

## Protection of whistle-blowers

Legrand Management is **focused** on the protection of **whistle-blowers** as the following:  
(<https://legrand.signalement.net/login>)

The Group ethics and fraud alert procedure is accompanied by whistle-blower protection procedures, which are aimed at ensuring the rights of whistle-blowers and, in particular, the strict confidentiality of their identity, as well as the events reported, and the persons involved. The legal system for whistle-blowers covers all alerts, whether they are issued by Group employees or by occasional or external service providers.

The protection provided is as follows:

- The whistle-blower may not be dismissed, punished, or discriminated against in any way whatsoever for having reported events in compliance with the procedure for issuing alerts.
- In accordance with these legal provisions, and as specified in the Group's Charter of Fundamental Principles, Legrand provides the whistle-blower with protection against reprisals.
- This means that no one may suffer reprisals (or threats of reprisals) because they have reported an ethics or fraud issue in good faith.
- Anyone who thinks they have suffered reprisals (or been threatened or harassed) must report this immediately, either to their direct manager, the Group Legal Affairs and Compliance Department.
- Elements identifying the person implicated by an alert cannot be disclosed until tangible evidence is gathered in principle, the person involved is informed of the alert in the course of the investigation, except under special circumstances and with permission from the ad-hoc committee.

And for more details Kindly find the below link: <https://grpleg.sharepoint.com/sites/general-secretariat/sharepointcompliance/DialegCompliance/SitePages/Ethics%20and%20fraud%20alert.aspx> **For Whistle-blowers Page:** <https://legrand.signalement.net/login>

For Compliance topics as fair competition, anti-corruption, anti-fraud and Embargo : please refer to <https://grpleg.sharepoint.com/sites/general-secretariat/sharepointcompliance/DialegCompliance/SitePages/Accueil.aspx>.

For Group's guidelines and charters please refer

to: <https://grpleg.sharepoint.com/sites/dialeg365portal/SitePages/valeurs%20et%20chartes.aspx>.