Our Principles of Responsibility

Charter of Ethics

1st Edition

Life Is On Schneider Electric
Shared vision and values for our future, and the future of our future generations.

At Schneider Electric, we are passionate with what we do, and have a clear vision on how we should do it. We believe that great people make great companies, and great people join companies which do business in a manner that’s both ethical and responsible.

Trust is the foundation of our business. Our actions, interactions and transactions build trust within the communities, companies and countries we serve. How we do business impacts many people around the world. We are a responsible company, and we pursue sustainable, long-term and net-positive business practices.

What we need is better, not more.

We believe access to energy and digital is a basic human right. It is an essential foundation of building peaceful and prosperous societies. Our world is transforming rapidly; And our generation is facing a tectonic shift in energy transition and industrial revolution, catalyzed by accelerated digitization in a more electric world. For the first time in history, we can all participate in a step change in efficiency and the rare opportunity to reconcile the paradox between progress for all and a sustainable future for our planet, addressing the effects of climate change and protecting natural biodiversity.

We empower all to do more with less, ensuring Life is On, everywhere, for everyone, at every moment. We provide energy and automation solutions for efficiency and sustainability. We combine world leading energy technologies, real-time automation, software, and services into integrated solutions for homes, buildings, data centers, infrastructures and industries. We make processes and energy safe and reliable, efficient and sustainable, open and connected.

We serve our customers with care, consideration and respect.

We take special care to ensure our customers are satisfied. We take pride in our offer quality, and our accountable, transparent processes. Everyone at Schneider, from early design to manufacturing, and all the way to life-cycle services, has a key responsibility in delivering outstanding quality for our customers.

And as customers ourselves, we remain mindful of our relationship to natural resources. We seek permanent ways of consuming less, recycling more and using our resources more sustainably.

Our Principles of Responsibility serve as a guide to our actions and decisions.

We believe that companies can make a positive impact and contribute to making the world a better place for all. We support sustainable development goals, and their translation into tangible business actions, as detailed in the UN Global Compact.

Our Principles of Responsibility serve as a guide for every person and every team at Schneider in terms of ethics and compliance. Together they aid us in pursuing our objectives in a way that is meaningful, inclusive and positive.
WE ARE SCHNEIDER

MEANINGFUL
Our mission is to bring energy and efficiency to enable life, progress and sustainability for all. We pioneer digitization and transformation of energy and processes and turn the bold ideas of our customers into reality. We adhere to the highest standards of governance and ethics.

INCLUSIVE
We want to be the most diverse, inclusive and equitable company, globally. We value differences, and welcome people from all walks of life. We believe in equal opportunities for everyone, everywhere.

EMPOWERED
Freedom breeds innovation. We believe that empowerment generates high performance, personal fulfillment and fun. We empower our people to use their judgement, do the best for our customers, and make the most of their energy.
OUR PRINCIPLES OF RESPONSIBILITY

A simple but important statement of what our company stands for our charter of ethics and values that govern our actions and decisions. A declaration that builds ownership and strengthens trust between us.

Our Principles of Responsibility acts as our guideline, our reference and, in human terms, our conscience. At every moment of truth, we must ask ourselves:

AM I RESPECTING PEOPLE AND THEIR HUMAN RIGHTS?
AM I CONDUCTING BUSINESS ETHICALLY?
IS MY BEHAVIOR DIGITALLY SECURE?
AM I ACTING FOR A POSITIVE ENVIRONMENTAL IMPACT?
ARE WE ENGAGING AS CORPORATE CITIZENS?
OUR PRINCIPLES APPLY TO ALL

Our Principles of Responsibility apply to everyone working at Schneider or any of our subsidiaries. It’s applicable to all contractors, freelancers or any person working on our premises.

Further, these Principles inspire our policies with regard to external stakeholders, suppliers and subcontractors. We see ourselves as a facilitator of change, and encourage improvement or adoption of these standards throughout our network.

We understand that our Principles cannot cover every case or practical situation. We trust our employees to use their judgement to determine the best course of action, always with respect to our ethics and at all times the local laws and regulations.
We’re In It Together / A Shared Responsibility

Ethics and compliance are team efforts. While we are all independent custodians of the Principles of Responsibility, there will be times when we encounter grey areas, need a more nuanced understanding or seek ethical guidance. In such cases, our Ethics Delegates are available for discussions and advice; making sure no one feels unsupported in their decision-making or implementation.

