



2022 Schneider Electric Modern Slavery Statement

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Purpose: This statement sets out actions taken by Schneider Electric SE and its subsidiaries (the Group) to assess and address modern slavery risks in its global operations and supply chain for the financial year starting January 1st, 2022 and ending December 31st, 2022, pursuant to applicable laws concerning modern slavery, including but not limited to the Modern Slavery Act 2015 (UK) and the Australian Modern Slavery Act 2018 (Cth).

Reporting entities: This joint statement is prepared and submitted by Schneider Electric SE (RCS: 542 048 574, Nanterre, France) on behalf of the following reporting entities which are wholly owned subsidiaries: Schneider Electric

Holdings (Australia) Pty Ltd (CAN: 105 310 781, Victoria, Australia) for the Australian Modern Slavery Act 2018 (Cth); and Schneider Electric (UK) Ltd (Company Number: 1407228, England) for the Modern Slavery Act 2015 (UK). Schneider Electric SE has prepared this statement in consultation with the reporting entities listed above.

A joint statement has been prepared because these entities use the same policies and processes, operate in the same sector and have shared suppliers. This also applies to the subsidiaries and affiliates that Schneider Electric SE owns or controls.



Cross reference table:

UK Modern Slavery Act Reporting Criteria	Australian Modern Slavery Act Reporting Criteria	Section
<ul style="list-style-type: none"> Organization's structure, its business and its supply chains 	<ul style="list-style-type: none"> a. Identify the reporting entity b. Describe the structure, operations and supply chains of the reporting entity 	<ul style="list-style-type: none"> 1. Business & Organizational Structure - p. 4 2. Trust Charter, Schneider Electric's Code of Conduct - p. 6 3. Employees - p. 7 4. Supply Chain – p. 7
<ul style="list-style-type: none"> Parts of the organization's business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk 	<ul style="list-style-type: none"> c. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls 	<ul style="list-style-type: none"> 5. Modern Slavery Risks - p. 9
<ul style="list-style-type: none"> Organization's policies in relation to slavery and human trafficking Its due diligence processes in relation to slavery and human trafficking in its business and supply chains The training about slavery and human trafficking available to its staff 	<ul style="list-style-type: none"> d. Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes 	<ul style="list-style-type: none"> 6. Modern Slavery Risk Management Framework - p. 10
<ul style="list-style-type: none"> Organization's effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate 	<ul style="list-style-type: none"> e. Describe how the reporting entity assesses the effectiveness of such actions 	<ul style="list-style-type: none"> 7. Modern Slavery Framework Effectiveness - p. 18
		<ul style="list-style-type: none"> 8. Working together in an effort to eradicate forced labor - p. 19
	<ul style="list-style-type: none"> f. Describe the process of consultation with <ul style="list-style-type: none"> i) Any entities that the reporting entity owns or controls ii) In the case of a reporting entity covered by a statement under section 14 – the entity giving the statement g. Include any other information that the reporting entity, or the entity giving the statement, considers relevant 	<ul style="list-style-type: none"> 9. Process of Consultation - p. 20

1. Business & Organizational Structure

Schneider Electric is the global specialist in energy management and industrial automation. Our purpose is to empower all to make the most of our energy and resources, bridging progress and sustainability for all. At Schneider Electric, we call this Life Is On.

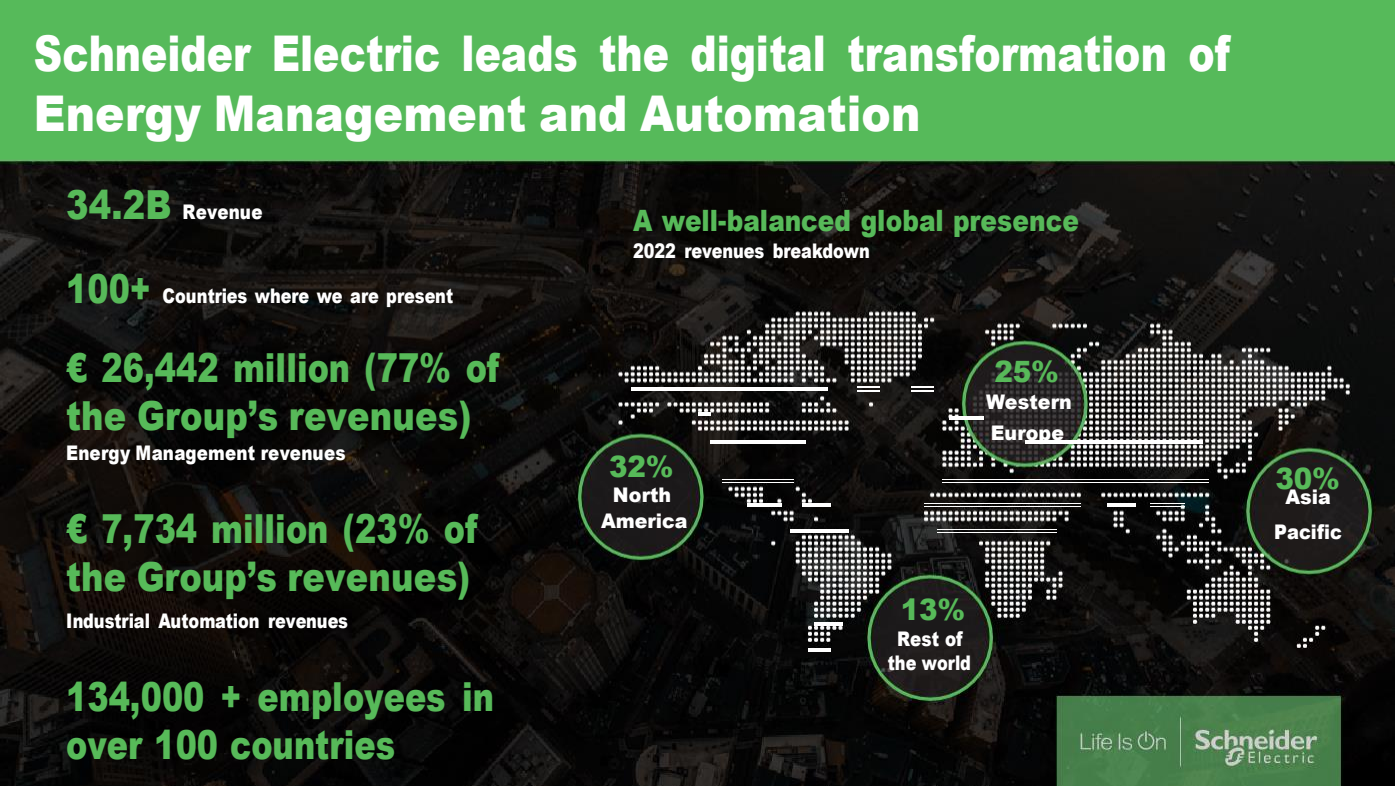
1.1. Organizational Structure

Schneider Electric carries out its business operating primarily through the Schneider Electric brand. Schneider Electric SE, the ultimate holding company of the Schneider Electric Group, is publicly traded on the Euronext Exchange, and its registered office is located in Rueil-Malmaison, France.

