

Group Diversity, Equity & Inclusion Policy

First publication : January 9, 2018

Current publication : March 1, 2024

Version : 4

Document type : Policy

Scope : Global

Life Is On

Schneider
Electric

Policy name

Group Diversity, Equity & Inclusion (DEI) Policy

Purpose

To define the global principles, standards and governance for Schneider Electric's commitment to advance diversity, equity and inclusion, within the Company and in markets where it operates.

Objectives

The objective of this Policy is to define Schneider Electric's strategy to deliver on its Diversity, Equity & Inclusion (DEI) ambition. It provides a framework to build and lead DEI action plans both globally and in Schneider Electric entities.

Audience

This Policy applies to Schneider Electric and all operating companies and subsidiaries under the operational control of Schneider Electric.

While Schneider Electric entities must align with the Company's DEI strategy described throughout this policy, countries have the flexibility to adapt the policy at the country level according to local laws, market practice, perceived value to employees and specific business requirements.

In the following document, "Schneider Electric" or "the Company" is used interchangeably.

The Company is committed to working with and encouraging its stakeholders to uphold the principles in this Policy and as needed, to adopt similar policies within their operations.

'Employee' shall mean and include any person on the active payroll of the Company, including apprentices and trainees.

Content

1. Definitions
2. Ambition
3. Strategy
4. Focus areas
5. Roles and Responsibilities

Confidentiality Status Public

Local adaptation authorization Yes

Document Owner

Alban Jacquin, VP Diversity, Equity, Inclusion & Well-Being

Document Reviewer

Tina Mylon, SVP Talent & Diversity

Peter Wexler, SVP Chief Legal Officer

Document Approver

Charise Le, Chief Human Resources Officer

Introduction

“Schneider Electric’s culture of trust and respect is more relevant than ever. We expect our employees to lead with inclusion and care every day, safeguarding psychological safety and promoting well-being of everyone, everywhere. We count on every one of our #SEGreatPeople to make Schneider Electric the most inclusive and caring company in the world.”

Charise Le,
Chief Human Resources Officer

Definitions

Diversity

Diversity in the workplace means welcoming people from different backgrounds and with different characteristics, which make them unique from each other. This includes – but is not limited to– gender, age, race and ethnicity, national origin, color, disability status, religion, sexual orientation, socio-economic background, as well as diversity of life experiences and diversity of thought. A diverse company is one whose workforce reflects a mix of identities, experiences, and ways of thinking.

Equity

Equity in the workplace means giving each person what they need to be successful, while equality means treating everyone the same, regardless of their individual circumstances. Equality leads to fairness only if everyone starts from the same place and needs or receives the same support, while equity recognizes that people have different starting points, and seeks to “level the playing field.” The idea of reasonable accommodation for people with disabilities, is an example of an equitable measure. Therefore, an equitable workplace is one where each employee receives fair support, based on their individual circumstances.

Inclusion

Inclusion in the workplace means valuing and embracing what makes each person unique. An inclusive company is one where each employee feels safe bringing their true self to work, is accepted for who they are, and feels like they belong. If diversity is the “right mix”; inclusion is “making that mix work” by enabling a diverse workforce to thrive.

Psychological safety

Psychological safety means individuals are free to be themselves without fearing negative consequences. A psychologically safe team is one where employees feel included, accepted, and safe to contribute and to voice their opinions without fear of negative repercussions.

Our ambition

Diversity, Equity & Inclusion at the core of our mission

Schneider Electric is an Impact company with the purpose to empower all to make the most of our energy and resources, bridging progress and sustainability for all. At Schneider, we call this Life Is On. With a mission to be the digital partner for Sustainability and Efficiency, we believe access to energy and digital is a basic human right. As an Impact company, we want to bring a long-term positive impact and co-create a sustainable future for our people, our Company, and our planet.

One of the ways we want to achieve this is by leading with inclusion and care, and providing equitable opportunities to everyone, everywhere.

Inclusion and care by design

Our diversity, equity and inclusion and well-being ambition is to be the most inclusive and caring company in the world. We do this by providing equitable opportunities to everyone, everywhere, and by ensuring all employees are uniquely valued and safe to contribute their best. We are determined to continue hardwiring equity and inclusion in all stages of our employees’ experience and operating model.