Alert System For Our Employees: The RED Line

The RED Line is our internal alert system dedicated to employees. It’s run by an impartial third-party and provides support to people in complex and difficult situations. It manages all reported alerts with confidentiality, so that whistleblowers can report any potential misconduct without the fear of retaliation. If you are a victim or witness to any unethical situation, we urge you to use The RED Line. It’s available online globally, at all times. Please refer to your local alert management policy for more information.

Alert System For Our External Stakeholders: The GREEN Line

The GREEN Line is our alert system for external stakeholders. We designed The GREEN Line to serve our suppliers, NGO’s, shareholders and partners. This alert system is simple, intuitive and it has the same confidentiality protections as The RED Line.

Our Governance System

We see the Principles of Responsibility as the first point of call for matters concerning ethics. However, beyond any information contained here, or any advice you may receive from an Ethics Delegate, we have detailed policies and processes designed to provide clear, practical solutions to your questions. Policies are further supported by online learning modules designed to help build a deeper understanding of the matter, where needed.

When an alert is raised on either the RED or GREEN Line, it’s subject to a thorough investigation with confidentiality and protection of the individual. Findings of such investigations are then submitted to the relevant governing committee, who takes appropriate action.

Principles Of Responsibility And The Global Governance
## Schneider Electric’s Principles Of Responsibility

### I. Human Rights and People Development
- Respect, Fairness And Dignity  
- Diversity, Inclusion And Individual Development  
- Safety At Work  
- Health, Well-being, And The Way We Work  
- Protecting The Vulnerable Against Labor Abuses  
- No Tolerance For Harassment

### II. Ethical Business Conduct
- Fair Competition, Open Economy  
- Corruption, Bribery, Money Laundering, Gifts And Hospitality  
- Integrity Of Business Agents And Third Parties We Contract With  
- Trade Regulations And Sanctions  
- Responsible Policy Regarding ‘Conflict Minerals’  
- Conflict Of Interests  
- Use And Protection Of Company Resources And Assets  
- Sincere Financial Statements, Accurate Records  
- Insider Trading  
- Representing Schneider Electric

### III. Digitally Trusted And Secure
- Cybersecurity  
- Data Protection And Privacy  
- Artificial Intelligence

### IV. Act For The Environment
- Impact On Climate Change And CO₂ Emissions  
- Resources Saving And Circular Economy  
- Environmental Preservation

### V. Responsible Corporate Citizenship
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- Right Of Association, Representation And Social Dialogue  
- Support To Communities And Giving Back

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1st Edition
Human Rights And People Development
Respect, Fairness And Dignity

How we treat one another defines us. At Schneider Electric, we believe that a healthy relationship to work starts with respect. We expect and value differences, and welcome contributions from differing opinions. We choose our words thoughtfully, never resorting to disparaging, discriminatory or sexual remarks. Together, we’re building a workplace where everyone feels safe and welcome. Every time we walk through the doors at Schneider, we bring with us a desire to do our best.

We DO
• Treat all people fairly with respect and dignity
• Value the thoughts and opinions of our peers without judgement
• Respect our competitors and empathize with our customers
• Hold ourselves to highest moral, ethical and social standards

We DON’T
• Act out of ill-intent or malice
• Condone, allow or disregard any abuse of this principle
Diversity, Inclusion And Individual Development

Our world is diverse, and it's only natural that we embrace this diversity at our workplace. At Schneider, our ambition is to offer equal opportunities to everyone everywhere. We want our employees — no matter who they are, or where in the world they live — to feel uniquely valued, and safe to contribute their best. We work to ensure that all our people have equal access to the tools they need in order to grow, develop and realize their full potential. For us diversity of people, and an environment of inclusion generate greater engagement, performance, and innovation.

