



Schneider Electric non-financial results Q4 2017

February 15th, 2018



2015-2017 BAROMETER
**PLANET &
SOCIETY**
A measured & visible commitment

This quarter, our Planet & Society barometer reaches 9.58/10

Indicators & objectives 2017 - selection

Q4 2017

Q3 2017

PLANET

- **10%** CO₂ savings from transportation
- **100%** of products in R&D designed with Schneider ecoDesign Way™

10.3%

11.6%

100%

100%

PROFIT

- **100%** of new large customer projects with CO₂ impact quantification
- **All** our entities pass our internal Ethics & Responsibility assessment

100%

16%

98.4%

88.7%

PEOPLE

- **64%** scored in our Employee Engagement Index
- **85%** of employees work in countries with Schneider gender pay equity plan

65%

64%

89%

75%

Main awards in 2017 (12/31):



DJSI World and Europe, Industry Leader 2013-2016



CDP Climate Leader, part of the "Climate A list" for the 7th year

Ethisphere, world's most ethical companies, listed for the 7th year

3rd company globally for clean-energy in Carbon Clean 200 List

27th most sustainable company in the world in Global 100 list



12th greenest company in Newsweek Green Ranking

1st company in CAC40 in fighting climate change (Carbon Clear by EcoAct)



Integrated Thinking Award: best European company in integrating strategic, financial and sustainability dimensions



#15 on Glassdoor's **Best Places to Work** in France, **Aon Best Employers** award in India, **Australia's top ten** most attractive companies by Randstad, **Universum** world's most attractive employers, **LinkedIn's** Global Top Companies List, **Bloomberg Gender-Equality Index** (jan. 2018)




Rating agencies: Vigeo Eiris Industry Leader, Oekom Industry Leader, MSCI Industry Leader, Sustainalytics top 3, EcoVadis Advanced, ISS E&S rank 1, ISS Gov. rank 3




Ipree report SRI Leaders Index Fall 2017: Schneider Electric listed as 5th global company with the most SRI funds in its capital (365 funds)








The Planet & Society barometer 2015-2017 - Results as of Q4 2017








Planet & Society barometer

Our megatrends 2015-2020 and our targets 2015-2017

Start 01/2015	Results Q3 2017	Results Q4 2017	Target 12/2017
Overall score (out of 10)	3.00	9.01	9.58  9/10

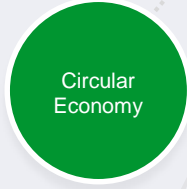
PLANET	CLIMATE					
	▶	▶ 10% energy savings	-	9.2%	10.3% 	10%
		▶ 10% CO ₂ savings from transportation	-	11.6%	10.3% 	10%
	▶	▶ Towards zero waste to landfill for 100 industrial sites	34	116	130 	100
		▶ 100% of products in R&D designed with <i>Schneider ecoDesign Way</i> TM	-	100%	100% 	100%

PROFIT	CLIMATE + DEVELOPMENT (Sustainability offers)					
	▶	▶ 75% of product revenue with <i>Green Premium</i> TM eco-label	60.5%	75.9%	80.1% 	75%
		▶ 100% of new large customer projects with CO ₂ impact quantification	-	16%	100% 	100%
		▶ 120,000 tons of CO ₂ avoided through maintenance, retrofit and end-of-life services	-	148,415	168,400 	120,000
		▶ x5 turnover of Access to Energy program to promote development	-	x2.09	x2.21 	x5
	▶	▶ 100% of our recommended suppliers embrace ISO 26000 guidelines	48%	84.6%	87.9% 	100%
		▶ All our entities pass our internal Ethics & Responsibility assessment	-	88.7%	98.4% 	100%

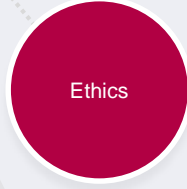
PEOPLE	HEALTH & EQUITY					
	▶	▶ 30% reduction in the Medical Incident Rate (MIR)	-	37%	38% 	30%
		▶ One day training for every employee every year	79%	85%	92% 	85%
		▶ 64% scored in our Employee Engagement Index	61%	64%	65% 	64%
		▶ 85% of employees work in countries with Schneider gender pay equity plan	-	75%	89% 	85%
	▶	▶ 150,000 underprivileged people trained in energy management	73,339	143,756	148,145 	150,000
		▶ 1,300 missions within Schneider Electric Teachers NGO	460	1,289	1,347 	1,300

  The arrow shows if the indicator has risen, stayed the same or fallen compared to the previous quarter. The colour shows if the indicator is above or below the objective of 9/10.

80% renewable electricity
 10% CO₂ efficiency in transportation
 100 million metric tons avoided CO₂ on our customers' end through our offers
 25% increase in turnover for our Energy & Sustainability Services



x4 turnover of our Access to Energy program
 350,000 underprivileged people trained in energy management
 12,000 volunteering days thanks to our VolunteerIn global platform



75% of sales under our new Green Premium program

200 sites labeled towards zero waste to landfill

100% cardboard and pallets for transport packing from recycled or certified sources

100,000 metric tons of avoided primary resource consumption through Ecofit, recycling, and take-back programs

70% scored in our Employee Engagement Index

1 medical incident per million hours worked

90% of employees have access to a comprehensive Well-being at work program

100% of employees are working in countries that have fully deployed our Family Leave policy

100% of workers received 12 hours of learning in the year with 30% digital learning

90% of white collars have an individual development plan

95% of employees are working in a country with commitment and process in place to achieve gender pay equity

5 pts /100 increase in average score of ISO26000 assessment for our strategic suppliers

300 suppliers under Human Rights & Environment vigilance received specific on-site assessment

100% of sales, procurement, and finance employees trained every year on anti-corruption

		Start 01/2018	Target 12/2018
Our megatrends 2015-2020 and targets 2018-2020		Overall Score of of 10	3/10
Climate	80% renewable electricity	--	
	10% CO ₂ efficiency in transportation	--	
	100 million metric tons avoided CO ₂ on our customers' end through our offers	--	
	25% increase in turnover for our Energy & Sustainability Services	--	
Circular Economy	75% of sales under our new Green Premium program	--	
	200 sites labeled towards zero waste to landfill	140	
	100% cardboard and pallets for transport packing from recycled or certified sources	50%	
	100,000 metric tons of avoided primary resource consumption through Ecofit, recycling, and take-back programs	--	
Ethics	5 pts /100 increase in average score of ISO26000 assessment for our strategic suppliers	--	
	300 suppliers under Human Rights & Environment vigilance received specific on-site assessment	--	
	100% of sales, procurement, and finance employees trained every year on anti-corruption	--	
Development	x4 turnover of our Access to Energy program	--	
	350,000 underprivileged people trained in energy management	148,145	
	12,000 volunteering days thanks to our VolunteerIn global platform	--	
Health & Equity	70% scored in our Employee Engagement Index	65%	
	1 medical incident per million hours worked	1.15	
	90% of employees have access to a comprehensive Well-being at work program	28%	
	100% of employees are working in countries that have fully deployed our Family Leave policy	--	
	100% of workers received 12 hours of learning in the year with 30% digital learning	--	
	90% of white collars have an individual development plan	35%	
95% of employees are working in a country with commitment and process in place to achieve gender pay equity	88.6%		

Life Is On



Schneider
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