

DEI&B AND GLOBAL PERSPECTIVES

WITH INTERNATIONAL MOBILITY

By Stephen Park,
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AMBITION AT SCHNEIDER ELECTRIC

To continue raising the bar on Schneider Electric's ambition to be one of the most inclusive and caring companies in the world, we are focused on hardwiring equity, inclusion, and care into all processes and behaviors.

Inclusion and Care benefits everyone:

- Thriving individuals and teams: we make sure every individual feels respected and safe to be their unique self. Our leaders coach and care with respect, empathy, and well-being in mind.
- Diversity and equity, at every level: we reflect the diversity of the communities in which we operate. We continue to apply equity and inclusion at all stages of our employee experience, ensuring fairness in people processes and policies, and foster a culture of care and inclusion at all levels.
- Impact the planet and society: We drive change within our broader ecosystem and society at large, through advocacy and role-modeling. We work closely with our strategic partners and suppliers and invest in local actions through the Schneider Electric Foundation.

*diversity comes in many forms; visible and non-visible, including cognition, experience, education, gender and gender identity, age, nationality, race and ethnicity, color, sexual orientation, disability status, religious, cultural, socio-economic background, life experience, location, and more, depending on local adaptations. Read more about our DEI Policy on the Diversity and Inclusion page on www.se.com

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Schneider Electric is one of the most local of the global companies. Our people live and work in the regions where we operate and are close to our customers. We believe in a multi-local world with locally tailored solutions supported by diverse teams across the globe to best meet our customers' needs with customization, quality, and speed. This multi-hub model is key to delivering our ambitions with teams that are diverse. Furthermore, our multi-hub model focuses on attracting and developing local talents for global and local roles, and ensuring leadership reflects the diversity in our local markets.

To support our employees to build a sustainable and meaningful career, we democratize access to development opportunities via Open Talent Market (OTM) to upskill for today and tomorrow. Our platform OTM launched in 2020 provides inclusion by creating visibility and transparency for all internal mobility, projects and mentoring opportunities globally.



HOW DIVERSITY IS INCLUDED IN OUR INTERNATIONAL MOBILITY PROGRAM BY DESIGN

International Mobility is a critical part of Schneider Electric's Talent & Diversity strategy. By design, this fulfils specific strategic business purpose, such as leadership deployment, talent development, skills transfer, performing customer projects, etc. Schneider Electric's International Assignees / Transferees are carefully selected based on their competencies, performance and potential through a mandatory eligibility governance process.

The approach outlined above was implemented from a strategic review of the international mobility policies in 2017 which included the balanced framework between talent, diversity, flexibility and compliance. This intent was to ensure talent eligibility governance and enable selection aligned to business purpose, operating alongside Schneider Electric's broader initiatives such as reinforcing our multi-hub model, higher levels of gender diversity, sustainability positioning of local talent pipelines, inclusive definitions of families, to name a few differentiators.

The framework for talent eligibility governance has had the following impacts:

- More global visibility on key talents,
- Diversification of the profiles of our employees on mobility,
- More robust selection and opportunity to challenge mobilities which do not align with the framework.

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HOW DO WE PROVIDE SUPPORT INDIVIDUALS WITH DIVERSE PROFILES AND FAMILY SITUATIONS?

International mobility does accelerate career opportunities by looking to remove barriers to participation, and by providing support. For example, spousal support (especially career support), cultural and language training, recognising blended families, providing host housing allowances, and more besides.

International mobility's objective is to ensure compliance, safety, and wellbeing. If it is not legally possible and / or is potentially dangerous to have same sex partners accompany talent or an assignment / transfer, international mobility must raise its voice, identifying concerns and safeguarding our employees. This should be assessed on a case-by-case basis and training opportunities provided to improve understanding. For locations which may need risk containment, it is critical to prepare safety and security briefings and align approaches for such support and care model with proactive well-being and medical assistance playbooks to address elements to exercising employer duties of care.

GOING FURTHER THAN JUST SCHNEIDER'S OWN ORGANIZATION

It's essential to educate our vendors on Schneider Electric's sustainability targets and our expectations on how we want to engage in business. Included in this is understanding our influence over our supply chain, particularly to ensure topics like sustainability and DEI&B are incorporated. For example, working with minority owned businesses and choosing partners who have a sustainability ratings or assessment. Plus, understanding Schneider Electric's own strategy and aligning vendors who can contribute towards our targets. This means our ambition can be shared at every stage of our employee's journey.

MY OWN PERSONAL VIEW

As an international mobility specialist, I would be happy to support anyone who meets our talent eligibility governance criteria and has the support of the business. My role is to relocate our employees and their families safely and ensure their wellbeing. I do not see my role as determining who the business supports and, unless any aspect sets alarm bells ringing, I'm there to ensure the assignment / transfer is a success.