We SUPPORT

• Equal opportunities for all employees with fair policies, placements and continuous learning
• Fair representation of communities within our entities
• A mix of global and local talent around the world
• Demonstrating inclusive behaviors by identifying and addressing own our biases
• The personal development of everyone’s unique skills and talents
• Building a more inclusive environment by being advocates of change internally and externally
Safety At Work

At Schneider, safety is everyone's responsibility. Nurturing a safe, clean and orderly work environment is both our collective responsibility, and a function of every Schneider employee, partner and affiliate. More than a principle, our Safety Culture is a core business directive and an everyday practice. This is also true for our suppliers, contractors and customers. Through these actions, we continuously aspire to the highest standards of safety excellence.

We DO
• Follow safety rules, and use our individual judgement to implement them
• Perform our work thoughtfully, in the safest manner
• Identify hazards and stop work if conditions are considered unsafe
• Report all safety opportunities and suggest improvements
• Care for each other's safety and that of our customers

We DON'T
• Compromise on safety measures
• Perform work unless fully qualified, regardless of the circumstances
• Bypass safety controls, checks or balances
• Fail to report incidents or near misses
• Fail to capture lessons learned from incident investigations
• Become complacent when observing non-conformance
Health, Well-being, And The Way We Work

Striking a perfect work-life balance is hard. It requires conscious and considerate personal choices and organizational support. Health and well-being boost individual development and team performance. We make every effort to improve our work environment, frameworks and policies so that they are conducive to creating personalized work-styles that marry flexibility and well-being.

We SUPPORT

• Ensuring that our employees, worldwide, have access to health coverage and a benefits program
• Flexibility at Work principles that allow employees to manage their time at work, or away from it
• Expanding our Green Building Policy sites to create workspaces that encourage synergy, collaboration and sustainability
• Adapting our work-styles to the modern world; empowering individuals to shape their time, workspace and pace to their own needs.
• Devoting a portion of our time to volunteering, community service and social causes
• Progressive leave policies that afford individuals additional personal time for life’s special moments
• Regular training and coaching on how to enhance well-being, physical and mental health and smarter ways of working
Protecting The Vulnerable Against Labor Abuses

Let’s be aware of the working conditions of those around us. We protect those most vulnerable to abuse. Whether it is child labor, forced labor, or a case of improper labor conditions, it is our duty to take a stand against it. We continually monitor and evaluate our value chain to ensure that everyone has safe working conditions, decent working hours and that no one earns less than a minimum living wage. It’s our responsibility to expect the same standards from our suppliers, subsidiaries and customers as well as exercise our due diligence procedures, if necessary.

We DO

• Believe in dignity, respect and fairness, everywhere, and for everyone
• Uphold a value chain free from labor abuses of any kind
• Treat vulnerable workers of manufacturers, suppliers and subsidiaries with the same dignity and respect as our own employees
• Perform due diligence on suppliers, contractors and other stakeholders
• Foster constant improvement through dialogue and training

We DON’T

• Tolerate infringements of fundamental human rights
• Delay in responding to any potential labor abuses or violations
No Tolerance For Harassment

A working environment free of harassment, victimization and discrimination is not only essential, but also a shared responsibility. We are at our best when we feel safe and protected. We foster a workplace that is inclusive and welcoming; One free from intimidation, bullying, sexual misconduct, or any other kind of inappropriate behavior. We keep our policies inclusive and our reporting systems free from prejudice and intimidation. When necessary, we respond promptly to any infringement on this right without apprehension or delay.

We DO

• Protect difference and expect respectful behavior
• Foster a safe working environment free from extreme opinions
• Provide a safe channel to speak-up and report inappropriate behavior

We DON’T

• Allow intimidation, discrimination, and disrespect
• Tolerate degrading comments on race, sex, national origin, religion, political opinion, age, medical status, marital status, disability, pregnancy, sexual orientation, gender or gender identity


**Fair Competition, Open Economy**

Fair competition matters. It is vital for markets to grow and develop freely. We share a common interest with our competitors, customers and suppliers to build a reputable sector through business practices that strengthen collective trust and cultivate long-term viability. We refuse to engage in any anti-competitive activities, and comply with the relevant laws in the countries in which we operate.

