

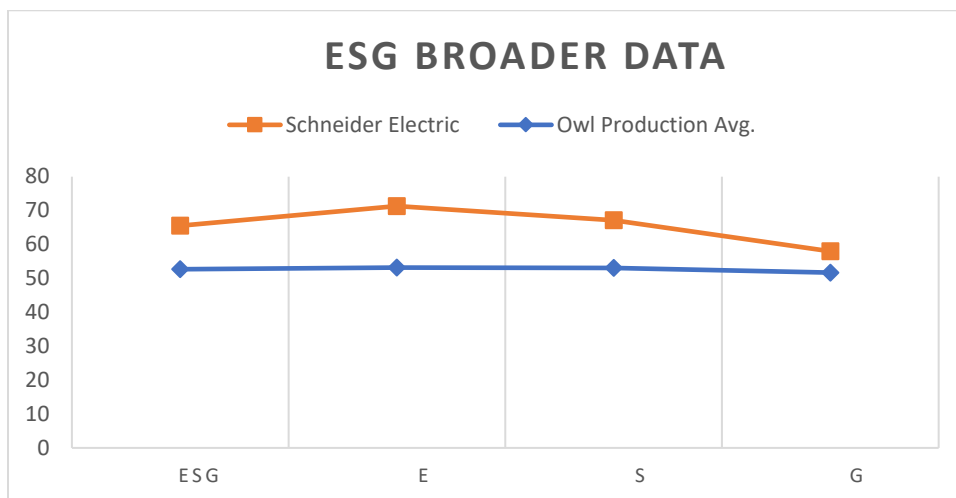
Schneider Electric

Schneider Electric is a European multinational company providing energy and automation digital solutions for efficiency and sustainability. The company believes that access to energy and digital information are basic human rights and that they must be supplied in an environmentally sustainable manner for everyone in the world. Schneider is unique in its commitment to ESG issues in that it includes an update on its 21 measures of its sustainability with each quarterly earnings report. Other companies update these measures on an annual basis. Due to the innovative environmental nature of its products and its commitment to sustainability, it was rated #9 on *Fortune's* Change the World list.

With \$32 billion in revenues, Schneider is one of the largest industrial companies to commit to being carbon neutral by 2025. As part of this goal, they intend to use renewable energy for 80% of their electricity this year, a sizable increase from the 0% it used in 2018. Its products will save its customers over 120 million metric tons of carbon dioxide emissions this year. Schneider has been ranked on the Carbon Disclosure Project's "A-list" for nine consecutive years and has been one of *Corporate Knights'* 10 Most Sustainable Corporations for seven consecutive years. (They ranked 29th this year.)

Schneider was the first multi-national company with a 100% commitment to the U.N. Women's Empowerment Principles. The company has made progress in its hiring and promotion of women in recent years, though women make up just 20% of managerial positions. Equileap named them the world's best industrial company on its Gender Equality Report last year. Through the company's employee stock ownership plan, all employees are offered the opportunity to buy stock at a 15% discounted price. Approximately 6% of the company's voting rights are with these employees. Universum named them one of the World's Most Diverse and Inclusive Employers last year and Forbes highlighted them as one of America's Best Large Employers.

Schneider has also done interesting work with its training initiatives as part of its goal to leave no one behind. Through one program last year, it trained 1,250 young people who had struggled in school in the Ivory Coast to work in solar and electrical trades. It won the European Union's "Women Entrepreneurship in Renewable Energy" call for projects to provide technical training for women in Mali, Senegal, and Niger.



Source: OWL SHARES

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