Our multi-hub operating model is built across four decentralized hubs: Paris for Europe, Hong Kong for Asia, Boston for North America, and most recently, India.

Details of the Schneider Electric Australian entities covered by this Modern Statement are set out in Appendix A.

Schneider Electric operates in more than 100 countries, with its largest operations by headcount in the United States, Mexico, France, India, China and Germany. We are the most local of global companies. Our proximity to our customers enables us to better understand, anticipate and adapt with agility to support business continuity with high ethical standards in everything we do. In 2022, for the 12th time, Schneider was named one of the [World's Most Ethical Companies](#) by the Ethisphere Institute.



1.2. Operations

Schneider Electric operates primarily through the Schneider Electric brand. Our mission is to be the digital partner of our customers for Sustainability and Efficiency. We serve them by developing innovative products and solutions that simplify the lives of those who use them. We bring together our expertise and solutions to drive new possibilities for efficiency and savings.

As the global specialist in energy management and automation, we are committed to worldwide improvement in connectivity, sustainability, efficiency, reliability and safety in four primary end markets: data centers, buildings, industry and infrastructure. Our intent is to make sure that Life is On for everyone, everywhere and at every moment with our technology.

Schneider Electric operates globally through the following segments:

- The Energy Management business leverages a complete end-to-end technology offering enabled by EcoStruxure. It is composed of the following divisions: Home & Distribution, Power Products, Power Systems & Services, Digital Energy, Secure Power and Sustainability Business.
- The Industrial Automation business comprises industrial automation and industrial control activities, across discrete, process, and hybrid industries. It is composed of the following lines of business: Industrial Control & Drives, Process Automation, Strategic Customers & Segments, Innovation & Technology, Next Gen Automation Solution Incubator and Digital Factory.
- The Operations segment offers and supports the various solutions and services offered by the Energy Management and the Industrial Automation businesses regionally. The organizational structure is as follows: France Operations, Europe Operations, North America Operations, International Operations and China and East Asia Operations.
- The Global Functions support specific areas of expertise, including Finance, Human Resources, Marketing, Supply Chain, Governance, Digital, and Strategy & Sustainability.

In each of these operating segments, Schneider Electric employs workers, consistent with all applicable labor and employment laws and regulations.

Schneider Electric is committed to taking urgent action to cocreate a brighter future aligned with the United Nations Sustainable Development Goals (SDGs). To implement these goals, amongst other things, we live up to our principles of Trust, by upholding ourselves and those around us to high social, governance, and ethical standards. Schneider Electric measures its holistic sustainability performance through two dashboards called Schneider Sustainability Impact (SSI) and Schneider Sustainability Essentials (SSE). By tracking its sustainability performance, Schneider Electric upholds its commitments to the SDGs and industry leadership in corporate social responsibility.



For further details on our business and organizational structure, please see the latest annual report available at: <https://www.se.com/ww/en/about-us/investor-relations/regulatory-information/annual-reports.jsp>

2. Trust Charter, Schneider Electric's Code of Conduct

Schneider Electric has a robust policy framework, beginning with our Trust Charter, which acts as our Code of Conduct and demonstrates our commitment to ethics, safety, sustainability, quality, and cybersecurity. Schneider Electric believes that trust is a foundational value. It is earned, it serves as a compass, showing the true north in an ever more complex world and Schneider Electric considers it to be core to its environmental, social, and governance (ESG) commitments.

As trust fuels empowerment, each section of the charter states clear do's and don'ts and provides clear references to relevant

policies and procedures, which are adapted to meet local legal requirements when necessary. It includes in particular all prohibitions against forced, bonded or compulsory labor, human trafficking or other kinds of slavery, at all times.

This Code of Conduct applies to everyone working at Schneider Electric or any of Schneider Electric's subsidiaries. It is both an individual and collective responsibility to comply and respect laws and regulations, to apply Schneider Electric policies, and to uphold strong ethical principles to earn trust at all times.



3. Employees

Schneider Electric employs 134,000 + employees globally. All employees are bound by the Trust Charter, Schneider Electric's Code of Conduct and related policies such as the Human Rights Policy, and are expected to abide by their principles. These principles are reinforced through Code of Conduct training to enable employees to understand what is expected of them and what to do in the event they suspect wrongdoing.



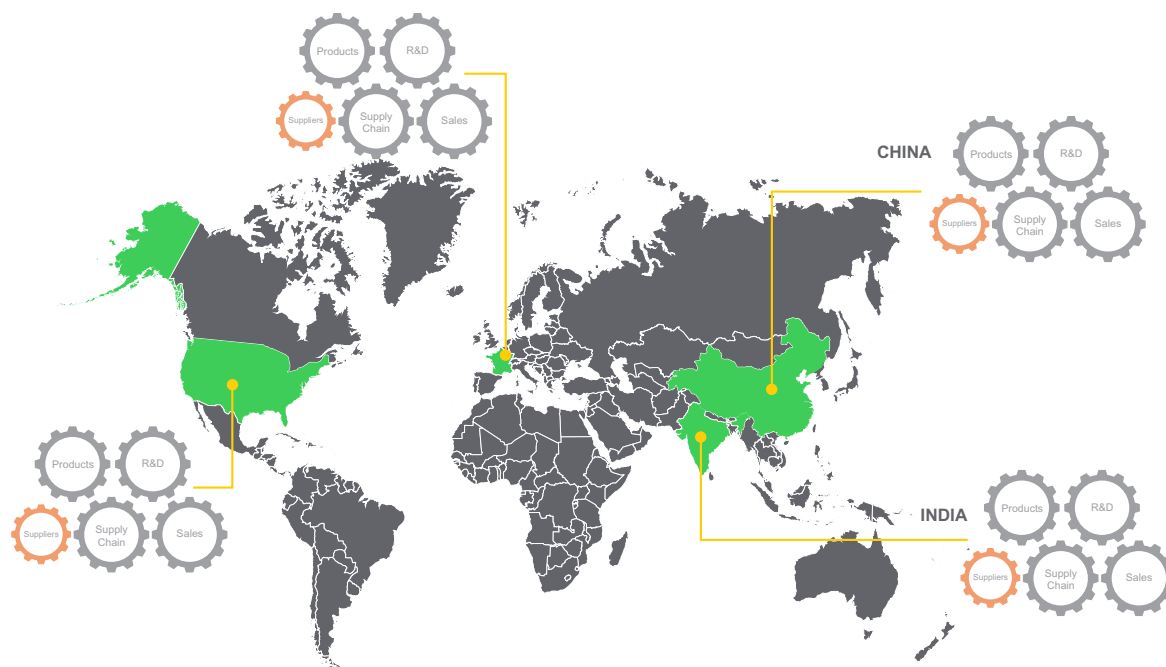
4. Supply Chain

Schneider Electric purchases goods and services from a vast global network of suppliers covering the end-to-end value chain globally. Our supplier arrangements range from one-off purchases to multi-year, large value strategic relationships governed by master agreements, focused on co-innovation and quality.

