



REXEL

a world of energy

SLAVERY AND HUMAN TRAFFICKING STATEMENT

REXEL UK LIMITED

FINANCIAL YEAR ENDING 31 DECEMBER 2020

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INTRODUCTION

At Rexel UK, we are committed to eliminating all forms of slavery and we will not tolerate any of these practices in our business or in our supply chain. At the date of publication, we are not aware of any circumstances of modern slavery occurring either within our business or supply chains. This Statement is an update to the Slavery and Human Trafficking Statement published for the Financial Year ending 2019.

FY 2020 was a year unlike any other; as with most businesses, Rexel UK's operations were impacted by the worldwide outbreak of COVID-19 and its widespread effect in the UK. In response to the pandemic Rexel UK implemented various measures to protect its people and long-term interests, some of which made it even more difficult for Modern Slavery to exist within our Organisation. We have outlined some of these measures below.

This statement outlines some of the controls, policies and practices existing during Financial Year 2020 to prevent modern slavery occurring both within our organisation and our supply chain.

This statement has been published in accordance with the Modern Slavery Act 2015 and sets out the steps taken by Rexel UK Limited, and its relevant subsidiaries, to prevent modern slavery in our business and supply chain for the financial year ending 31 December 2020.

OUR BUSINESS

We are a market leader in the professional distribution of products and services for the energy world. We are an electrical wholesaler with c. 280 branches and c. 2,400 employees spread across the UK, supporting professionals in a range of sectors including, residential, non-residential and industrial markets. Our goals are simple:

- Be the best and safest place to work;
- Become the number 1 Electrical Services Provider in the UK; and
- Help our customers and our suppliers win.

Rexel UK Limited trades as Denmans Electrical and Rexel.

All trading is supported and overseen by Rexel UK Finance, Commercial, HR and Legal departments.

ORGANISATION'S STRUCTURE

We are part of the Rexel Group and our ultimate parent company is Rexel SA which has its head office in Paris, France. Rexel SA is listed on the Eurolist market of the Euronext Paris stock exchange.

The Rexel Group employs more than 24,000 employees across 25 countries and has a network of some 1,900+ branches worldwide. Our 2020 annual group turnover was 12.6 billion.

REXEL GROUP

24,000

employees

1,900

branches worldwide

25

countries

€12.6 billion

2020 annual group turnover

OUR COMMITMENT

As a Group, we are committed to ensuring that there is no modern slavery or human trafficking in our business or in any part of our supply chain. This commitment is enshrined by the Rexel Group's signature of the United Nations, Global Compact in December 2011.

The Global Compact initiative brings together companies, governments, professional organisations, and non-governmental organisations and is designed to offer a more social, ecological and ethical notion of globalisation. By signing the Global Compact, the Rexel Group is giving a commitment to comply with and promote the ten key principles of the Global Compact in the areas of human rights, labour, environment and anti-corruption. We have made this commitment as we are keen to contribute to a more socially responsible global economy.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We have several policies and procedures in place to support our anti-slavery commitment. Please see below for an outline of some of these key policies.

Rexel Group Ethics Guide

As a Group, we stand by the fundamental values that are set out in the Group Ethics Guide. These values embody our identity. Amongst other things, the Guide requires full compliance with the core conventions of the International Labour Organization relating to minimum wages, working hours, protection of the environment and health and safety.

Sustainable Supplier Charter

This is a new policy released in FY2020 but with a roll out planned for FY2021. The Sustainable Supplier Charter formalises Rexel's expectations towards its suppliers, service providers, contractors and subcontractors in the areas of ethics, human rights, protection of employees' rights, respect of the environment and compliance with applicable laws. Over time, this will replace the Rexel UK Code of Business Conduct.

Each Supplier working with Rexel is expected to commit to the principles set out in the Charter; it is the cornerstone of a lasting commercial relationship and will strengthen the relationships of trust established between Rexel and its suppliers.

In the event of non-compliance with the provisions of the Charter, the commercial relationship with the Supplier may be reviewed and corrective measures may be taken.