**We DO**

- Set our commercial policy and prices independently from competitors
- Act promptly when we receive commercially sensitive information from competitors; in such cases, we cease communication and report incidents to management or our legal department as soon as possible

**We DON’T**

- Agree to be confined to one territory or a group of customers
- Accept or apply a price or discount to our customers in agreement with competitors
- Intentionally communicate using vague language that could be misleading from a competition-law standpoint
**Corruption, Bribery, Money Laundering, Gifts And Hospitality**

Corruption and bribery are prohibited by law, and unacceptable at Schneider Electric. Let’s ensure that our activities are always above board. We uphold a zero-tolerance policy for corruption. This means strictly no unauthorized or hidden payments, kickbacks or facilitation payments (such as those payments made under the pretext of securing or expediting legal government action). Adherence to our Anti-Corruption Code of Conduct is non-negotiable. In addition, we do not tolerate any actions that can be viewed as money laundering or avoidance of transparent payment flows.

We practice disciplined conduct with gifts and hospitality. We acknowledge that gifts and invitations can help build understanding and business relationships, however it must never be aimed at granting or obtaining an undue advantage or influencing a decision. Hospitality and gifting must always comply with the necessary criteria of clear business objective, transparency, reporting, and reasonable value. These criteria are detailed in our Gifts and Hospitality Policy.

**We DO**

- Highlight our zero-tolerance for corruption and money laundering, both internally and when dealing with third parties
- Comply with our Anti-Corruption Code of Conduct and our Gifts and Hospitality Policy. And we report any behavior that may infringe them
- Make sure that all gifts, invitations, sponsorship activities and hospitality packages offered or received are appropriate, lawful and in line with our policies
- Follow all accounting, recordkeeping and financial reporting requirements applicable to payments

**We DON’T**

- Grant illegitimate benefits to any third party to expedite processes or gain favor
- Request or receive illegitimate benefits from any third party
- Pay for our customer or partners’ trips without a complete review by our Compliance Officers
- Accept or give any gifts in cash
We DO

• Avoid the use of business agents whenever possible
• If business agents are used, we adhere to our Business Agent Policy and report all third parties in the scope of our contracts clearly, and define their involvement
• Conduct due diligence on third parties in compliance with our internal processes and have them approved by the relevant managers
• Ensure that third parties adhere to the contract without conflict of interest
• Collect and maintain activity reports to rationalize the price paid versus services provided
• Record payments made to business agents and other parties, with accurate and auditable amounts

We DON’T

• Engage in a business relationship with a business agent who has not been subjected to due diligence and all internal approvals
• Engage in a relationship with a third party who doesn’t produce evidence to support the scope of work
• Pay a third party without following the payment terms defined in a contract, without the existence of an invoice or without the prior approval from relevant managers
• Conceal payments made to agents or third parties, or record ambiguous and unclear descriptions of such payments
Trade Regulations And Sanctions

Our business is global and involves many countries. Schneider, and all our employees, aim to comply with applicable trade sanctions and export control laws and regulations, in each country where we conduct business.

We DO

• Commit to develop business in respect of trade regulations
• Comply with our Global Export Control Policy and Directive, and any potential non-conformance observation
• Implement and enforce due diligence controls in line with our policies systematically
• Follow reporting and recordkeeping requirements in compliance with the applicable laws and guidelines

We DON’T

• Circumvent any applicable laws and regulations related to our export licensing requirements
• Conduct business activities without prior due diligence and clearance
We DO
- Buy from responsible, trusted sources
- Take reasonable steps to understand supply chains, and if necessary, influence suppliers towards responsible sourcing

We DON’T
- Contract with suppliers identified to be sourcing from or relating to people violating fundamental human rights

Responsible Policy Regarding 'Conflict Minerals'

At Schneider, we stand in support of all the efforts of human rights organizations around the world. It is believed that mining and trade of 'conflict minerals' help finance armed groups responsible for committing several human rights abuses in many parts of the world. As a rule, we refuse to use any products, or raw materials, which either directly or indirectly, fund these groups.
Conflicts of interest arise when our personal interest interfere with our duties at Schneider Electric. These situations may unconsciously influence even the most ethical person’s judgment, and often just an appearance of a conflict may cause their integrity to be questioned. We must be cognizant of any potential conflicts of interest, and avoid them at all times. Without a doubt, it is our duty to always preserve the interests and reputation of Schneider Electric.

