Diversity is our heritage and our future

Learn about the Diversity and Inclusion Policy at Schneider Electric
The diversity and inclusion principles describe how our commitments apply to Schneider Electric and outline the ways in which they should be addressed and implemented across the whole company.

At Schneider Electric, diversity is an integral part of our history, culture, and identity. Having been built through a series of acquisitions, we have operations in 130 countries, our employees speak more than 50 languages, and 43 per cent of our workforce comes from new economies.

We believe that our success and our future depend on our collective ability to:

- **reflect worldwide and diverse marketplaces**
- **boost innovation with diversified teams**
- **leverage the value of the diverse character of our company across multiple facets**

We believe that in order to get more out of the diverse character of our company, our commitment to equality and inclusion needs to be promoted by all employees throughout the company. Our Diversity and Inclusion Policy has been developed to ensure that the principles to which we are committed can be fully recognized and implemented company-wide.

*Source: The Schneider Electric 2012 Annual Report*
We know that our human capital is our most valuable asset. We want to make sure that we can effectively leverage the collective strength of our employees and successfully draw on our diverse pool of talent. To achieve this, we need to ensure that we all understand the diverse character of Schneider Electric. We therefore work to provide appropriate resources and an environment in which we can respect each other’s unique values. We work through three major commitments:

- **to value diversity at all levels of our company**
  - We want our employees to reflect the diversities of the communities in which we operate, believing that true value results from integrating these diversities.
  - We want to achieve the same level of commitment across the whole company, in all countries where Schneider Electric operates.
  - We work through programmes that help us bridge differences and embrace diversity to the fullest.

- **to ensure that diversity is integrated at all stages of our Total Employee Experience**
  - We want to promote equal opportunities and respect of diversity at all levels of our Human Resources processes and make diversity and inclusion an integral part of group management.

- **to foster a culture of inclusion and respect all cultural diversities**
  - We want to ensure that all employees treat others, at all times, with dignity and respect and exhibit conduct that reflects inclusion.
  - We encourage employees to create support communities and networks, and require them to complete annual diversity awareness training that will enhance their knowledge and encourage respect for others.
Scope of the Policy

The Diversity and Inclusion Policy applies to all Schneider Electric entities worldwide. All Schneider Electric entities are obliged to develop diversity and inclusion action plans that cover areas such as gender and cultural diversities, while meeting local regulations and addressing country-specific issues.

Policy governance

The responsibility for the implementation of the Diversity and Inclusion Policy rests with the Global Human Resources Department and all Schneider Electric entities at country level.

The Global Human Resources Department is responsible for:

- proposing the components of the Diversity and Inclusion Policy from a global perspective
- leading the Diversity and Inclusion Steering Committee and the Diversity and Inclusion Network
- defining and leading global initiatives to help promote principles of diversity and inclusion, and ensure that internal processes align with the policy
- supporting all Schneider Electric entities in implementing the policy by providing global tools and procedures that guarantee equal opportunities for all employees

Measuring progress

The Steering Committee will validate specific rules, procedures, and resources in order to respect our company commitments.

A Diversity and Inclusion Network will work to implement and share best practices to help local entities to create a culture of Inclusion.

Respect for uniqueness – everywhere

All our current and potential employees can expect us to welcome them as they are. Regardless of their gender, stage of life, cultural background, or country of origin, they are treated fairly and without impartiality.
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