

The Planet & Society barometer reached 8.48/10 at the end of 2016, an exceptional increase of more than 2 points in one year

- 82% of products in R&D designed with Schneider ecoDesign Way™
- Internal Ethics & Responsibility assessment passed for 93% of entities
- One-day training for 92% of employees
- First result of Schneider Electric's program quantifying the CO₂ impact of its large customer projects

Rueil-Malmaison (France), February 16, 2017 – As per the previous three years, [Schneider Electric](#) – the global specialist in energy management and automation – announces its financial and non-financial annual results for 2016. Schneider Electric uses 16 indicators from the 2015-2017 Planet & Society barometer to measure its ambitious commitment to sustainable development on a quarterly basis. Schneider Electric has exceeded its target by achieving a total score of 8.48/10 at the end of December 2016.

The non-financial results by indicator are as follows:

Planet & Society barometer		Start 2015	Results Q3 2016	Results Q4 2016	Targets 2017
Planet Indicators					
Climate	10% energy savings	-	5.9%	7.1%	10%
	10% CO ₂ savings from transportation ⁱ	-	8.5%	11.2%	10%
Circular economy	Towards zero waste to landfill for 100 industrial sites	34	91	99	100 sites
	100% of products in R&D designed with Schneider ecoDesign Way™	-	46%	81.6%	100%
Profit Indicators					
Climate & Development (sustainable offers)	75% of product revenue with Green Premium™ eco-label	60.5%	66.3%	74.8%	75%
	100% of new large customer projects with CO ₂ impact quantification ⁱ	-	-	16%	100%
	120,000 tons of CO ₂ avoided through maintenance, retrofit and end-of-life services	-	83,485	101,508	120,000
	x5 turnover of Access to Energy program to promote development	-	x3.3	x2.1 ⁱⁱⁱ	x5
Ethics	100% of our recommended suppliers embrace ISO 26000 guidelines	48%	72%	82.3%	100%
	All our entities pass our internal Ethics & Responsibility assessment ^v	-	79%	93.4%	100%
People Indicators					
Health & Equity	30% reduction in the Medical Incident Rate (MIR)	-	37%	33%	30%
	One day training for every employee every year ^v	79%	83%	92%	85%
	64% scored in our Employee Engagement Index ^{vi}	61%	63%	64%	64%
	85% of employees work in countries with Schneider gender pay equity plan ^{vii}	-	57%	75%	85%
Development	150,000 underprivileged people trained in energy management	73,339	119,140	123,839	150,000
	1,300 missions within Schneider Electric Teachers NGO	460	1,203	1,065 ^{viii}	1,300
Overall combined score (out of 10)		3	7.65	8.48 ^{ix}	8

Gilles Vermot Desroches, Sustainability Senior VP at Schneider Electric, commented: *"In one year, the Planet & Society barometer rose from 6.33/10 at the end of 2015 to 8.48/10 at the end of 2016. This represents an unprecedented increase in comparison with the previous barometers since 2005. This performance can be read on each indicator. As an example, on the Planet pillar, more than 80% of our products in R&D were designed in 2016 with our eco-design method, the "Schneider ecoDesign Way", launched in 2015; on the Profit pillar, more than 90% of our entities have successfully passed our Ethics & Responsibility assessment; and on the People pillar, more than 90% of our employees received one-day training throughout the year. In addition, at the end of 2016, more than 20 million people around the world have benefited from our access to energy offerings. International non-financial ratings have again widely acknowledged the commitment of Schneider Electric, for example the DJSI where we are Industry leader, the CDP where we are part of the "Climate A list", the "Global 100" where we are the 27th most sustainable company in the world, Ethisphere, Vigeo Eiris and Oekom where we are Industry leader".*

Highlights of this quarter

On the Planet pillar:

- **The indicator "10% energy savings"** shows 7.1% energy savings since the beginning of 2015 thanks to Schneider Energy Action, the program for the continuous reduction of energy consumption at the Group's main sites. About 10% of the Group's total CO₂ emissions come from the energy consumption of its sites (according to the latest carbon footprint). Since 2005, within the framework of Energy Action, Schneider Electric has set annual reduction targets and publishes internally the energy consumption of its production and logistics sites;
- **The indicator "100% of products in R&D designed with Schneider ecoDesign Way™"** continues to grow strongly, reaching 81.6%. Since early 2015, Schneider Electric's design teams working on new products and solutions have been committed to a systematic approach of eco-design called ecoDesign Way. This approach is intended to measure the improvement in the environmental footprint of the Group's products over their entire life cycle. It is driven by Schneider Electric's desire to market products that are part of the circular economy by offering greater maintainability, reparability, capacity for retrofitting, and reprocessing at the end of the life cycle. The method also places emphasis on energy efficiency and lower CO₂ impacts compared to baselines.

On the Profit pillar:

- **The indicator "100% of new large customer projects with CO₂ impact quantification"** recorded its first result, at 16%. The objective of the program is to have a reliable tool for calculating and communicating the CO₂ footprint of Schneider Electric's large customer projects, calculating avoided CO₂ emissions against reference scenarios, and identifying situations where the CO₂ impact becomes a commercial advantage. The scope of application is that of won projects registered during the year, worldwide;
- **The indicator "All our entities pass our internal Ethics & Responsibility assessment"** reaches 93.4% at the end of 2016. The calculation is based on a survey carried out annually as part of an internal audit. Entities must provide supporting documentation for all positive answers, and the internal control team then performs an audit for 5 to 10% of entities. The results are communicated

at the end of the third quarter and entities have the opportunity to take action in order to improve their score before the publication of the results at the end of the fourth quarter.

On the People pillar:

- **The indicator "One day training for every employee every year"** reaches 92% and thus exceeds its target of 85% of employees who have received at least one training day during the year, the equivalent of seven hours in total. There is a strong focus on Learning in the Schneider is On 2015-2020 company program. Its "Step Up" component fosters a culture where employees take the initiative to learn, grow their skills and drive their career development. Employees should feel able to do so regardless of their origin: education, background, nationalities, gender, business, level, etc.;
- **The indicator "85% of employees work in countries with a Schneider gender pay equity plan"** reaches 75% at the end of 2016, in 35 countries. Schneider Electric uses a common global standard methodology to identify gender pay gaps within comparable groups of employees and uses a country-driven approach to address gaps with appropriate corrective measures.

The non-financial results for the fourth quarter of 2016 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 ~€25 billion in FY2016, 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 reshape industries, transform cities and enrich lives. At Schneider Electric, we call this **Life Is On**.

www.schneider-electric.com

Discover Life is On

Sustainability Report

Follow us on:       

Hashtags: #Sustainability #SRI #Barometer #Planet&Society

-
- 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 end-2016 (measurement tools deployed in 2015-2016).
- ⁱⁱⁱ Following the divestment of a subsidiary, the sales of this subsidiary were excluded from the scope of 2016, without however altering the baseline 2014 nor the target by 2017.
- ^{iv} Bi-annual results in Q3 and in Q4.
- ^v Measurement on a rolling year.
- ^{vi} Bi-annual results in Q2 and in Q4.
- ^{vii} Annual result in Q4.
- ^{viii} A change in the method for calculating this indicator was carried out in 2016, in order to avoid having the same volunteer, taking action several times during the year in the context of local missions, counted several times.
- ^{ix} Target Q4 2016: 7.5/10.