A safe, caring, and inclusive work environment

We believe everyone deserves the same chance of success and the right to bring their authentic selves into the workplace. Built on a foundation of trust and respect, our inclusive practices seek out and embrace different perspectives, support flexible ways of working, and protect each person's individual well-being. We have zero tolerance for harassment, victimization, discrimination, and retaliation of any kind at all levels of the organization. It is our belief that caring for our employees' well-being makes us more resilient and productive in today's world.

Our IMPACT values, and Trust Charters support this ambition to ensure all employees, managers and leaders are trained and held accountable to a standard of inclusion and care for all.

Equitable opportunities for all

At Schneider Electric, we believe diversity comes in many forms, including gender and gender identity, race and ethnicity, national origin, color, age, disability status, religious, cultural, and socioeconomic background, sexual orientation, and more. To ensure that our teams reflect the diversity of the communities we operate in, we are committed to transparent and equitable access to career opportunities, growth and development to one's fullest potential, and equal pay for equal work.

Our strategy

Schneider Electric's Diversity, Equity and Inclusion strategy focuses on engaging and impacting individuals, the organization, and society at large.

Impacting individuals

Schneider Electric is committed to making sure all employees are included, respected, trusted and psychologically safe to be their full and authentic selves. All employees are supported to manage their unique life and work. The Company encourages employees to care for themselves and care for others, invest in healthy ways of working, and role-model inclusive behaviors.

Transforming the Company

Schneider Electric is committed to reflecting the diversity of the communities in which it operates and providing equitable opportunities to all. The Company continues its efforts to hardwire equity and inclusion at all stages of its Total Employee Experience, ensure fairness in people processes and policies, and foster a culture of inclusion at all levels. Everyone, everywhere in the Company is responsible for creating a safe, equitable and inclusive environment for our people, partners, and customers. We have zero tolerance for [harassment, victimization, discrimination, and retaliation of any kind](#) at all levels of the organization. Our employees are encouraged to speak up as per our [Trust Charter](#).

Impacting society

Schneider Electric is committed to driving change within its broader ecosystem and society at large, through advocacy and role-modelling. The Company works closely with its strategic partners and suppliers and invests in local actions through the Schneider Electric Foundation, with the goal of addressing systemic inequities and becoming a leader in corporate citizenship. Schneider Electric also engages in coalitions and partnerships to influence policy and play its part in building a society that embraces diversity, equity, inclusion, and well-being.

Inclusion + care for all

Gender equity

Schneider Electric has identified increasing the share of women in its workforce and leadership as an absolute priority and a business imperative. At Schneider Electric, we know that a gender balanced environment benefits everyone in the Company and requires the support of all parties involved – which is why we strive to engage all genders in this transformation.

Harnessing the power of all generations

Schneider Electric is committed to the development and inclusion of a multi-generational workforce. For the different generations working at Schneider Electric, the aim is to foster lifelong career development and knowledge exchange to boost learning and innovation. We are committed to creating new opportunities for the next generation and to harnessing the power of all generations, through tailored career development opportunities offered for each career stage. At Schneider Electric we believe the best way to accompany one generation is to accompany them all.

LGBT+ inclusion

At Schneider Electric, we recognize and celebrate LGBT+ individuals in all their diversity and uniqueness, as we aim to build awareness and advocate for the community. We want all our employees to be allies to the LGBT+ community and to understand their role and impact as such. Allies play a decisive role in creating an open and safe community where individuals are comfortable bringing their whole authentic self to work.

National origin, ethnic and cultural diversity

Schneider Electric wants everyone, everywhere in the Company to have the same chance of success regardless of their nationality, ethnicity or cultural background. As a global company, we commit to create opportunities for all, and leveling the playing field for under-represented groups. We work to attract and develop local talents, and we ensure that our leadership reflects the diversity of nationalities and ethnic backgrounds present in our markets.

Because these dimensions are addressed differently depending on the local context and culture, and that categories and their definitions will vary widely from country to country, there is no internationally accepted criteria and our local country teams lead to drive local ambition and actions.

People with Disabilities

Schneider Electric is committed to the inclusion of people with disabilities, and strives to tackle the stereotypes they may face, through raising awareness, internally and externally. We promote equal opportunities for people with disabilities by making our workplaces and premises, our policies, HR systems, tools and processes – including those used in recruitment, written communications, websites, and events accessible. In addition, we will extend accessibility to our products, solutions, and software, along with our procurement and partnership selection processes.

