

Rexel UK Limited

ETHICAL & SUSTAINABLE SOURCING POLICY

This Policy supplements our Environmental and Energy Policy

Through its distribution networks for professional customers in the industrial, residential, and commercial sectors, Rexel provides innovative electrical solutions and equipment to improve comfort, performance, and energy efficiency. As a global player in the distribution of electrical equipment, Rexel uses its leadership to foster sustainable development

The Company recognises that environmental performance and the pursuit of business success are inextricably linked, and will therefore strive to attain a satisfactory balance between social, economic and environmental responsibility.

The Company sources a wide range of electrical installation, consumables and associated products to fulfil a variety of customer needs from the UK, Europe and International markets. As a distributor, we do not directly manufacturer any product that we provide.

Our Environment and Energy Policy commits to sourcing our product range responsibly.

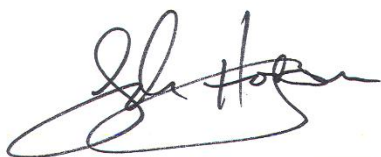
In this respect, we aim to source our product range responsibly by encouraging our manufacturer and supplier partners, with our support, to consider the environmental impact of the product during its lifecycle and strive for continual improvement in this respect. We will employ a combination of suitable systems, tools and contractual commitments to facilitate this due diligence process.

We expect minimum ethical standards from our manufacturers and their associated suppliers. These standards are consistent with the Ethical Trading Initiative Base Code, which is founded on the conventions of the International Labour Organisation (ILO) and is an internationally recognised code of labour practice:

- **Employment is freely chosen**
- **Freedom of association and the right to collective bargaining are respected**
- **Working conditions are safe and hygienic**
- **Child labour shall not be used**
- **Living wages are paid**

- **Working hours are not excessive**
- **No discrimination is practised**
- **Regular employment is provided**
- **No harsh or inhumane treatment is allowed**

We aim to continually improve performance with respect to ethical and sustainable sourcing and this will be monitored through documented objectives and targets, which are an inherent part of our ISO14001 Environmental Management System.



John Hogan
CEO – Rexel UK

Initially Authorised: JANUARY 2015 on behalf of all Rexel UK Limited Trading Banners
Last Reviewed: JANUARY 2015



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