**We DO**

- Disclose to our management, in accordance with our internal processes, any potential conflict of interest that might influence our judgment; Should such a conflict of interest arise, we remove ourselves from the decision-making process.
- Disclose when we are involved with, or have a financial stake, in any organization that may be our competitor, customer or supplier, as well as how our position allows us to influence that business relationship.

**We DON’T**

- Conceal any information on any conflict of interests
- Allow our decisions or actions to be influenced by favoritism, nepotism or preferential treatment
- Render assistance to a competitor or be employed by one
- Accept remuneration from any organization or business that has a present business relationship or conflict with Schneider
Use And Protection Of Company Resources And Assets

Misused assets hurt us all. Our resources and assets are meant solely to help us achieve our business goals and therefore, we must consciously use them for their intended professional aims. We all take care to protect our assets against degradation, alteration, fraud or theft of any kind.

We DO

• Respect and protect company assets to ensure that they are not lost, damaged, misused or wasted, loaned to others, transferred, sold or donated without authorization

• Recognize that all company assets and documents belong to Schneider Electric

We DON’T

• Use company assets for personal benefit; Limited use is accepted, if this does not incur any unreasonable costs or interfere with our professional responsibilities

• Use assets belonging to a third party (pictures, videos, etc.) without ensuring that we have the right to use them

• Sell, transfer or dispose of any company assets without proper authorization and documentation
Sincere Financial Statements, Accurate Records

It is our duty to make sure that all our financial records are accurate, properly maintained and transparent. We make it a point to precisely reflect our performance in our financial and accounting information, keeping with international financial reporting standards. We know this is essential to the honest, efficient and lawful conduct of our business, and must all do our part in ensuring it.

We DO

- Make sure that financial and business records, including financial and non-financial reporting, are always accurate
- Maintain records securely and follow any guidelines on record retention

We DON’T

- Accept cash transactions, unless the transaction has been expressly authorized, properly recorded and documented
- Conceal payments via the use of third parties
**Insider Trading**

We do not wish to restrict the freedom of our employees to make personal investments that seem relevant to them. But as employees, we must be mindful of our responsibility of holding inside information about the company. Should we make privileged information public, it could influence our stock value. Therefore, we must always be cognizant of insider trading and follow the accepted policies and procedures.

**We DO**
- Remember that using inside information to make investments could fall within the scope of insider trading laws
- Maintain the confidentiality of information to which we may have access to avoid any accidental disclosure

**We DON’T**
- Buy or sell shares in Schneider Electric or any other company if we have inside information at that time
- Disclose inside information to anyone outside the company
- Disclose inside information to anyone within the company who should not be aware of such information
Representing Schneider Electric

We are all custodians of our brand. It is through our actions that the image of the company is built. We’re aware that in our communications, both formally and in informal forums and discussions, we continue to represent the company. Therefore, we must choose our actions responsibly and our words wisely.

We DO
• Demonstrate our ethics in our professional behavior outside the company
• Use the official communication material and follow the brand rules and guidelines
• Protect the company’s reputation by constantly having its best interest in mind
• Act cautiously while exchanging information on social networks and web forums, keeping in mind that what’s on the web is never entirely private and remembering that “the internet never forgets”

We DON’T
• Interact with the press or engage in public speaking without prior internal approval
• Engage in activities that could reflect negatively on the company
• Involve Schneider in our personal convictions and beliefs
• Express our personal opinions about Schneider through official communication
• Disparage the company and our colleagues on external forums
Digitally
Trusted And Secure
Cybersecurity

We are aware of the criticality of our digital ecosystem for our users, customers and partners. This is why we subject ourselves to the highest technical standards for risk-detection and response. Our processes, people and technology all contribute to building, reinforcing and solidifying our digital trust. Apart from paying special attention to all high-risk assets, we put in place reality-check metrics with regular audits. We consciously partner with the best-in-class technology providers, and regular trainings in cybersecurity inform us of potential risks and empower us to naturally integrate best practices into our everyday work. We act with cybersecurity in mind at all times.