Every day, over 80,000 employees in our supply chain organization work to deliver to our customers across 17 segments and personas, sourcing from 53,000 suppliers overall, making our products in 162 factories in over 100 countries, and delivering 180,000 order lines a day from our 84 distribution centers. Schneider Electric's procurement volume represents approximately €16 Billion. As the most local of global companies, Schneider is looking to increase its sourcing to up to 90% within the respective selling region.



The **most local** of global companies



Suppliers are selected according to the “Schneider Electric Supplier Quality Management” system, which includes sustainable development criteria. These criteria include human rights topics.

Our Supply Chain has been recognized as the **Best Sustainable Supply Chain Organization**, placed fourth in Gartner’s Top 25 annual supply chain ranking, and several of our Smart Factories have Sustainability and Advanced Lighthouse recognition from the World Economic Forum.



For further details on our business and organizational structure, please see the latest annual report available at: <https://www.se.com/ww/en/about-us/investor-relations/regulatory-information/annual-reports.jsp>

5. Modern Slavery Risks

Schneider Electric operates in a complex and rapidly evolving global environment. In this context, the Group works to proactively identify potential modern slavery and broader human rights risk areas across its operations and supply chains.

In line with the UN Guiding Principles on Business and Human Rights, Schneider Electric understands “modern slavery risks” as meaning the potential for its business to cause, contribute or be directly linked to modern slavery. It also assesses modern slavery risks using the lens of “risk to people” in addition to risk to its business.

Schneider Electric recognizes that the level of modern slavery risk in its operations and supply chains is influenced by a range of factors, including geographic, sector and product specific factors, and incorporates these considerations into its risk assessment processes.

5.1. Risk Methodology

In 2019, Schneider Electric developed a specific risk matrix covering management of risks related to Human Rights, Environment, Business Conduct, Offer Safety and Cybersecurity. Our methodology is consistent with other risk

evaluations maintained at group level but focuses specifically on the risks Schneider Electric puts on its environment and ecosystem.

The objective of this risk mapping is to capture operational risk exposure posed by the Group on its environment and ecosystem. The matrix is updated every year.

The scope spans the width of Schneider Electric, and all our subsidiaries and majority-owned joint ventures. This risk-assessment methodology is also applied to our suppliers and contractors. In such cases, additional elements taken into account include geographic location, as well as the type of industrial process or technology used.

5.2. Risk Location

The risk evaluation scales from 1 - Non-Existent to 5 - Very High. Based on this risk evaluation, Schneider Electric doesn't find any High or Very High risks regarding the Decent workplace sub-category.

		Schneider Electric sites						Suppliers						Contractors		Communities		
		Office	Travelers, sales force	Factories low voltage and electronics	Factories medium voltage	Project centers	Field services	Travels and hospitality	Transportation and shipping	Raw material	Metal transformation and treatment	Plastics	Batteries	Other components	On Schneider Electric sites	Off site and projects execution	Around Schneider Electric sites	Around customers project sites
	Human rights	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
	Decent workplace	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●

6. Modern Slavery Risk Management Framework

One of the Group's cornerstone values is the commitment to ensure that the company operates in an ethical, sustainable and responsible manner worldwide. Schneider Electric has a zero-tolerance approach to any form of human rights abuses, including modern slavery, and is committed to having in place effective systems and controls to safeguard against any form of modern slavery taking place within its business or supply chain. This commitment materialized through a strong and continuously developing Modern Slavery Risk Management Framework, which is part of the Human Rights Program and the Vigilance Plan.

Human rights, which have been a main priority for a long time, have been growing in terms of risk exposure, due to the increase of legal enforcement, geopolitical influence, and new challenges raised by social, economic, and digital disruptions (e.g. forced labor, living wages, migrant workers). Schneider Electric has consistently focused on human rights and has the ambition to remain an exemplary company on this subject.

6.1. Governance

Schneider Electric has built a governance to lead the Modern Anti-Slavery Management Framework to the best standards. The strategic part as well as its measurement, its full deployment and the coordination 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 Ethics & Compliance Department.

Duty of Vigilance Committee

Schneider Electric's vigilance plan, covering Human Rights, is governed by the Duty of Vigilance Committee, set up in 2017. The steering committee meets twice a year in normal circumstances. Overall, since the creation of this instance, 15 Committee meetings have been held (five in 2017, two in 2018, 2019, 2020, 2021 and 2022). The Committee's objective is to review strategic orientations, to prioritize initiatives and allocate the resources necessary for their implementation. This Committee also reviews the actions in progress and measure their results.



Composition of the Duty of Vigilance committee:

Chairman	Management	Experts
<ul style="list-style-type: none"> Executive Vice President Global Supply Chain (Executive Committee member) 	<ul style="list-style-type: none"> Senior Vice President (SVP), Sustainability SVR Corporate Citizenship SVR Global Safety and Environment SVR Global Procurement SVR Sustainable Supply Chain & Safety SVR Global Customer Projects SVP Human Resources SVR Ethics & Compliance 	<ul style="list-style-type: none"> Environment Performance Measurement (1) Sustainable Procurement (2) Human Rights (2) <p>Other experts depending on specific needs</p>
Duty of Vigilance Coordinator, SVP (1)		

Management Commitment

The Modern Slavery Risk Management Framework is also based on management commitment (called “tone from the top”), which makes it effective. Top management sets the standards and promotes a culture of respect regarding Human Rights throughout the Group and its operations. In addition, middle management walks the talk by complying with rules, spreading the right message in their teams, and supports reporting of misconducts.

6.2. Human Rights Policy

Schneider Electric has deployed a Human Rights Policy. This document provides guidance on the company's way to respect human rights. Its objective is to define Schneider Electric's position on Human Rights and the rules applicable to its daily

operations and subsidiaries. The company helps business partners upgrade their standards.

At the end of 2022, Schneider published the second version of its **Human Rights Global Policy**. The Company intends to increase its commitments by making clear its position 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 and to ensure that Human Rights are respected for everyone, everywhere, at all times. The new policy includes eight new topics: respect and dignity, human rights in cyberspace, migrant workers, conflicts minerals, intergenerational solidarity, human rights activities within the Group's supply chain, civic space and human rights defenders, and access to a healthy environment. Full deployment including the creation of an e-learning is planned for 2023.



