

The Planet & Society barometer continues to grow and shows a very satisfying score of 6.33/10 in Q4 2015

- Growth above the annual target of 4.5/10
- 64 industrial sites out of 100 already have achieved the requirements of the barometer's new indicator "Towards zero waste to landfill"
- Over 100,000 underprivileged people have been trained in energy management

Rueil-Malmaison (France), February 17, 2016 – Schneider Electric announces today its non-financial results for the fourth quarter of 2015. Using 16 indicators from the 2015–2017 Planet & Society barometer, Schneider Electric measures on a quarterly basis its ambitious commitment in terms of sustainable development. Reaching a total score of 6.33/10 at the end of December 2015, Schneider Electric exceeds its year-end barometer target of 4.5/10.

The non-financial results by indicator are as follows:

Planet & Society barometer		Start 2015	Results Q3 2015	Results Q4 2015	Targets 2017
Planet Indicators					
Climate	10% energy savings	-	3.4%	4.5%	10%
	10% CO ₂ savings from transportation ⁱ	-	7.03%	8.4%	10%
Circular economy	Towards zero waste to landfill for 100 industrial sites	34	54	64	100 sites
	100% of products in R&D designed with <i>Schneider ecoDesign Way</i> TM	-	12.5%	13.3%	100%
Profit Indicators					
Climate & Development (sustainable offers)	75% of product revenue with <i>Green Premium</i> TM eco-label	60.5%	62.1%	67.1%	75%
	100% of new large customer projects with CO ₂ impact quantification ⁱⁱ	-	-	-	100%
	120,000 tons of CO ₂ avoided through maintenance, retrofit and end-of-life services	-	28,937	44,777	120 000
	x5 turnover of Access to Energy program to promote development for underprivileged people	-	x2.1	x2.07	x5
Ethics	100% of our recommended suppliers embrace ISO 26000 guidelines	48%	59.1%	64.7%	100%
	All our entities pass our internal Ethics & Responsibility assessment ⁱⁱⁱ	-	72%	88%	100%
People Indicators					
Health & Equity	30% reduction in the Medical Incident Rate (MIR)	-	23%	17%	30%
	One day training for every employee every year ^{iv}	79%	73.1%	85.6%	85%
	64% scored in our Employee Engagement Index ^v	61%	61%	61%	64%
	85% of employees work in countries with Schneider gender pay equity plan ⁱⁱ	-	-	57%	85%
Development	150,000 underprivileged people trained in energy management	73,339	94,948	102,884	150,000
	1,300 missions within Schneider Electric Teachers NGO	460	695	878	1 300
Overall combined score (out of 10)		3	5.06	6.33 ^{vi}	8

Gilles Vermot Desroches, Sustainability Senior VP at Schneider Electric, comments: *"Almost all indicators continued good growth. This quarter, we note that the indicators 'Towards zero waste to landfill', '100% of products in R&D designed with Schneider ecoDesign Way™' and '120,000 tons of CO₂ avoided through maintenance, retrofit and end-of-life services' continue to grow. They provide evidence of our ability to respond quickly to new challenges, in line with our commitment to sustainable development made on the eve of the Paris Conference on Climate Change (COP21). We demonstrate to all our stakeholders that we are on track to turn carbon neutral at all our sites in 15 years. Note also that for the fifth consecutive year, Schneider Electric has been part of CDP's 'Climate A list', the most performing companies in the fight against climate change. With a score of 100 out of 100, Schneider Electric also is listed in the Disclosure index of CDP for the quality of its information on its carbon emissions and energy consumption."*

In Q4 2015, 15 out of 16 indicators have been published and audited, 13 indicators boosted the overall barometer score, and a new indicator has been integrated with a satisfactory score. Namely:

- "The percentage of employees working in countries with Schneider gender pay equity plan."

Highlights of this quarter:

On the Planet pillar:

- **The "10% energy savings" indicator, with a result of 4.5%**, demonstrates Schneider Electric's ability to mobilize and its willingness to exceed its target of 3.5% per year defined as part of its new commitments for sustainability presented on the eve of the Paris conference on climate change (COP21). This is one of those indicators that will play an important role in the Group's commitment to carbon neutrality at all its sites by 2030.
- **The indicator "Towards zero waste to landfill" increased by 10 sites** in Q4 2015. At the end of 2015, it amounts to 64 sites. This indicator relates to production and supply chain sites, which must be able to recover more than 99% of metal waste and more than 97% of non-metallic waste. In a transparent approach, the sites that do not produce industrial waste are excluded from the audit. As a result of this initiative, at Group level, the industrial waste recovery ratio reached 91% at the end of 2015, versus 87% at the end of 2014. This is explained by a reduction in waste generated as well as better reuse and recycling, particularly with regard to thermoplastic and metal waste.