We DO

• Treat cybersecurity as integral to our strategy and incorporate “Cybersecurity by Design” as a principle
• Build cyber-resilience across our whole digital ecosystem
• Design and develop our offers with comprehensive cybersecurity approach
• Support our customers to improve their cybersecurity posture
• We are cautious of compromising our internal networks or devices with data, files or applications from external sources. When in doubt, we contact our digital experts.
• Encourage a “See something, say something”-mindset toward risky behavior and cyber-issues

We DON’T

• View cyber risk as separate to enterprise-wide risk
• Use our skills, technologies or systems in a manner that could be harmful to the interests of our employees, customers or stakeholders
Data Protection And Privacy

We believe in the importance of strong governance to ensure resilient data-handling and storage processes, and in strict compliance with laws, regulations and standards. We make it a point to source, process and share data in a responsible manner, in line with our social responsibility and ethics. Thereby, ensuring that anyone with access to data can use it with a fair balance of privacy and autonomy.

We DO

• Hold privacy and the protection of individual information as a key priority
• Treat data from connected customers, products and solutions securely
• Exercise extreme care while analyzing data belonging to other individuals or companies
• Honestly disclose the type of analysis we are applying to data
• Run dedicated compliance controls and implementation programs in accordance with regulations

We DON’T

• Misuse our knowledge to violate human rights and civil liberties
• Share data internally or externally without considering criticality and sensitivity
**Artificial Intelligence**

We are committed to use the new advancements in Data Sciences as a force for the good of humanity. We see value in exploring these fields especially to sustain our environmental commitment to decarbonize the world. However, we are aware of the implied responsibilities therein. We remain vigilant in monitoring the latest developments in areas such as AI bias, explanability and authenticity.

**We DO**

- Educate our specialist teams to consider implication of Artificial Intelligence usage
- Adopt best in class frameworks to enhance understanding and transparency of the AI-led actions
- Promote AI usage for the purposes of well-being, dignity and sustainability

**We DON’T**

- Deploy algorithms that impair unbiased decision making
Act For The Environment
Impact On Climate Change And CO₂ Emissions

We take the global energy challenge very seriously. There is no denying our role as major player in the field of energy. We willingly assume an exemplary role in the reduction of CO₂ emissions, and assist our customers in decoupling business growth from carbon emissions. Carbon-neutrality continues to be our chief ambition and a responsibility we feel towards our employees, customers, stakeholders, and communities at large.

We DON’T

• Consider the environment secondary to our business priorities
• Feel satisfied by merely complying with laws and regulations; We strive to set ourselves ever more ambitious objectives

We DO

• Create products and solutions that increase our customers’ energy efficiency and productivity
• Consider climate impact as part of our corporate and industrial strategy, as our decisions today will affect our climate tomorrow
• Advise customers on how to improve their energy management and reduce their carbon footprint
• We act with suppliers in order to reduce emissions throughout our supply chain, from production to transport and waste management
• Volunteer detailed information on the life-cycles of our offers
• Apply our solutions to our own sites, actively reducing our energy intensity
• Use renewable energy sources in our energy mix
• Encourage our employees, partners and customers to adopt daily low-carbon practices
Resources Saving And Circular Economy

Making a positive impact on the environment starts with us. We take care to limit our consumption, use fewer resources, and develop circular use systems that incorporate reuse, repair and recycling. We are open to innovative service models. By optimizing what we already consume, we support the development of a circular economy.

We DO
• Innovate with circular offers for our customers allowing for increased life-cycle services, efficient maintenance and greater recyclability of components
• Include recycled materials in our products without compromising on the safety and quality
• Expand the circular use of materials through reuse, recycling and take-back offers
• Reduce our waste-intensity and bring our ratio of waste-to-landfill closer to zero
• Reduce consumption

We DON’T
• Practice planned obsolescence
• Generate waste where it can be avoided
• Ignore irresponsible end-of-life policies
• Leave wasteful practices unaddressed or unresolved
Environmental Preservation

We have the greatest admiration for our planet, and value its biodiversity tremendously. We aspire to reconcile economic growth with a deep respect for nature. It is therefore our pledge, to constantly implement rules and processes that minimize our impact on our environment.