Rexel UK Code of Business Conduct

Our UK Code of Business Conduct applies to all employees, suppliers and subcontractors working for or with Rexel UK. It contains the minimum standards of behaviour that we expect of them and the consequences facing anybody failing to abide by these standards. The Code has been issued by the Chief Executive Officer of Rexel UK and its compliance is monitored by our Legal, Audit, HR and Commercial departments.

There are many areas of overlap between the Rexel UK Code of Business Conduct and the Rexel Group Sustainable Supplier Charter. We will begin to withdraw the Code of Business Conduct during FY21 and replace it with the Sustainable Supplier Charter.

Minimum Factory Conditions

Our Minimum Factory Conditions are based on the International Standard SA8000 and outline a minimum set of workers conditions with which we expect our suppliers, and their factories to comply. We reserve the right to terminate any relationship with suppliers who are found to be non-compliant with these conditions.

Whistleblowing

Our whistleblowing policy sets out the internal process to follow for employees to make a disclosure should they observe any misconduct including the mistreatment of our people. If any employee has any misgivings about Rexel's conduct, they are encouraged to speak with their Line Manager, Security and/or HR department. Supplier's are encouraged to speak with their main contact or his/her line manager in the first instance. If they are not comfortable in doing so, an employee or supplier can contact our whistleblowing hotline which is manned by an independent company, Safecall. To encourage disclosures, the caller can retain their anonymity should they wish. Disclosures can be made by phone (0800 915 1571); email (rexel@safecall.co.uk); or online (www.safecall.co.uk/report). All reports to the hotline are taken seriously and are fully investigated. At the date of publication, we have not received any disclosures relating to slavery or human trafficking.

Additionally our ultimate parent company, Rexel SA, have a whistleblowing system available to internal and external stakeholders at <https://www.rexel.com/en/ethical-alert/>. Amongst other things, any Human Rights concerns can be reported using this tool and any disclosure made in this way will be reported to and processed by the Rexel Global Ethics Committee.

You can read our external policies here:

- [Rexel UK Code of Business Conduct](#)
- [Rexel Global Ethics Policy](#)
- [Minimum Factory Conditions](#)
- [Rexel Group Sustainability Supplier Charter](#)

ACCREDITATIONS

EcoVadis Gold Award – April 2020.

EcoVadis scorecards provide detailed insight into environmental, social and ethical risks across 200 purchasing categories and 160 countries. The Rexel Group has been independently assessed by EcoVadis and has been accredited with Gold Standard certification, scoring within the top 5% of companies assessed globally and the top 1% within our sector. Further information on EcoVadis is available [here](#).

Achilles UVDB & Achilles Building Confidence

Achilles Building Confidence is the construction standard providing certification to Safety Schemes. Rexel UK are subject to an annual evidence desktop and on-site based audit to verify information and assess areas of compliance within health and safety, environment and sustainability, quality, Corporate Social Responsibility, business continuity, ethics and more. Rexel UK has successfully passed the audits with a maximum score of 100%. Further information on Achilles is available [here](#).

Constructionline – Gold Membership

Rexel UK are accredited to the Constructionline Gold level of membership. They assess company's credentials for environmental management, quality management, equal opportunities, Modern Slavery Act adherence and anti-bribery and corruption policies. Further information on Constructionline is available [here](#).

PROCESSES FOR PREVENTING SLAVERY AND HUMAN TRAFFICKING IN OUR BUSINESS

We are a UK employer subject to UK employment laws and have well developed practices and controls in place to prevent the risk of modern slavery occurring in our business. These practices are under constant review to ensure continuous improvement. The following is a brief summary of our internal processes and controls.

Permanent Employees

All recruitment for permanent and fixed-term employees is managed through a centralised recruitment function. All applicants are tracked through our online recruitment portal and any new appointment is validated by senior management and the independent Human Resources (HR) department.

All candidates are vetted by the Hiring Manager following guidance from our HR department before they are processed as an employee. HR will ensure that all employment contracts and Right to Work checks have been properly completed and that the candidate has been met in person.

Additionally, all payee details are checked monthly by our Payroll department to identify any duplicate bank accounts and, as part of the induction checklist, Line Managers are required to conduct a visual check that the bank details provided belong to the employee.