6.3. Due Diligence & Supplier Acknowledgments

Third-party relationship management programs are complex as each third-party represents multiple risks and different oversight functions need to be consulted to perform individual risk due diligence assessments.

6.3.1. Compliance Terms, Conditions & Supported Documentation

To communicate its expectations and manage the relationship with suppliers, Schneider Electric is using the following documents:

General Terms and Conditions: Our approach is formalized by the **General Procurement Terms and Conditions** that have to be applied by all suppliers.

Supplier Guide Book: This **document** has been designed to provide Schneider Electric’s suppliers an overall view of how the Group intends to drive the relationship in a mutually demanding and collaborative mindset, set expectations and define commitments. We expect our suppliers to commit to and implement business practices with full respect to the environment, human rights, health, safety, decent work conditions, and fair business standards.

Supplier Code of Conduct: Schneider joined the Responsible Business Alliance (RBA) in 2018. Schneider is applying a

similar and aligned **Code of Conduct**. This document, which is applicable to all suppliers of the Group, includes a specific section on Freely Chosen Employment which states that “Forced, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons shall not be used.”

ISO 26000 for suppliers

Since 2012, Schneider Electric has placed itself in a continuous improvement process with its strategic suppliers by encouraging them to make progress according to the ISO 26000 guidelines.

At the end of 2022, strategic suppliers represented c. 55% of Schneider Electric’s purchases volume. Strategic suppliers who have passed the third-party evaluation process cover 70%+ of total strategic purchasing volume. For every strategic supplier, the regular increase of their assessment score is a requirement and part of supplier performance evaluation. The ambition for 2021-2025 is to achieve an average of 65 points within 5 years. 2022 target was set at +1.6 point increase, and the end of year result was achieved (+1.6pt), with an average of 60.3 points.

The global average score of ISO 26000 assessments for our strategic suppliers is part of the Procurement internal scorecard.



6.3.2. Supplier Vigilance Program

Schneider Electric has built a supplier vigilance plan in which a risk analysis of its suppliers is conducted with the help of a recognized third-party expert mapping tool available through the Responsible Business Alliance (RBA). All tier 1 suppliers are assessed with this tool (52,000+) and the methodology is refreshed every year. To that regard, Schneider Electric is fully aligned with the framework developed and shared by the RBA (36 questions on decent workplace) and has been successfully audited by Ernst & Young in 2021 and PwC in 2022.

Based on this analysis, the Group identified 1,300+ “high risk” suppliers in 2022 and the 2021-2025 overall ambition (SSI) is to cover 1,000 suppliers through on-site audits, directly or through third parties, and 3,000 through a remote assessment.

Since 2018, Schneider Electric conducted 802 on-site audits at the end of 2022 (with 374 audits for the period 2018-2020, 205 in 2021 and 223 in 2022) and has closed 90% of 2021 non-conformances and 28% for 2022 non-conformances. For the remaining non-conformances, action plans were put in place with relevant suppliers with the aim to have them closed before the end of 2022.

Overall, the resolution of these non-conformities has resulted in improvement of the working conditions for the employees of these suppliers. Although this is a rough estimate, we estimate that 250,000 employees have seen their working conditions positively impacted by the Supplier Vigilance program.

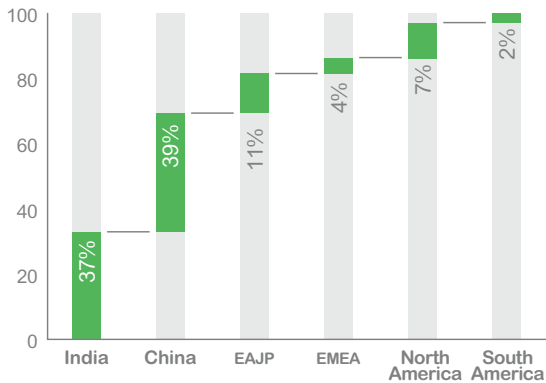


Regarding the remote self-assessment of 3,000 suppliers, after an initial pilot, a large-scale launch was made in the second half of 2021. 624 and 657 suppliers in 2021 and 2022 respectively submitted answers and Procurement teams reviewed them to identify suppliers where on-site audits needed to be triggered. Accordingly, a few suppliers were audited and some with non-conformities to be closed.

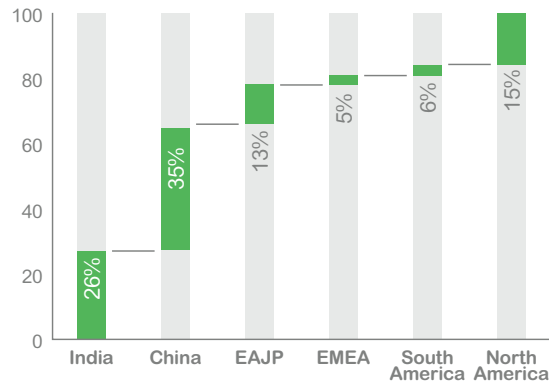
Results of on-site suppliers' audits are compiled and reported every year. Most non-conformance in 2022 was related to health and safety, labor standards and management systems (32%, 27%, and 23% respectively). Graph 3 provides the breakdown of non-conformances by topic and graph 4 by geography. For the most serious non-conformances, each case is escalated to the Chief Procurement Officer level. An analysis of the 172 “top priorities” raised in 2022 shows the following issues are the most recurring:

- Labor standards (47% of top priority non-conformance issues): lack of respect for working time and rest days (time measurement systems are often insufficient), poor overtime reporting and payment, lack of formalization of working contracts.
- Health and safety (44% of top priority non-conformance issues): weak emergency procedures, insufficient emergency training issues and preparation drills, insufficient fire alarm and protection systems, lack of medical response equipment.
- Environment and management systems (9% of top priorities): lack of administrative compliance, management tools, and systems, and insufficient waste management and pollution prevention system.

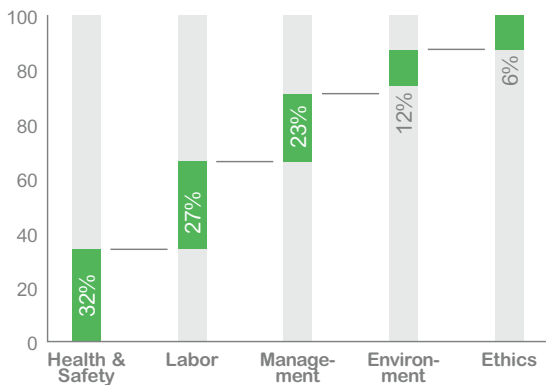
% Risky suppliers identified in 2020 by geography - Graph 1



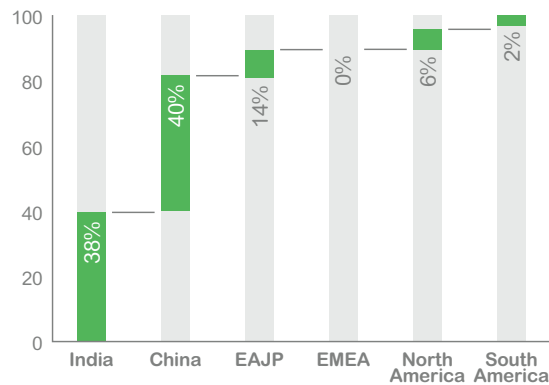
% Audits carried out in 2020 by geography - Graph 2



% Non conformances in 2020 by topic - Graph 3



% Non conformances in 2020 by geography - Graph 4



In 2022, within the scope of the 2021-2025 SSE objective #17 (4,000 suppliers assessed under our 'Vigilance Program'), the Group conducted 223 on-site audits and 657 remote self-assessments.

