JOB INSECURITY AMONGST THESE YOUTHS IS CLOSE TO **50 %**³.

IN 2011, **36 %**⁴ OF PEOPLE AGED 55-59 WERE OUT OF WORK. OF THOSE, 1 IN 10 SAID THEY WANTED TO WORK.

³Source: OECD, Observatoire des inégalités (Inequality Observatory)

⁴Source: INSEE

The Legrand Foundation aims to support access to employment for the population segments that most often suffer from discrimination. In particular, it wants to support young people, seniors, and women in their job search. The aim is to facilitate their social and professional integration in the electrical sector.

The Foundation's actions are based on Legrand's social commitment to combating discrimination and promoting diversity. It also benefits from the large network of companies that have links with the Group.

PROJECT JOB ACADEMY

Project "Job Academy" aims to assist job-seekers who are having difficulty finding employment. The idea is to open the door for them into the network of companies with links to the Legrand Group, to give them the maximum possible number of contacts and opportunities.

In the first instance, the Legrand Foundation wishes to support people from underprivileged neighbourhoods, with a "Special Youth Job Academy". It works with the Job Centre to carry out the following local actions:

- Creating a CV platform and creating pairs with cross-presentations
- Setting up group support (job search workshops, social networking training, self-image sessions, anti-discrimination workshop, etc.)
- Setting up individual support (simulated job interviews, sponsorship, etc.)



The Foundation also plans to set up other Job Academies focusing mainly on women and seniors.

Partners of the Legrand Foundation: FACE Limousin, Pôle Emploi (Job Centre), partner companies, neighbourhood associations.

A TRANSPARENT ORGANISATION

The Legrand Foundation is structured around an Executive Committee, a Steering Committee, and a dedicated team.

The Executive Committee includes:



Gilles Schnepf
Legrand Group
Chairman and Chief
Executive Officer



Hervé Pernat
Legrand Group
Vice President of
Sustainable Development
and Strategic Processes



Nathalie Lacombe
Legrand Group
Sustainable Development
Coordinator



Vincent Baholet
Delegate General of
Fondation Agir Contre
l'Exclusion (FACE)



Alain Franco
Professor of Geriatrics
and Gerontology

The Executive Committee decides on the resources allocated to projects and approves the Foundation's financial statement. It relies on a Steering Committee, which identifies and coordinates the Foundation's projects. A dedicated team also performs the day-to-day tracking of projects.

A LEGRAND GROUP INITIATIVE

TURNOVER APPROACHING
€4.5 BILLION IN 2013

CLOSE TO **36,000** EMPLOYEES

The Legrand Foundation was created by the Legrand Group in March 2014.

Legrand is established in more than 80 countries, with a complete range of products and systems for electrical and digital infrastructures for commercial, industrial, and residential buildings. Its extensive product range and top-ranking positions make it a world leader. The main growth vectors for the Legrand Group are innovation, the regular launching of new, high added value products, and acquisitions. The Group is expanding into new growth market segments, particularly energy efficiency and assisted living, in response to the emergence of new needs.

The company is quoted on the NYSE Euronext and included most notably in the CAC 40 index.

1 BUSINESS, 4 AREAS

Legrand is in the business of developing and marketing solutions for lighting, heating, energy, network, and access management for buildings. These solutions encompass:

- instrumentation and control of the installation (wiring devices, residential systems, security, energy efficiency, etc.),
- cable management (trunking, flexible conduits, etc.),
- energy distribution (circuit breakers, transformers, surge protectors, etc.),
- distribution of digital data (RJ 45 connectors, audio and video enclosures, etc.).

Find out more about Legrand
www.legrand.com



CONTACT

You want to know more about the Legrand Foundation.
You want to get involved in one of our actions.
Please do not hesitate to contact us.

LEGRAND FOUNDATION


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