



# Supporting GENDER EQUALITY

Life Is On



Image courtesy HeForShe.org

## Our Commitment

Over the past year, we have supported and implemented policies that advance and empower women in the workplace. Transforming corporate behaviour, we put gender equality on top of our agenda and make diversity one of our key business and people strategy components.

We believe that equality for women is a basic human right that benefits us all. We support HeForShe because we believe that both men and women are critical to achieve gender equality and promote women's empowerment. By empowering women, we bring good to our companies, economies and the harmony of our societies. As a corporate enterprise, we have a central role to play in this positive transformation. We commit to act as a key "agent of change" and build a better and more just world where gender diversity and equality are real. In order to fulfill this important achievement, we are determined to lead based on our own example and take concrete actions going beyond simple words.



Over the last 3 years, we have recruited 23,000 women globally at Schneider Electric.

**Over 300** of our leaders have attended Gender Diversity workshops

**Over 400** women have been mentored and/or coached

**Over 23,000** women have been recruited globally within the last 3 years

**13** local Women Networks have been created

**18** of our Country Presidents signed the Women's Empowerment Principles within the last year

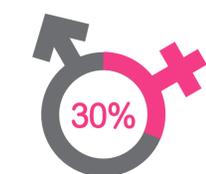
### At Schneider Electric

Image courtesy HeForShe.org

## BY 2017

- We will increase the representation of women in our company to 40% at intake, 33% at management committee level and 30% in top positions
- We will double the number of leaders attending our intensive Gender Diversity workshops
- We will create the Schneider Women Advisory Board
- We will deploy a salary equity process reaching 85% of our global work force
- We will support HeForShe Movement

## NOW



women represent 30% of our overall team



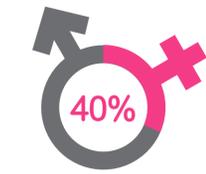
29% of our new managers and technicians



and hold 22% of our top positions

## 2017

We are determined to further increase the representation of women in our company by 2017 to:



40% at intake for managers and technicians\* (white collar positions)



33% at management committee



and 30% in top positions



Gender equality and empowerment of women are critical for the benefit of economies and societies. It is clear that companies have a key role to play in this transformation as the "agents of change", building a better world where gender equality is a reality for all.

### Women's Empowerment Principles\* Recognise Schneider Electric with 2015 CEO Leadership Award for Advancing Women's Equality.

Schneider Electric is a global and multicultural company. Over the last years, we have striven to reach gender equality and make diversity and inclusion an integral part of our company's culture. This award serves as a great encouragement for all Schneider Electric leaders, managers and employees who have been active supporters in this journey.

\* United Nations Women and Global Compact

## IMPACT 10X10X10

### Schneider Electric selected by the United Nations Women as a Corporate champion

Being part of IMPACT 10x10x10 offers us a great opportunity to step up, engage into new initiatives that will serve this cultural transformation and share our best practices with other companies that are truly committed to gender equality.

Gender equality will be achieved when people are able to access and enjoy the same rewards, resources and opportunities regardless of whether they are women or men. Companies have a key role to play as the "agents of change" in order to build a more gender equal world. It is a question of determination. We have to go beyond our good intentions and make it happen!

Visit [www.heforshe.org/impact](http://www.heforshe.org/impact)

## Our Awards



**2015 CEO Leadership Award** by the UN Women's Empowerment Principles, in recognition of our company's efforts in advancing gender equality  
[Learn More](#)



**2015 44th World's Most Attractive Employer** by Universum, in recognition of our attractiveness as a potential employer for students from the world's 12 largest economies



**2015 World's Most Ethical Companies** by Ethisphere Institute, for the fifth time in a row, in recognition of our commitment translated into real actions beyond making statements  
[Learn More](#)

[schneider-electric.com](http://schneider-electric.com)

[HeForShe.org](http://HeForShe.org)



Join the solidarity movement together with us and spread the word!