World Energy Engineering Congress

Creating a Culture of Energy Conservation

September 27, 2017

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Legrand North America
Agenda

1. Who We Are
2. Our Products & Solutions
3. Our Energy Profile
4. Engaging and Empowering Our People
5. Strategic Tactics That We Take
   i. Training & education
   ii. Communication and report-outs
   iii. Corporate events
   iv. Energy audits & site-level activities
6. Key Takeaways
Who We Are

LEGRAND IS THE GLOBAL SPECIALIST IN ELECTRICAL AND DIGITAL BUILDING INFRASTRUCTURES

Facilities in over 80 countries

36,000 employees

2016 sales: $6B

31% of sales came from new business segments

180 countries

36% of group sales came from new economies

Products marketed in nearly 180 countries
Who We Are: Legrand North & Central America

Legrand North & Central America

- Dongguan City, PRC
  - Manufacturing
  - Size: 50,000 sqft.
  - Headcount: 440

- Hickory, North Carolina
  - Manufacturing
  - Size: 43,000 sqft.
  - Headcount: 185

- Tijuana, Mexico
  - Manufacturing, Distribution
  - Size: 325,000 sqft.
  - Headcount: 800

- Concord
  - Manufacturing
  - Size: 46,000 sq. ft.
  - Headcount: 120

- Pensacola
  - Manufacturing
  - Size: 76,000 sqft.
  - Headcount: 168

- Fairfield
  - Manufacturing
  - Size: 85,000 sqft.
  - Headcount: 101

- West Hartford
  - Manufacturing
  - Size: 418,000 sqft.
  - Headcount: 557

- SLEC
  - Shanghai, PRC
  - Manufacturing
  - Size: 197,000 sq. ft.
  - Headcount: 185

- Comac North Carolina
  - Manufacturing
  - Size: 274,000 sqft.
  - Headcount: 464

- Orem
  - Manufacturing
  - Size: 11,000 sqft.
  - Headcount: 25

- Anaheim
  - Manufacturing
  - Size: 46,000 sq. ft.
  - Headcount: 120

- Cuidad Juarez, Mexico
  - Manufacturing, Distribution
  - Size: 23,000 sqft.
  - Headcount: 100

- Highland
  - Manufacturing
  - Size: 225,000 sqft.
  - Headcount: 269

- Morgantown
  - Manufacturing
  - Size: 50,000 sqft.
  - Headcount: 440

- Dongguan City, PRC
  - Manufacturing
  - Size: 42,000 sqft.
  - Headcount: 139

- TAIWAN
  - Manufacturing
  - Size: 23,000 sqft.
  - Headcount: 100

SUSTAINABILITY
6 Divisions Work Together…

…where people live and work by delivering power, light and data.
Our Products & Solutions

Digital Lighting Management Systems
Program every switch, outlet and lighting load

Outdoor Charging Stations
Combine power with accent lighting in one pedestal to maximize functionality of outdoor spaces

Plug Load Controls
Eliminate unwanted vampire loads from your electrical system

Architectural LED Lighting

Dimmers, Sensors, & Fan Speed Controls
Our Energy Profile

<table>
<thead>
<tr>
<th>Facility Type</th>
<th>Number</th>
<th>Energy Usage (MMBtu)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office</td>
<td>9</td>
<td>41,960</td>
</tr>
<tr>
<td>Distribution</td>
<td>6</td>
<td>54,199</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>8</td>
<td>507,002</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td>23</td>
<td><strong>603,161</strong></td>
</tr>
</tbody>
</table>

Energy Use (MMBtu) by Facility Type

- **Office**: 7%
- **Distribution**: 9%
- **Manufacturing**: 84%

2016 MMBtus

- **Electricity**: 501,647
- **Natural Gas**: 101,514
Sustainability Goals

Legrand Waste, Water & Energy Targets: 2022 Sustainability Operational Goals

- ‘Zero’ Landfill Diversion
- Energy Intensity ↓25% in corporate energy intensity. ↓20% at U.S. facilities
- Water Intensity ↓25%
Strategies for Addressing Energy Management

Engaging our People

Evolving Our Processes

Deploying the Right Technologies
We Engage and Empower Our People

We engage and empower our people so that they can drive and implement strategic improvements to energy efficiency throughout our sites.