Trust SSE #17

4,000 suppliers assessed under our
'Vigilance Program'

Baseline **374**

2022 Progress **2.686**

2025 target **4,000**

For further details on our business and organizational structure, please see the latest annual report available at: <https://www.se.com/ww/en/about-us/investor-relations/regulatory-informati>

6.3.3. Conflict Minerals Compliance Program

Schneider Electric is deeply concerned about social and environmental conditions in some mines that could supply metals for its products. The Group has taken a number of steps including the establishment of a “Conflict Minerals Compliance Program” supported and sponsored by executive leadership.

Schneider Electric is working with an expert third-party to identify the source of the minerals and ensure they are recognized as “Conflict-Free”. At the end of 2022, 88% of the smelters and refiners identified in our supply chain were designated as compliant with a recognized third-party validation scheme or actively engaging in same (equivalent to 67% of the relevant spend being compliant). The remainder are either from outside the conflict zone outlined in Section 1502 of the Dodd Frank Act, or solely using recycled and scrap materials.

Due to the nature of the Conflict Minerals reporting period (1st of June – 31st of May), Schneider Electric is yet to finish its risk assessment process, but up to this point, The Group has no reason to believe that any conflict minerals the Group sourced, have directly or indirectly financed or benefitted armed conflict in the covered countries.

6.3.4. Mergers & Acquisitions

Mergers & Acquisitions (M&A) operations represent specific risks regarding Human Rights. In 2021, specific processes and guidelines were put in place to ensure full compliance of M&A operations with Human Rights regulations.

6.4. Training & Awareness

At Schneider Electric, we value training, as it is the best way to prevent risks and raise awareness on ethical topics.

Each year we run a global campaign of mandatory trainings for all employees, called Schneider Essentials, from March to the end of September. These global trainings are available in 18 different languages in our Learning Management System, and each takes 30 mins to complete. In 2022, Schneider Essentials trainings were: Trust at Schneider Electric, Cybersecurity, We All Have Mental Health and The Schneider Electric Story. For around 40,000 employees exposed to corruption risks, an additional anti-corruption training is required each year. We aim for a 100% annual completion rate, and track and externally audit performance as part of Schneider Sustainability Essentials (SSE #13).



Trust SSE #13

100% of employees trained every year
on Cybersecurity and Ethics

Baseline **90%**

2022 Progress **95%**

2025 target **100%**

A specific training campaign is also carried out for Schneider Electric buyers and auditors involved as well as suppliers targeted by the Supplier Vigilance Program. Online modules translated in multiple languages are also available through the RBA online platform, including topics such as: child labor, forced labor, environmental pollution, health and safety, working conditions. At the end of 2022, ~580 Schneider Electric employees and ~1000 supplier team members have taken these trainings.

6.5. Whistleblowing & Remediation Actions

The development of a strong speak-up culture is supported by a reporting mechanism which allows an employee to report an ethical concern in an anonymous, third-party managed whistleblowing system, and/or to discuss it with a person who can be trusted, such as a manager, HR business partner, Legal Counsel, or Compliance Officer without fear of retaliation. Employees and external stakeholders (suppliers, subcontractors, customers, business agents, etc.) can directly access the whistleblowing system through the Trust Line

portal, which provides support to people if they are a victim or witness to a potential violation of the Trust Charter, especially regarding a potential violation of Human Rights. The Trust Line is available online globally, at all times, and protects the anonymity of the whistleblower (unless there is legislation to the contrary).

Each concern reported on the whistleblowing system is analyzed by the relevant Regional Compliance Officer, and when considered necessary, investigated.

In 2021, to measure the effectiveness of the Trust Line, Schneider Electric has added to its annual employee engagement survey, OneVoice, a new question: "I can report an instance of unethical conduct without fear". 81% of employees surveyed answered "yes", and the Group will work to increase this measurement by 10 points by 2025 as part of Schneider Sustainability Impact. In 2022, 82% of employees surveyed answered "yes" which constitutes an improvement of +1 point over a 12-month period.

Trust SSI #7

Measure the level of confidence of our employees to report unethical conduct

Baseline* **81%**

2022 Progress **+1pts**

2025 target **+10pts**

*2021 is the baseline performance

In the event of non-compliance with the Modern Slavery Risk Management Framework by an employee (especially based on the findings of an investigation), disciplinary measures may apply depending on local disciplinary policies and law. Appropriate measures are also taken to remediate consequences of the misconduct (such as launch a specific audit, review a process, perform training, etc.). Moreover, regarding the on-site audit program for high-risk suppliers, when non-conformances raised are not remediated (mainly top priorities), escalation to the Chief Procurement Officer may lead to put an end to the business relationship. In 2022, two relationships with suppliers were terminated.



7. Modern Slavery Framework Effectiveness

Schneider Electric monitors the effectiveness of its efforts to combat Modern Slavery through Key Performance Indicators (KPIs), and internal controls and audits.

7.1. Key Performance Indicators

The aim of the table below is to list the main mitigation actions to fights against modern slavery and the results of these actions. This list is not exhaustive and represents only a selection of the actions detailed above.