On the Profit pillar:

- **The indicator "120,000 tons of CO₂ avoided through our maintenance, retrofit and end-of-life services"** confirms its progress, and, at the end of 2015, Schneider Electric achieved more than a third of the goal. This is explained by the geographical extension of this service, now available in 17 countries (previously 15) on 4 continents, and by strong growth in refurbish activities.
- **The indicator on the Ethics and Responsibility internal assessment** continues to grow with a score of 88%, versus 72% in Q3. The ambition to have all entities passing the assessment in 2017 reflects the commitment to measure and optimize procedures for responsible operation across the whole Group.

- **The percentage of new large customer projects with a quantification of their CO₂ impact”** will be measured and audited in Q4 2016.

On the People pillar:

- **85.6% of employees individually received at least one day training in 2015** compared to a target of 85%. The average has been 28 hours per person. This excellent result reflects Schneider Electric's engagement to offer its employees the opportunity to develop their skills through various formats adapted to each group of people: short online courses, pathways to internal or external certification, serious games, educational games, mixed in-person and online courses. For two years, the Group also has been organizing a “learning week” in October: managers and experts share their knowledge, while employees learn and collaborate in a relaxed and congenial atmosphere. The Group wishes to support all its employees so that they can be recognized as professionals.
- **The number of underprivileged people trained in energy management** exceeds 100,000 and continues to grow. It demonstrates Schneider Electric's commitment to training in order to accelerate social and economic development. In line with identified local needs, the Group expects an acceleration and amplification of projects in 2016, with the ambition to cover the 35 States of Sub-Saharan Africa.

The non-financial results for the fourth quarter of 2015 are available on our site www.schneider-electric.com/sri

About Schneider Electric

Schneider Electric is the global specialist in energy management and automation. With revenues of €27 billion in FY2015, our 160,000+ employees serve customers in over 100 countries, helping them to manage their energy and process in ways that are safe, reliable, efficient and sustainable. From the simplest of switches to complex operational systems, our technology, software and services improve the way our customers manage and automate their operations. Our connected technologies will reshape industries, transform cities and enrich lives. At Schneider Electric, we call this Life Is On.

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APPENDIX

Schneider Electric's COP21 10 Sustainability Commitments

1. Ensure **CO2 impact** quantification for **100% of new large customer projects**;
2. Design **100%** of new offers with [Schneider Electric ecoDesign Way™](#)^{vii} and realize **75%** of **product revenue with Green Premium™** eco-label^{viii};
3. Avoid **120,000 tons of CO2** through Circular Economy “end-of-life” services;
4. Facilitate access to lighting and communication with **low carbon solutions for 50 million inhabitants at the Base of the Pyramid in 10 years**;
5. Implement [storage initiatives](#) to develop renewable energy and mini grid;
6. Solve SF6 issues with new alternatives in 5 years and **eliminate SF6 from Schneider Electric products in 10 years**;
7. Reduce Schneider Electric **energy intensity by 3.5% per annum**;
8. Reduce Schneider Electric **transportation CO2 emissions by 3.5% per annum**;
9. Invest **EUR 10bn in R&D innovation on sustainability** in the next 10 years;
10. Issue a [climate bond to finance low CO2 R&D](#) across Schneider Electric businesses.

ⁱ With the exception of the annual results, there is a time lag of one quarter in the reporting of this indicator: in Qn, the reported result is that of Qn-1.

ⁱⁱ Results measured from 2016 (measurement tools deployed in 2015).

ⁱⁱⁱ Bi-annual results in Q3 and in Q4.

^{iv} Measurement on a rolling year.

^v Bi-annual results in Q2 and in Q4.

^{vi} Target Q1 2015: 3.42. Year-end target 2015: 4.5.

^{vii} Including CO2 profiling

^{viii} With full digitized CO2 information