

# Our company

We strongly believe that great people make Schneider Electric a great company

## Our mission is to ensure that Life Is On

- As the global specialist in energy management and automation, we help to make our customers' live and ecosystems safe, reliable, efficient, and sustainable.

## What defines Schneider Electric?

- We are a technology company and we innovate.
- We are a global company with a unique local presence.

## What makes us really different?

- We leverage digital to take our customer relationships to the next level.
- We believe in partnerships and growing our businesses together.
- We believe in people.
- Sustainability is at the core of our strategy.

## Our customers see our company through our people

- They come back to us when we have:
- The best knowledge of their business.
- The best knowledge of our technology, specialty, or function.
- The best capability of creating and delivering together our collective know-how.

In the end, customers will prefer us if we are easy to do business with.

We create the right environment for our employees. We help them deliver the best of Schneider to our customers, thanks to:

- Accessible leaders
- Accountable people
- Superior teamwork

# Our leadership

We expect our leaders to be:

- Business developers
- Team builders
- Team players
- Role models
- Great professionals
- Decision makers

We want stars in leadership, not those who behave with an inflated view of themselves

# Our culture

We strongly believe that work performance and well-being are linked.

We cultivate diversity and inclusion.

We have strong, distinctive values:

- We are straightforward.
- We challenge ourselves and others.
- We are open.
- We are passionate.
- We are effective.



# Our Employer Value Proposition is composed of the following eight key attributes:



We believe access to energy is a basic human right.

We want everyone on our planet to have access to safe, reliable, efficient, and and sustainable energy. At Schneider Electric, we are committed to innovative solutions that address this energy parado: balancing our planet's carbon footprint and the undisputable right of everyone to quality energy.

We are in an incredible industry that is seeing massive opportunity in the next decade.

Sustainability is high on our agenda.



Our technologies ensure Life Is On everywhere, for everyone, and at every moment.

Our ingenious solutions enable lives to be more connected, sustainable, efficient, reliable, and safe.



Diversity is a business imperative. Diverse teams are more creative, generating more innovation and better customer

orientation by reflecting the diversity of our markets. Diversity strengthens performance.

We value differences. We offer equal opportunities to everyone, everywhere.

We offer careers around the globe, thanks to our multi-polar organization.



We are the leader specialist in energy management and automation with a unique local presence through our 185,000\* employees.

Offering the largest portfolio

of our industry, we bring expertise to our customers and partners.



Well-being creates performance and performance generates well-being. Our well-being policies help our people

achieve their full potential. We reinforce their agility to better cope with permanent changes.



All employees who are performing at the required level and who demonstrate alignment with Schneider values and culture are 'talent'.

We take risks in people. By giving all our employees the opportunity to realize their full potential, we will achieve Schneider's potential to lead and win in the market.

We have built One organization to give the best of Schneider to our customers but also to give career opportunities to our employees across entities.

Our people learn and grow while the company grows. We are developers of talent with a focus on employee loyalty.



We expect strong, sustained performance from all managers and employees, based on clearly agreed goals and appropriate

behaviour ('What' and 'How'), as defined in our 2020 vision of Leadership & Culture.

Those showing the highest levels of performance will receive differentiated levels of reward, recognition, and opportunities for development.

We embrace a high 'performance' culture by being straightforward, open, passionate, effective, and challenging the status quo.



Finding and developing great people is the task of our leaders.

We want accessible leaders who are quick decision-makers and are exemplary in building teams, collaboration, and business.

Our leaders are authentic and inspire their teams.

# 7 REASONS TO JOIN US

Discover the key reasons to pursue a career with Schneider Electric



## 1. Focus on development

Schneider Electric enables individual growth and ensures that employees can continue to expand professionally.

- > We offer career paths that include opportunities to move between different functions and business units.
- > International mobility and advanced educational opportunities are available as well.



## 2. Positive work-life balance

Schneider Electric understands that a good work-life balance is important to employees' performance and creativity.

- > We were identified as number 22 in the 2013 'The 25 Big Companies with the Best Work Life Balance' ranking by the indeed.com job search engine.
- > We were recognized as one of the 'Top 50 World's Most Attractive Employers' in 2012 and 2013 by Universum Global.



## 3. International reach

Schneider Electric operates more than 100 worldwide locations. Our borderless human network allows employees to interact with one another across the globe in real time.

- > Spice, our global, employee-only social networking site, has gained 95,000 users to date and averages 7,000 + posts per week.
- > 43% of our workforce can be found in new economies.



## 4. The global specialist in energy management

By uniting information technology with energy infrastructure, we are developing solutions that free up energy capacity, reduce carbon footprints, and improve ROI and performance.

- > No. 1 in energy efficiency, power and control safety, and critical power and cooling reliability.
- > Ranked No.5 on Fortune magazine's list of 'World's Most Admired Companies' in the Industry/Electronic category.



## 5. Promising future

We aim to play an enduring role in a market with strong potential.

- > Our workforce, our revenue (€23.6 billion in 2013), and accessible markets have doubled since 2004.
- > The International Energy Agency forecasts €8.8 trillion (\$11.6 trillion) in investments in energy infrastructure from now until 2030.



## 6. Culture of innovation

Global energy challenges require new thinking and fresh ideas. Schneider Electric welcomes individuals seeking to pioneer new solutions and express their creativity.

- > We annually invest almost 5 % of our revenues in research and development.



## 7. Commitment to community and planet

We are engaged in environmental monitoring and encourage giving back to the community.

- > More than 90% of our manufacturing sites are ISO 14001-certified.
- > In 2013, Schneider Electric was ranked 13th on the Global 100 Most Sustainable Corporations by Corporate Knight.
- > We are among the 110 World's Most Ethical Companies, as designated by Ethisphere.