We DO

- Voluntarily comply with high standards and environmental regulations
- Publish detailed information about our products, components and substances, for the benefit of our customers and stakeholders
- Prevent and limit pollution and emissions from our operations
- Report environmental abuses for investigation and remediation
- We seek out suppliers with a high-regard for environmental preservation
- Ensure that applicable employees are qualified to perform activities involving environmental risk
- Handle remediation activities where we need to mitigate pollution risks on the environment
- Enforce stringent water-protection policies
- Endorse specific initiatives that are meant to protect nature and wildlife; for example, the reduction of single-use plastics

We DON’T

- Ignore unnecessary waste and irresponsible effluent management in our supply chain
- Seek exemption from substance regulations
- Intentionally disregard the indirect impacts on biodiversity
Responsible Corporate Citizenship
**Responsible Lobbying, Political Activity And Donations**

As a company, we have a role to play in the public debate. It is necessary for us to state our positions clearly, defend our interests and to participate in technical discussions. However, we believe that this representation of interests shall be conducted in a transparent and fair manner, allowing our third parties and stakeholders to understand our activities, positions and statements.

**We DO**
- Reserve lobbying and representation activities for authorized employees
- Exert our representation activities in a transparent way
- Report our lobbying activities where requested
- Publish regular position papers on key subjects
- Strictly adhere to our Gift & Hospitality Policy, with complete transparency in the public domain

**We DON’T**
- Participate in lobbying or representation when not internally authorized
- Engage in political activity or political representations
- Make any payment to political parties in relation to our public representation
Right Of Association, Representation And Social Dialogue

We uphold the right to form associations, and recognize the right of collective bargaining. We take all the requisite steps to improve labor-management relations, which in turn, result in a fruitful and mutually beneficial relationship.

We DO
• Respect the right of workers to form and join representation groups and unions
• Foster and encourage constructive dialogue
• Provide workers the material conditions to perform these representation activities

We DON’T
• Interfere with the work of representation
• Discriminate or intimidate individuals or representation instances
Support To Communities And Giving Back

Our global presence allows us to have a greater reach and impact on lesser-privileged communities. We believe in contributing through specific and different initiatives like the Schneider Foundation, local entity-supported initiatives, and our Employee-Volunteering Program. Through charity and donations, teaching, and lending our individual time, we support local organizations and stimulate communities. We provide training to empower grassroots development and investment.

**We DO**
- Engage communities with reliable, long-term commitments
- Maintain flexible work-policies that encourage employees to dedicate some of their work time to volunteering
- Enable employees to participate in initiatives easily

**We DON’T**
- Force any employee or third party to participate in, or donate towards a cause
- Engage in subjects that are not aligned with our ethics principles or community support spirit
Let’s Make Our World Better, Together.

Access to energy is a basic human right and we have committed to helping more people get access to safe, sustainable energy. To bring us closer to fulfilling that commitment, we have set up two ambitious programs: Access to Energy and Fuel Poverty.

Access To Energy
Many people in the developing world still do not have access to safe, reliable or sustainable electricity. Without this valuable resource they are being excluded from the global information economy; inhibiting their education opportunities and limiting their future earning potential, which directly influences their livelihood.

Fuel Poverty
In mature economies many people are unable to afford the energy required to adequately heat their homes, light their rooms or cook their meals. This is known as Fuel Poverty. It results from a combination of factors, most notably poor energy efficiency, low household income and high energy costs.

These initiatives combine investment in entrepreneurship with the development of technological solutions and training. While we welcome all ideas, contributions or donations, in the spirit of this document, we would like to invite you to get hands-on.

**Here’s How You Can Help**

- Set up a new initiative for your local community
- Contribute your time or expertise to an existing initiative in your area
- Submit ideas, business models or insights around a certain issue to your local sustainable development correspondent
- Nominate your start-up or venture to take part in either initiative
- Offer a venue, or any related service, to help provide skills training
- Become a mentor to graduates of our programs
The Schneider Electric Principles of Responsibility is a collective effort, coordinated by the Sustainable Development Team, and by nature an ever-evolving document. Should you wish to voice your opinion, contribute or suggest an edit, please contact us.

se.com/principlesofresponsibility