<p>Child Labor</p> <p>LRSD 2022: page 122-123 section 2.2.7</p>	<p><u>Actions deployed</u></p> <ul style="list-style-type: none"> Schneider's Human Rights policy sets clear guidelines to teams around the world and was updated in 2022. Locally, Human Resources teams operate systematic age checks when hiring personal. 	<p><u>Results</u></p> <ul style="list-style-type: none"> Human Rights policy deployed in 100% of Schneider sites and entities. No children under 18 employed except for internships based on local laws. 																														
<p>Forced Labor</p> <p>LRSD 2022: page 123-125 section 2.2.7</p>	<p><u>Actions deployed</u></p> <ul style="list-style-type: none"> Schneider's Human Rights policy sets clear guidelines to teams around the world and was updated in 2022. 	<p><u>Results</u></p> <ul style="list-style-type: none"> Human Rights policy deployed in 100% of Schneider sites entities. Communication to external interim agencies is the responsibility of local teams. 																														
<p>Conflict Minerals</p> <p>LRSD 2022: page 141 section 2.2.11.9</p>	<p><u>Actions deployed</u></p> <ul style="list-style-type: none"> Schneider has established a conflict mineral program based on the OECD due diligence guidance Smelters are identified in our supply chain and validated by external 1/3 parties for compliance to international laws, rules and standards 	<p><u>Results</u></p> <ul style="list-style-type: none"> Following the figures on conflict minerals, the Group has no reason to believe that any conflict minerals the Group sourced, have directly or indirectly financed or benefitted armed conflict in the covered countries. <table border="1"> <thead> <tr> <th></th> <th>2022</th> <th>2021</th> <th>2020</th> <th>2019</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Smelters and refiners identified and certified</td> <td>88%</td> <td>85%</td> <td>87%</td> <td>85%</td> <td>89%</td> </tr> </tbody> </table>		2022	2021	2020	2019	2018	Smelters and refiners identified and certified	88%	85%	87%	85%	89%																		
	2022	2021	2020	2019	2018																											
Smelters and refiners identified and certified	88%	85%	87%	85%	89%																											
<p>Actions toward suppliers</p> <p>LRSD 2022: page 135-145 section 2.2.11</p>	<p><u>Actions deployed</u></p> <ul style="list-style-type: none"> Specific vigilance on-site audit plan for high-risk suppliers Assessment of strategic suppliers on ISO 26000 with the objective to achieve an average of 65 pts by 2025. 	<p><u>Results</u></p> <ul style="list-style-type: none"> The 2021 target was set at +1 point minimum on ISO 26000 evaluation for strategic suppliers. At the end of 2021, result was +1.3 points with an average of 58.7 points. <table border="1"> <thead> <tr> <th></th> <th>2022</th> <th>2021</th> <th>2020</th> <th>2019</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Average score of ISO 26000 for strategic supp</td> <td>60.3</td> <td>58.7</td> <td>57.4</td> <td>54.8</td> <td>52.9</td> </tr> <tr> <td>Number of on-site audits (high risk suppliers)</td> <td>223</td> <td>205</td> <td>95</td> <td>124</td> <td>155</td> </tr> <tr> <td>Non-conformances raised</td> <td>2,700+</td> <td>3,000+</td> <td>1,200</td> <td>1,700</td> <td>1,100</td> </tr> <tr> <td>Number of self-assessment received</td> <td>657</td> <td>624</td> <td>/</td> <td>/</td> <td>/</td> </tr> </tbody> </table>		2022	2021	2020	2019	2018	Average score of ISO 26000 for strategic supp	60.3	58.7	57.4	54.8	52.9	Number of on-site audits (high risk suppliers)	223	205	95	124	155	Non-conformances raised	2,700+	3,000+	1,200	1,700	1,100	Number of self-assessment received	657	624	/	/	/
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Number of self-assessment received	657	624	/	/	/																											
<p>Training & internal audit</p> <p>LRSD 2022: page 126 section 2.2.7.6</p>	<p><u>Actions deployed</u></p> <ul style="list-style-type: none"> Training and awareness programs deployed to specific populations. Self-evaluation with Key Internal Controls completed annually by all local entities 	<p><u>Results</u></p> <ul style="list-style-type: none"> The Key Internal Controls (KICs) are designed in co-ordination with the Internal Audit team and consist in an annual self-assessment covering different operational topics. In order to reinforce the co-ordination between Schneider Electric teams and suppliers on vigilance topics, a specific training program has been implemented. <table border="1"> <thead> <tr> <th></th> <th>2022</th> <th>2021</th> <th>2020</th> <th>2019</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Employees trained on Ethics Charter (%)</td> <td>97.5%</td> <td>96%</td> <td>93%</td> <td>96%</td> <td>/</td> </tr> </tbody> </table>		2022	2021	2020	2019	2018	Employees trained on Ethics Charter (%)	97.5%	96%	93%	96%	/																		
	2022	2021	2020	2019	2018																											
Employees trained on Ethics Charter (%)	97.5%	96%	93%	96%	/																											

For further details on our business and organizational structure, please see the latest annual report available at: <https://www.se.com/ww/en/about-us/investor-relations/regulatory-information/annual-reports.jsp>

7.2. Internal Controls & Audit

Schneider Electric entities and subsidiaries are monitored through the implementation of Key Internal Controls. These controls are designed in coordination with the Internal Audit team and consist of an annual self-assessment covering different operational topics. Human Rights controls are included in this annual review regarding the effective deployment of the Human Rights policy. The results of these

assessments allow Schneider Electric to benchmark the entities and to prioritize mitigation plans when necessary.

Furthermore, the Group's Internal Audit program includes specific tasks related to the Human Rights Compliance Program and the Vigilance Plan, and to activities or subsidiaries for which an evaluation of the maturity and effectiveness of the program will be reviewed.

8. Working together in an effort to eradicate forced labor

Schneider Electric considers that collaboration with institutional organizations is essential in its ethical journey. Combining efforts and sharing knowledge on such issues is key to achieving human rights standards worldwide. This is why the Group has built partnerships with other entities to join a larger coalition for fighting against modern slavery.

United Nations Global Compact

Since 2002, Schneider Electric has been a signatory of the **UN Global Compact** and its human rights working group, a forum for discussion with peers and experts. Furthermore, Schneider Electric's Chairman & CEO sits on the Board of the United Nations Global Compact. Since 2021, Schneider Electric is the patron of the new United Nations Global Compact decent work platform.

Business for Inclusive Growth (B4IG)

In 2019, the Group joined the **Business for Inclusive Growth (B4IG)** initiative, a group of major international companies sponsored by the French Presidency of the G7 and overseen by the OECD. Schneider Electric co-leads the "Advancing human rights in direct operations and supply chains" working group.

The Responsible Business Alliance (RBA)

In 2018, Schneider Electric joined the **Responsible Business Alliance (RBA)**, a non-profit coalition of more than 120 companies from the electronic, retail, automobile and leisure industries. The alliance's aim is to promote and guarantee high standards in human rights, safety and security, environmental protection and business ethics.

In addition, Schneider Electric joined the Responsible Labor Initiative, promoting the rights of workers vulnerable to forced labor globally.

Entreprises pour les Droits de l'Homme (EDH)

Entreprises pour les Droits de l'Homme (Businesses for Human Rights) is an initiative led by French international companies focusing on human rights. Schneider Electric joined EDH in 2017. Through the exchange of best practices and the development of tools, EDH promotes the implementation of vigilance procedures.

