

Policy name

Human Rights Group Policy

Purpose

To provide the company's position on respecting Human Rights along its value chain and guidance on how to apply it in its daily operations.

Objectives

This policy's objective is to define Schneider Electric's position on Human Rights along its value chain. It also serves as a set of rules applicable to its daily operations for Schneider Electric and its employees. This policy meets the minimum international standards required, completed by local higher legal standards to which Schneider Electric entities must comply. As mentioned in Schneider Electric's [Trust Charter](#), the Group complies with local laws in every country where it operates.

Beyond the law, this policy is mainly guided by international Human Rights principles encompassed in the [Universal Declaration of Human Rights](#)

Document Owner

- Gilles Vermot Desroches - Senior Vice President Corporate Citizenship & ESG

Our vision

Schneider's purpose is to empower all to make the most of our energy and resources, bridging progress and sustainability for all. The Group believes access to energy and digital is a basic human right.

Schneider Electric is aware of the influence it has on its ecosystem, which includes civil society, employees, customers, and suppliers, and understands that its impact on Human Rights must be considered throughout its value chain.

As a global company operating in over 100 countries, Schneider Electric's ambition on Human Rights goes beyond compliance with existing regulations. Its ambition is to ensure that Human Rights are not infringed upon and to play an influential role with external stakeholders by promoting health and safety, diversity, inclusion, equity, and decent work for all.

Schneider Electric intends to follow and promote the principles as laid out by the following key publications and agendas set out by the United Nations:

- The **Guiding Principles on Business and Human Rights**, a publication that defined the roles and responsibilities of states and businesses on the issues of Human Rights.
- **The 17 Sustainable Development Goals (SDGs)** designed for the world to achieve a better and more sustainable future for all.

With this second version of Schneider Electric's Human Rights Global Policy, the Company intends to increase its commitments by positioning itself on new challenges such as migrant workers and artificial intelligence. It confirms the Group's engagement to strive for the respect of all internationally recognized Human Rights.

The Executive Vice President of Strategy and Sustainability is responsible for operationalizing and deploying this policy throughout Schneider Electric with the active support of the Corporate Citizenship and Sustainability Departments, the Human Resources, the Global Supply Chain, the territories, and the compliance functions.

resources. The Company is engaged in implementing privacy and security safeguards, appropriate governance when leveraging AI and other digitally innovative systems, to raise awareness on the impacts of using AI and ensure sustainable use of digital resources.

1.3.9

1.4.3. Development of competencies and employability

Schneider Electric does not tolerate any type of pressure or infringement against Human Rights defenders (e.g. violence, threats, discrimination).

2.4 Access to a healthy environment

Schneider Electric is committed to take robust actions -- in terms of the environment -- to fight climate change and environmental degradation as these are connected with the Human Rights crises. Indeed, the impacts of climate change on populations is numerous: diseases, famines, migration, etc. Also, access to a healthy environment has been recognized as a Human Right by the United Nations Human Rights Council.

Schneider Electric considers environment and Human Rights as a whole, not as separate elements. Schneider Electric is engaged to integrate environmental actions across business models, governance, risk management, actions, and incentives both at Group-level and to its ecosystem of suppliers and customers.

Schneider Electric has made the following commitments to reach carbon neutrality in its ecosystem and fight against climate change: reach carbon neutrality in its operations by 2025, provide an end-to-end carbon-neutral value chain by 2040, and

3.1 Governance

The strategic part of this policy as well as the measurement and its full deployment is led by the Corporate Citizenship Department, composed of Human Rights experts supported by Human Resources, Global Supply Chain Departments as well as the countries, the internal audit team and the compliance functions.

3.2 Implementation

Beyond the formulation of this policy, Schneider Electric is committed to provide its employees with regular communication, training and support to promote this policy, including a program of internal capacity building. Schneider Electric is also committed to promote and advocate this policy's standards to external stakeholders and business partners through international organizations and intercompany initiatives.

Schneider Electric is engaged to enlarge these commitments to its suppliers by implementing specific due diligence actions. These actions include (but are not limited to) risk analysis and due diligence actions from audits to remediation actions and capacity building. As Schneider Electric is working with a pool of 50,000+ suppliers, the Group adjusts its actions depending on strategic or risk level.

Moreover, Schneider Electric is engaged to conduct due diligence for functions, locations or projects that have been identified as high-risk and to incorporate this policy through the annual key internal control campaign led by the internal audit team.

3.3 Reporting of non-compliance and remediation

Schneider Electric considers that this policy's implementation and adherence must be supported by whistleblowing and remediation mechanisms.

To that purpose, as stated in the Group Whistleblowing Policy:

- The system is available to any employee or external stakeholder ⁽²⁾, including local communities, who have identified or been made aware of a potential violation.
Schneider Electric's internal and external whistleblowing system is available through our dedicated [Trust Line](#)⁽³⁾⁽⁴⁾, and through a trusted manager, Human Resources Business Partner, Legal Counsel, or Regional Compliance Officer.
The Company has also appointed Ethics Delegates as a further point of contact to help with any questions about reporting concerns. They are there to discuss concerns in confidence and advise on any next steps.

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Committee (for the most sensitive alerts), will take appropriate measures to sanction the party or parties involved and to remediate consequences of the misconduct.

- In situations where Schneider Electric has caused or contributed to a negative impact, the Group commits to provide or help provide remedy to those harmed.

Schneider Electric commits to protect the identity of any whistleblower using the whistleblowing system in good faith

Related documents

This Human Rights Global Policy is supported by a set of policies and guidelines