Temporary Employees

We will occasionally use temporary labour in our operations (e.g. warehouse operatives and drivers). Where temporary labour is used, to control any risk of modern slavery, (where possible) we channel temporary appointments through a handful of centrally approved agencies. The nominated agencies are all highly regarded with good reputations and have implemented robust recruitment processes to help ensure that there is no existence of modern slavery in any temporary/agency appointments, e.g. through vetting of a candidate's identity, Right to Work documents, bank account and employment history.

As part of our package of measures to reduce the impact of COVID-19 on our business, the panel of Agencies was significantly reduced year-on-year. This panel of Agencies is under continuous review.

There is also a centralised process for onboarding and paying indirect suppliers (see below). All recruitment of temporary labour is processed using this system which has reduced the number of suppliers of temporary agency staff and seen an increase to our approved recruitment partners.

Whistleblowing

Anybody within our business who has a suspicion of modern slavery is encouraged to speak to their Line Manager, Security and/or HR department. As an alternative, they can call our whistleblowing hotline (see above).

As a matter of policy, we will support any whistleblower who raises a genuine concern, even if they turn out to be mistaken.

Awareness

We are actively working to increase awareness in our Business of the presence of modern slavery in the UK.

An e-learning training module is available to all Rexel UK employees via our online academy. This is a mandatory module which all Rexel UK employees are required to complete. The purpose of this module is to make employees aware of the existence of modern slavery in the UK, to help them identify the signs that someone maybe a victim of modern slavery, and to advise them of what action should be taken in the event that they identify an individual at risk. As at the end of FY2020, our completion rate for this module was 78% which is a +9% increase on FY2019. We will be rolling out awareness initiatives during FY2021 to continue to improve this completion rate.

High impact posters have been issued to key locations that heavily rely on temporary labour. These are displayed prominently on staff noticeboards and encourage anybody with a suspicion of modern slavery to call the Modern Slavery Helpline.

Employee Onboarding Audit

During FY2020 we ran an audit of the new employee onboarding process to review adherence to the controls and to review payroll controls around changing employee bank details.

As part of this audit, we checked a random selection of files of new starters during the preceding 12 months to see whether all 'Right to Work' checks, new starter forms and contracts were complete and properly recorded on the employee file. This audit demonstrated good governance controls in this area with 100% compliance

on Right to Work checks, forms and contracts and monthly scrutiny of bank accounts/national insurance numbers to identify any duplicates.

However, the audit revealed some areas in need of improvement including:

- Whilst Line Managers are responsible for checking new starters' bank account details, no confirmation of this check being completed is currently being stored on the new starter's employee HR file.
- Bank account details can be amended at any time by the employee without any verification using our self-help payroll and HR platform called MyView.
- Work has continued to reduce our reliance on agency workers and further work is being undertaken to channel business through those Agencies who have been fully vetted against our standards, policies and procedures.

Action plans are being reviewed and agreed to address the above areas of improvement during FY2021.

OUR SUPPLY CHAINS

We purchase goods and services from predominately UK based suppliers. We have established strong and long-lasting relationships with a mix of global market leading manufacturers and local (UK) SMEs.

All suppliers of goods stocked for resale are managed centrally by our Commercial department. From time to time, we are asked to procure goods outside of our profiled suppliers; there is a documented approval process for these instances with independent sign off by the applicable Regional Commercial Manager and the UK Commercial Manager. Suppliers of goods/services not for resale are increasingly becoming managed centrally by our Finance department.

The number of strategic suppliers has decreased over the last few years which has strengthened our relationships with our strategic partners and given us greater influence and transparency on their practices. We do recognise that there is a risk of modern slavery occurring in our supply chain and we are working to implement further checks and balances to mitigate and reduce this risk even further.

Supplier Adherence To Our Values

We are committed to ensuring we only partner with suppliers that respect Rexel UK's core values and those of the UN Global Compact. We have made significant improvements to our procurement processes to ensure we select and work with suppliers who meet these standards.