9. Process of Consultation

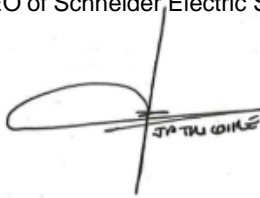
This Statement has been prepared by Schneider Electric Human Rights, Ethics & Compliance and Global Supply Chain function subject matter experts responsible for managing human rights and third-party labor rights risk management processes for our own operations and supply chains. It was prepared with input from other key functions including Legal, Board Secretary, Human Resources, Health & Safety and Communications with specific input from those key functions in our UK and Australia markets. It was reviewed by Schneider Electric SVP Corporate Citizenship & Institutional Affairs and SVP Chief Compliance Officer.

In addition to the consultation process to develop the Statement outlined in this section, we also work closely with entities across the Group on an ongoing basis to implement and monitor our modern slavery risk management approach.

Prior to being put to the Chairman of the Board for review and approval, the Statement was reviewed by Schneider Electric EVP Chief Governance Officer & Secretary General. He is a member of the Executive Committee of Schneider Electric, which is responsible for the day-to-day management of the Group.

This statement is made pursuant to the United Kingdom's Modern Slavery Act 2015 and the Australia's Modern Slavery Act 2018 (Cth). It constitutes our Group's Modern Slavery Statement for the financial year ending December 31st, 2022.

Jean-Pascal Tricoire
Chairman and CEO of Schneider Electric SE
Date: 05/03/2023



Schneider Electric Australia

This statement was approved by the Board of Directors of Schneider Electric Holdings Australia Pty Limited on April 26th, 2023.

Gareth O'Reilly
Director
Date: 04/26/2023



Parent Company: Schneider Electric Holdings (Australia) Pty Ltd

Subsidiaries covered by this Statement:

- Schneider Electric (Australia) Pty Ltd
- Schneider Electric IT Australia Pty Limited
- Schneider Electric Buildings Australia Pty Limited
- Aurtra Pty Limited

Schneider Electric UK

This statement was approved by the Board of Directors of Schneider Electric UK Limited on April 20th, 2023.

Kelly Becker
Director of Schneider Electric UK Limited
Date: 04/20/23



Parent Company: Schneider Electric (UK) Limited

Subsidiaries covered by this Statement:

- Schneider Electric Limited
- Schneider Electric IT UK Limited
- Schneider Electric Systems UK Limited
- Schneider Electric Controls UK Limited
- M&C Energy Group Limited

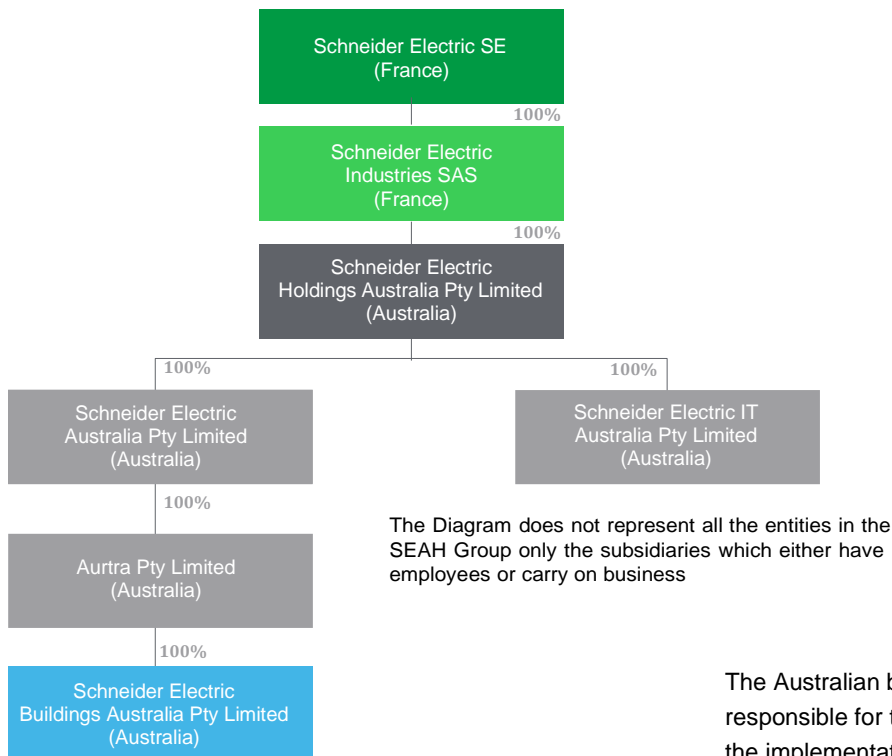
Appendix A: Focus on our Australian Business

Organizational structure

Schneider Electric Holdings Australia Pty Limited (also called SEAH) is the holding company for the business divisions described in section 1.2.

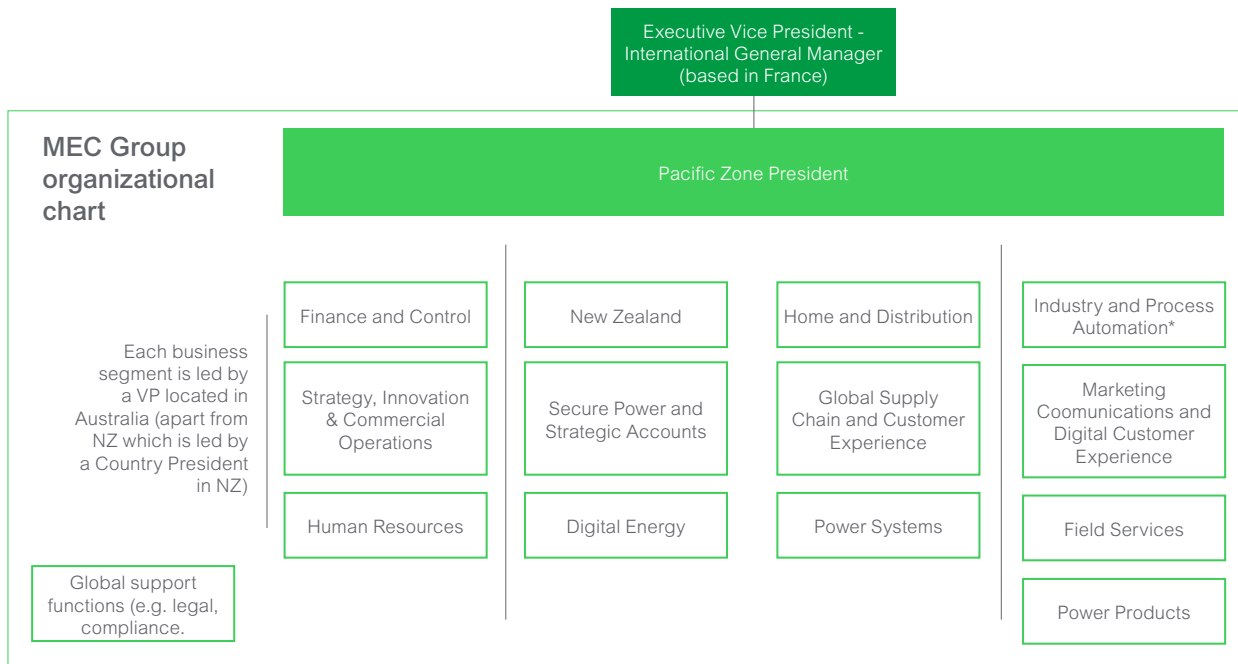
Name	Schneider Electric Australia Holdings Pty Ltd
ACN	105 310 781
Place of Registration	Victoria
Registered Office	Level 10, 2 Banfield Road, Macquarie Park NSW 2113
Current Directors	Veronique Blanc (app. 10 September 2007) Claire Machin (app 22 August 2022) Gareth O'Reilly (app. 25 November 2014)

The group is part of the Schneider Electric group.