Principles of Inclusion & Care

1. We treat people with respect and ensure all talents feel uniquely valued and safe.
2. We #EmbraceDifferent*, at all levels of the organization, because it is good for business and innovation, and because we want to reflect the communities where we live and operate.
3. We set high ambitions, not quotas, and hardwire inclusion and care into our processes and behaviors to ensure equitable access and opportunities for all.
4. We strive for a diverse pool of talents for every opportunity, internally and externally, and ultimately make talent decisions based on overall qualifications.
5. We trust and hold our leaders accountable to act with inclusion and care, and make every decision count.

*visible and non-visible differences, including: cognition, experience, education, gender, age, nationality, ethnicity, sexual orientation, disability status, religious belief, socio-economic background, life experience, location, etc. (additional dimensions of diversity may apply to specific countries or regions)

Roles & Responsibilities

Employee role and responsibilities

Inclusion is one of Schneider Electric's **IMPACT values**. All Schneider Electric employees have a responsibility to lead by example and be true to our core values.

We are 100% committed to inclusion. 'Exclusion' is not even in our vocabulary. We believe in equal opportunities for everyone, everywhere. This means welcoming people from all walks of life, ages, and cultures, embracing different perspectives and calling out bias when we see it, so that every person feels uniquely valued and safe to be at their best. To us, a stranger is simply a friend we haven't met yet.

In addition to our IMPACT values, our [Trust Charter](#) acts as our Code of Conduct and demonstrates our commitment to ethics, safety, sustainability, quality and cybersecurity, underpinning every aspect of our business and our willingness to behave and respond respectfully and in good faith to all our stakeholders. The Trust Charter serves as a guide for every person and every team at Schneider Electric and helps us pursue our objectives in a way that is meaningful, inclusive, and positive.

As per our Trust Charter, every employee is expected to treat others with respect and ensure that their own behavior does not cause offense or give rise to misunderstandings. It is every employee's responsibility to do their best to ensure a positive workplace and build inclusive teams. Employees are encouraged to advise others of behavior that is unwelcome or offensive. We have zero tolerance for [harassment, victimization, discrimination, and retaliation of any kind](#) at all levels of the organization.

Manager roles and responsibilities

Managers at Schneider Electric must role model our IMPACT Values. Leaders are expected in their role as culture shapers and team builders, to coach and care for their teams to bring the values to life. Our leaders set the tone and exemplify our culture. A great leader at Schneider Electric is someone who builds diverse and inclusive teams, builds psychological safety, and cares for their own well-being and that of others.

Managers must ensure that they provide a safe working environment for their team members. This should be achieved by treating everyone with respect and trust, role-modeling inclusive behaviors, and reporting [harassment, victimization, discrimination, and retaliation of any kind](#) they are made aware of through the process described in our [Trust Charter](#).

Governance

The implementation of our DEI strategy involves several different bodies and stakeholders, working hand in hand with the global DEI team.

- **DEI Board:** A global group of top leaders representing our different businesses and zones of operations, the DEI Board acts as a sounding board for the global DEI strategy and its members commit to be DEI champions and advocates. The board is gender-balanced and sponsored by three Executive Committee members.
- **Human Resources (HR) Committee:** The committee includes the CHRO as well as all HR heads of operations, businesses, and global functions. They act as a sounding board and champions of our global DEI strategy and actions. Members of the HR Committee set DEI ambitions, and drive investment and delivery of local action plans to enable local country, regional and entity teams' contribution to the Company's global DEI ambition. HR Committee members ensure geographical and entity DEI Leaders are in place to achieve desired outcomes.
- **Global DEI team:** The Global DEI team defines the strategy and is accountable to deliver on our DEI transformation, working with the DEI network and reporting to both the DEI Board and Human Resources Committee. The team works in close collaboration with the HR Center of Excellences (Talent Acquisition, Talent Management, Learning and Rewards), Global Sustainability, Internal communications, and Marketing and Employer Branding teams, as well as with the broader HR and Communication ecosystem.
- **Local and Entity DEI leaders:** DEI leaders and ambassadors are responsible to develop and deliver local, regional and entity DEI action plans and change management that meets local regulations and addresses country-specific situations. They are appointed by HR Committee members and are responsible to partner with local HR teams, HR Center of Excellences (Talent Acquisition, Talent Management, Rewards), Internal communications, and Employer Branding to animate local action plans in support of the global strategy. As a member of the global DEI network, these leaders and ambassadors convene bi-monthly to share best practices and address common challenges.
- **Employee Resource Networks (ERNs):** ERNs are groups of employees with similar backgrounds, experiences, characteristics and/or who share a characteristic, a passion or interest and convene to discuss and advance a particular agenda. ERNs are employee driven, voluntary, and open to all employees. ERNs are established globally and locally. Among others, Schneider Electric has ERNs focused on women, emerging professionals, Black professionals, and LGBT+ inclusion. ERNs are crucial in delivering transformation from the bottom-up.
- **HR Centers of Excellence (CoEs)** Global and local Talent Acquisition, Talent Management, Rewards, and Learning teams are responsible and accountable to apply Inclusion and Care by design at all stages of the Total Employee Experience. These policy, system, and process owners are expected to ensure fairness in global and local people processes and policies and fostering a culture of inclusion and care at all levels of the organization.