We do this at 3 key levels:

1. Executive Staff
2. Business and Functional Unit Leaders
3. On-site Sustainability Leaders
We Engage and Empower Our People

1. **This begins with the full support of our Executive Staff**
   - Public backing from CEO to support our goals
   - Corporate budgeting, KPI’s, and goal-setting
   - Executive sponsors to support key initiatives

2. **We strategically engage and garner support from key stakeholders to carry out projects**
   - Finance leaders
   - Operations leaders
   - Business leaders/ GM’s
We Engage and Empower Our People

3. Our goals are carried out by on-site Sustainability champions
   - Accountable to annual energy reduction targets
   - Carry out corporate-level events at site level
   - Implement best-practices and new ideas to drive behavioral changes
   - Engage with local employee base
   - Report-outs with Sustainability management team
We Have Various Tactics to Strategically Engage Our People

These tactics include:
1. Training & education
2. Communication and report-outs
3. Corporate events
4. Energy audits & site-level activities
We Train & Educate Our Employees to Drive Energy Efficient Behavior

We strategically target Sustainability site champions and the general employee base

- **Sustainability site champions**
  - Training/educating site managers on analyzing and reporting energy data
  - Sharing of best practices
  - Inculcating Energy Policy
  - DOE programs and tools available

- **All employees**
  - Legrand Sustainability Bulletin
  - Toolkits and Guidebooks
  - Training on new technologies & products
We Track, Analyze, and Report-Out On Our Progress

We are looking to drive actions from our Sustainability site champions and our business and functional unit leaders.

- **Sustainability site champions**
  - Monthly data logging
  - Bi-monthly Sustainability Operations Team Meeting and report-out
  - Ongoing projects tracking

- **Business & Functional Leaders**
  - Strategic integration of energy projects into productivity metrics
  - Ongoing projects tracking
  - Biennial Sustainability Operations Summit

- **Executive Staff**
  - Triennial Steering Committee progress updates
  - Annual reporting to DOE
We Audit Energy Consumption at Our Facilities to Drive Results

We strategically audit facilities to highlight improvements that can be made.

- **Sustainability site champions**
  - Collaborate with Corporate Sustainability team to execute on:
    - Internal desk assessments
    - DOE Industrial Assessment Center audits
    - DOE In-plant trainings
    - Sub metering analysis
    - Site-level energy Kaizens
  - Responsible and accountable for post-audit actions

- **Business and Functional Leaders**
  - Post-audit communications to garner support for behavioral recommendations and investment decisions
We Design Events that Help Engage Our People

We design and implement events to garner the support of the broader employee base, which helps us achieve sustained energy reductions.

- Sustainability site champions
  - Design, execution, tracking, and reporting of events
- All employees - execution
  - Some examples include:
    - Earth Day Events
    - Power Down Day
    - Energy Marathon
    - Energy Marathon 2.0
    - Trash Madness

<table>
<thead>
<tr>
<th>Weekly Mini Event Submissions</th>
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<tbody>
<tr>
<td><strong>Give me a break – Save energy</strong></td>
</tr>
<tr>
<td>(491 Submissions)</td>
</tr>
<tr>
<td><strong>Sport Your Color – Support Your Business</strong></td>
</tr>
<tr>
<td>(291 Submission)</td>
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<tr>
<td><strong>Share Your Story</strong></td>
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<tr>
<td>(78 Submissions)</td>
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<table>
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<tr>
<th>Email Open Rates</th>
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<tbody>
<tr>
<td><strong>WEEK</strong></td>
</tr>
<tr>
<td>1</td>
</tr>
<tr>
<td>2</td>
</tr>
<tr>
<td>3</td>
</tr>
<tr>
<td>4</td>
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<tr>
<td>TOTAL</td>
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Key Takeaways

1. Make sure your people are reflected in your energy strategy

2. Engage and empower your people
   i. Executive staff
   ii. Key functional and business leads
   iii. Site leaders
   iv. Broader employee base

3. Log, track, and report out on your success
   i. Be accountable to your goals and KPI’s

4. Reporting and tracking recognizes progress and success which builds pride and confidence. This results in creating a positive environment and a strong energy saving culture.