The Australian business is overseen by the Pacific Zone President who is located in Australia and is the custodian of the businesses in Australia and New Zealand.

The Australian business is split into lines of business that are responsible for their overall results, both for product sales and the implementation of solutions (especially for end-market segments within their scope). Each of the businesses has its own appointed leader that reports into the Pacific Zone Country President. The Australia business segment VP's have an indirect reporting line to the Business Unit Executive VP who provides product support.



* Process Automation is a vertical reporting line which reports to the APAC regional PA management (based in Singapore and employed by Schneider Electric Systems Singapore) who in turn reports to the Global PA Management (based in France).

Business overview

The SEAH group (SEAH Group in Australia) is composed of the following companies:

- Schneider Electric Australia Holdings Pty Ltd (SEAH), is the holding company for the Schneider Electric business identified below.
- Schneider Electric (Australia) Pty Ltd (SEAU), the largest entity in the group is involved in the sales and distribution of "Schneider Electric" branded products, the development, manufacturing, sales and distribution of "Clipsal" branded products (relating to software and wiring devices fields), as well as the delivery of more complex customer projects for Digital Energy, Power Products and Power Systems.
- Schneider Electric IT Australia Pty Limited is responsible for the delivery of Secure Power products and services.
- Schneider Electric Buildings Australia Pty Limited formerly owned the Digital Energy business but this has now been transferred to SEAU. SEBA still employs the services team for Digital Energy.
- Nu Lec Industries Pty Limited which is a dormant company.

The SEAH Group is engaged in Schneider Electric Group's various offers.

Schneider Electric's mission is to be the digital partner for sustainability and efficiency. We drive digital transformation by integrating process and energy technologies to realize the full efficiency and sustainability opportunities for businesses. We provide endpoint to cloud integration connecting products, controls, software and services. We enable lifecycle solutions from design and build to operate and maintain phases through a digital twin. We deliver capabilities to transform from site-to-site to an integrated company management platform.

Our offers are built around four targeted end-markets requiring specific technologies:

- Homes and buildings: this relates to all residential, commercial and industrial buildings and facilities that can be built or renovated to be safer, smarter and more sustainable to better fulfill the aspirations of occupants and increase their value.
- Data centers: covers data centers and IT systems that need to integrate energy efficiency, resilience and both cloud and edge connectivity to protect critical information and operations and support the booming digital economy.
- Infrastructure: helps governments, towns and private enterprise revisit and transform transportation, energy and utility projects to better serve customers and citizens and meet sustainability goals through the efficient use of resources.
- Industry: improves manufacturing processes and energy-intensive industries with detailed insights and digitized efficiency to address energy and asset waste, streamline maintenance, mitigate their environmental footprint and comply with safety and cybersecurity regulations.

Offers belong to different lines of business: Home & Distribution, Power Products, Secure Power, Digital Energy, Power Systems and Industry and Services.

Key figures

2,400+ Employees in the Pacific

Presence in the Pacific

- Head office
- Major sales offices
- Regional sales office
- Regional representation
- Manufacturing facilities



Operations and supply chains

SEAU has manufacturing activities in both Adelaide South Australia and in Benalla regional Victoria. SEAU has distribution centres located in Eagle Farm Queensland, Ingleburn New South Wales, Dandenong Victoria and in Gepps Cross South Australia. SEAU partners with DHL

for third-party logistics management in Western Australia, Northern Territory, Northern Queensland and Tasmania.

Sales, marketing and product management representatives are present across all states and territories of Australia.

Pacific footprint



- 2** countries
- 2,200** Employees
- 4** distribution centres
- 2** plants
- 1** adaption centre
- 5** 3rd party logistics

Country	Plant	AC	DC	3PL
AU	2	1	4	4
NZ	-	-	-	1
Total	2	1	4	5

Distribution Centres

South Australia - Gepps Cross
 Queensland - Eagle Farm
 New South Wales – Ingleburn (+LAC)
 Victoria – Dandenong

3rd Party Logistics

Queensland - Mount Louisa
 Northern Territory - Darwin
 Tasmania – Launceston
 Western Australia – Malaga (in progress)
 New Zealand – Auckland (in progress)

Factories

South Australia – Gepps Cross
 Victoria - Benalla

Employment stats

2,200+

People permanently employed

160+

People casual or contract employed

40+

Working in Adelaide Office Research and Development

Flexible working conditions with offices fully renovated to be workplaces of the future.

Schneider Electric has a global portfolio of suppliers and is managed holistically using the Schneider Electric Supplier Quality Management framework. Schneider Electric aims to establish long term relationships with suppliers and see these relationships as needing to be mutually beneficial partnerships. Globally Schneider Electric continuously strives to simplify the supplier base and ensure it remains relevant to ongoing operational needs.

In Pacific, Schneider Electric is:

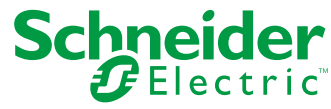
1. In Gepps Cross factory mainly producing electro-mechanical devices related to low voltage switching and power supply for domestic and industrial use applications.
2. In Benalla factory we are designing and manufacturing medium to low voltage transformers and kiosk power supplies mainly for utility, defence and mining applications. With a level of adaptation of low voltage boards and medium voltage switchgears.

3. In Gepps Cross Schneider Electric has adaptation of Medium voltage reclosers and Controllers.
4. In Ingleburn Sydney Schneider Electric has adaptation of Air Circuit Breakers, Power Factor Correction and other specialty offers.
5. Throughout Australia Schneider Electric offers Field Services for install base offers, Energy Efficiency Services for auditing and improving consumption and Cloud Service Analytics related to Energy Management.
6. In Gepps Cross South Australia Schneider Electric has R+D capabilities that are designing all new offers as they relate to low voltage switches, sockets, and wiring device accessories being sold into Pacific Markets. At this site Schneider Electric also has capabilities for design and manufacture of bespoke “Specials”.

The risks of modern slavery are identified, prevented, managed and mitigated at the level of the Schneider Electric group. SEAH fits into this framework.



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