

Compliance policy of LEGRAND LLC

In its business activities LEGRAND LLC (further – "**the Company**") is guided by applicable law and takes a zero-tolerance approach to any behavior that is unethical in general, and to bribery and corruption in all their forms more specifically.

Compliance with the principles and rules of business ethics is one of the fundamental corporate values of LEGRAND LLC upon which the social responsibility of the Company is based.

LEGRAND LLC makes every effort to hold itself and its business partners to the highest ethical rules and standards, including basic human rights, encouraging fair and equal treatment for all persons, the provision of safe and healthy working conditions, respect for the environment, the adoption of appropriate management systems and the conduct of business in an ethical manner.

LEGRAND LLC expects all those who it has dealings with to apply a similar approach to business.

LEGRAND LLC suggests you to get familiar with the "[Guide to good business practices](#)" of the Company which reflects the core principles of the compliance policy of LEGRAND LLC, in particular, the business ethics principles.

The present document is a Code of conduct for LEGRAND LLC and is binding on all employees of the Company.

Whistleblowing system of LEGRAND LLC

If you identify any potential or committed violation of the standards and rules described in the Code of conduct of LEGRAND LLC, including cases of abuse of authority, damage caused by the employees of LEGRAND LLC and Legrand Group to your business or the business of the third parties, please inform us about this violation via the Compliance Hotline email compliance@legrand.ru.

You can address us via the Compliance Hotline email upon detection of:

- ✓ Potential or committed violations of **fair competition principles and rules**;
- ✓ Signs of **fraud**;
- ✓ Signs of **corruption**;
- ✓ Signs of **money-laundering**;
- ✓ Potential or committed violations of ethical standards in employment relations (**discrimination, harassment at work, failure to comply with the occupational safety regulations**);
- ✓ Potential or caused **environmental damage**.

LEGRAND LLC guarantees the confidentiality of all Compliance Hotline incoming messages, of information about a whistleblower or about any other persons involved.

LEGRAND LLC does not accept any discriminatory measures against persons which remain indifferent to the identified potential or committed violations and report them.

After receiving your message, the employees of LEGRAND LLC responsible for the analysis of incoming reports of mentioned violations, will inform you about further procedure.