- Global Functions (GSC, Global Marketing, SE Digital, Sustainability, etc):**
 As Business process owners, global functions are expected to apply Inclusion and Care by design in the business and people processes they own and execute. Global functions are responsible for partnering with global, local and entity DEI leaders, HR teams, and external partners to identify best practices, areas for improvement and commit to hardwire inclusion and care in their domain.
- Investor Relations, Compliance, Corporate Citizenship, Communications, Employer Branding** teams are partners within the Company to deliver, deploy and communicate the Company's overall DEI vision and mission.

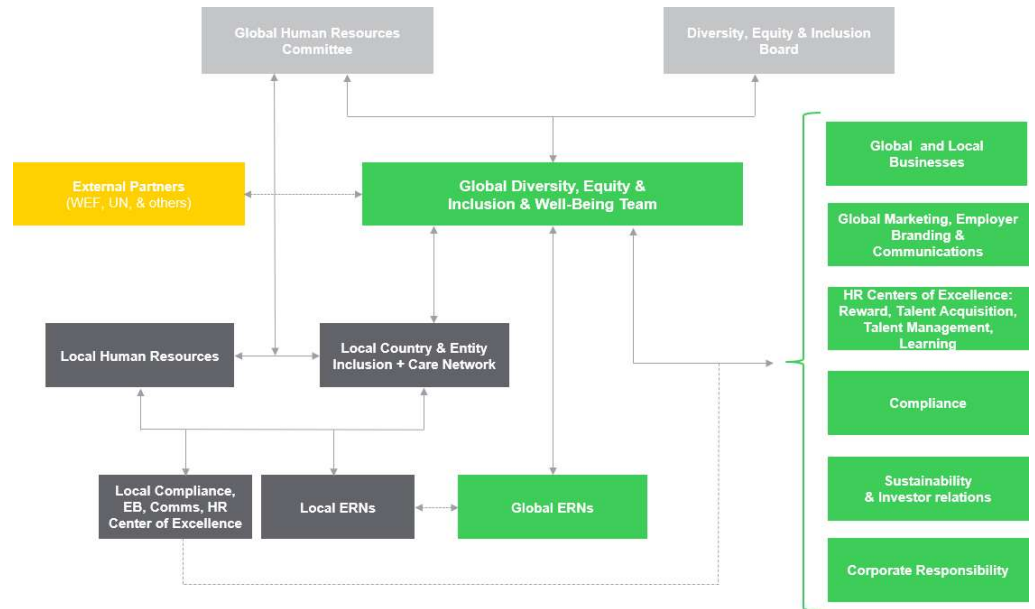


Figure: Schneider Electric Inclusion + Care Governance Model

Inclusion and care by design ensures the well-being of our employees, positive business outcomes, and a better world. Through our commitments and actions, we're building a more equitable future — bridging progress and sustainability for all.

APPENDIX

Materials and learning available on the [Global Diversity, Equity and Inclusion SPICE Page](#).

Some **training** modules are available for all Employees on the training platform (list is not exhaustive):

- [Building a Culture of Respect](#)
- [Overcoming Unconscious Bias](#)

More materials and more to learn on the [Trust Portal](#).

You can access the Group Diversity, Equity & Inclusion Policy in **15 additional languages** on Policy Tech. See below (Click on the language name and you will be re-directed to the policy):

1. [Arabic](#)
2. [French](#)
3. [German](#)
4. [Indonesian](#)
5. [Italian](#)
6. [Japanese](#)
7. [Mandarin](#)
8. [Polish](#)
9. [Portuguese \(Brazil\)](#)
10. [Spanish \(Mexico\)](#)
11. [Spanish \(Spain\)](#)
12. [Swedish](#)
13. [Thai](#)
14. [Turkish](#)
15. [Ukrainian](#)

Links to Policy in other Languages