Direct Suppliers/Goods for Resale

Our tender process puts Rexel UK's core values at the essence of the criteria. Amongst other things, all tenderers must complete a due diligence questionnaire which includes details on the steps they have taken to eradicate any modern slavery in their own business and supply chain.

We have updated our standard purchasing agreements to directly include our UK Code of Business Conduct and Minimum Factory Conditions rather than incorporated by reference. The purpose of this is to draw our Supplier's attention to the values and importance of these two documents. It is expected that the UK Code of Business Conduct will be replaced by the Rexel Group Supplier Sustainability Charter during FY2021.

Finally, we have created a framework for conducting social responsibility audits of our first and second tier supply base utilising support from the Rexel Group's global presence. As part of this process, the supplier completes a self-certification on their practices and policies using Rexel UK's proprietary audit questionnaire. These responses are then validated at an on-site survey which is also used to assess the supplier's honesty and integrity. To date, we have conducted one on-site survey at a second-tier manufacturing base of one of our largest suppliers and no modern slavery concerns were discovered. Further audits are planned for FY2021.

EcoVadis

The Rexel Group use the EcoVadis Corporate Social Responsibility (CSR) monitoring platform to assess a selection of key suppliers. Details of the EcoVadis platform are set out above. Rexel uses the results of this assessment to benchmark and improve its suppliers CSR practices on an ongoing basis.

174 suppliers, representing 60.1% (by value) of Rexel Group's direct purchases have participated in the assessment. 30 suppliers scored Gold and 82 suppliers scored Silver. Rexel UK sent requests to 81 suppliers in total representing 64.4% of Rexel UK's direct purchase value. 64 suppliers have responded which represents 46% of Rexel UK's direct purchase value. Of those who did respond, 33% were awarded Gold or Platinum status and 30% were awarded Silver.

From discussions with the participating suppliers, we understand that larger companies have few problems in completing the assessment. However, for small and medium sized entities it can be onerous. We are therefore reviewing the process to see how we can get more smaller suppliers to participate.

Indirect Suppliers/Goods Not For Resale (GNFR)

The procurement of goods not for resale (indirect goods) is managed via a GNFR Portal which is overseen by the Finance department. Each spend category is assigned an owner from the relevant business department who are ultimately accountable for the conduct of suppliers within their category. The GNFR portal controls the process of creating new supplier accounts and paying suppliers to ensure total transparency and greater rigour in the process. The process for tendering and selecting key indirect suppliers sits with the central Finance department. Any indirect supplier centrally managed is required to have a signed contract which will include provisions relating to the eradication of modern slavery. This activity helps ensure we partner with suppliers who respect Rexel UK's core values and who have a similar commitment to eradicating modern slavery.

Our tender process puts Rexel UK's core values at the essence of the criteria. The tender process is multi-staged to allow for greater and more objective scrutiny of any potential supplier. Amongst other things, all tenderers must complete a due diligence questionnaire which includes details on the steps they have taken to eradicate any modern slavery in their own business and supply chain. Additionally, suppliers must agree to abide by our UK Code of Business Conduct and Minimum Factory Conditions.

Corporate Social Responsibility Forum.

The activities of the Corporate Social Responsibility Forum have ceased as the CSR principles are now embedded and can be found into our day-to-day decision making and operations led by the Executive Committee.

FURTHER STEPS

Following a review of the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our business or supply chains, we intend to take the following steps to further combat slavery and human trafficking:

- Initiate activities aimed at improving the completion rate of the e-learning training module which will serve to increase awareness of the risk of modern slavery in our Business.
- Create and distribute an action checklist for HR and Senior Management on how to respond to a notification of a potential instance of modern slavery in our Business.
- Review options for bank account verification with third party banking or payroll providers to supplement and/or replace Line Management checks.
- Continually review the panel of approved recruitment agencies for temporary workers and implement further governance controls to strengthen the supplier partnership.
- Review and improve the controls around the approval and onboarding of new non-profiled suppliers.
- Further expand the regularity and scope of the social responsibility audits on our first and second-tier supply chain.

Signed:



Edgar Aponte, Chief Executive Officer
Rexel UK Limited

Date:

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for Rexel UK Limited and its relevant subsidiaries, for the financial year ending 31st December 2020.