

# COMPLIANCE

## COMMITMENT BY Legrand Nederland B.V. Minkels B.V. Compose B.V.

Complying with the rules of business ethics is one of the Fundamental Principles of **Legrand Group's** social responsibility.

The Group's main focus is on the following topics:

- Anti-corruption,
- Embargoes,
- Fraud,
- Fair competition.

Beyond my own personal commitment on these issues, I implement the awareness-raising and training scheme for my own teams with a view to proper enforcement of the Group's Compliance programme and of our internal procedures.

More specifically, I make sure my teams are trained in applicable rules and procedures and properly informed of the risks to which they may expose themselves or the company.

The Group's charters, procedures and good practice guides, along with related training media, are available on the Dialog Finance page, in a new section entitled "Compliance programme". They may be supplemented locally by our own internal procedures.

Each employee may consult their Compliance Officer/CFO V.A.M. van Kemenade, their Ethics Representative, their direct manager or the Group Legal Affairs Department to dispel any doubts or questions.

It is up to each individual working at Legrand Nederland B.V., Minkels B.V., Compose B.V. to be vigilant in observing these principles.

**SIGNATURE, date**  
**Gert Schrovenwever**  
**Managing Director**

20-01-2022



CSR

ACT ETHICALLY  
TOWARDS SOCIETY

