



Rexel's Human Rights Policy

Effective date: April 2025

At Rexel, our Group purpose statement is **“Electrifying solutions that make a sustainable future possible”**. As one of the global lead distributors of electrical products, solutions, expertise and services, the Rexel Group is aware that its operations have an impact across its locations as well as its supply chain. We strongly believe that caring about the people in our business, community, operations and supply chains is key to our purpose and to a sustainable future. We also believe that sustainability includes operating our business responsibly and ethically.

The Rexel Group is committed to respecting the principles of the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights in its activities. Rexel expects its suppliers to conduct their activities with respect for human rights, in accordance with the principles laid down below.

SCOPE

This policy applies globally to all Rexel countries and subsidiaries.

GUIDING PRINCIPLES

OBJECTIVES:

Rexel Group commits to respecting the following rights, both in carrying out its own activities and by taking into account the compliance of its suppliers in line with Rexel's Sustainable Supplier Charter.

Ban of child labour

The Rexel Group undertakes not to employ persons who have not reached the legal minimum age for admission to employment in the country where the work is carried out, in accordance with the Convention on the Rights of the Child (article 32). This age must comply with the principles defined by the International Labor Organization (ILO).

Ban of forced labour

The Rexel Group undertakes not to use forced or compulsory labour as defined in the ILO conventions, i.e. any work or service exacted from any individual under the threat of any penalty and for which the individual has not offered himself voluntarily.

Ban of human trafficking

The Rexel Group undertakes not to participate into human trafficking, whereby workers are deceived or coerced into giving consent to be moved.

Fight against discrimination

The Rexel Group undertakes not to exercise any distinction, exclusion or preference based on color, gender, religion, political opinion, national descent or social origin which has the effect of destroying or altering equality of opportunity or treatment in employment or occupation.

Respect of freedom of association

The Rexel Group undertakes to respect the workers' freedom of forming or joining all types of organizations, collective bargaining rights (collective bargaining including all negotiations taking place between the employer and workers' organization determining working conditions) and right to strike.

Respect of freedom of expression

The Rexel Group undertakes to respect the right of workers to expressing their opinions in the public domain.

Respect of working hours

The Rexel Group undertakes to respect local rules and international standards in relation to maximum working time and guaranteed minimum rest time.

Protection of migrant workers' rights

The Rexel Group undertakes to implement non-abusive and transparent recruitment practices and treatment to non-national workers.

PREVENTION:

This Human Rights policy is communicated to all the employees throughout the Group.

The Rexel Group promotes respect of human rights towards its suppliers through its Sustainable Supplier Charter and relevant clauses in its commercial contracts.

MONITORING:

The human department of each Rexel entity shall ensure the compliance with these principles.

The Rexel Group uses rating platforms to assess the practices of its direct business partners on a regular basis and remains alert to plausible information about adverse impacts of indirect business partners.

EMERGENCY RESPONSE PROCEDURE:

Rexel makes available to its employees and its suppliers, services providers and subcontractors a whistleblowing line in case any person in contact with Rexel has concerns or questions about certain practices in respect, in particular, of Human Rights, Health and Safety or Environment matters or needs help or advice. The whistleblowing line can be found at the following address: <https://www.rexel.com/en/ethical-alert>

ROLES AND RESPONSIBILITIES

Rexel's human rights policy is implemented thanks to coordinated governance at all levels of the Group and shared with all Rexel entities. This governance is anchored in the Sustainability strategy, which is led by the Sustainability Department, validated by the Executive Committee and ratified by Rexel SA's Board of Directors.

The human resources department is in charge of implementing this policy inside Rexel.

AMENDMENT PROCEDURE

The policy will be reviewed or updated in the event of major changes.

REXEL'S DOUBLE-MATERIALITY ANALYSIS

In 2025, Rexel published its double-materiality analysis aimed at identifying major risks, impacts, and opportunities related to sustainability issues. Our operations are fundamentally based on people, both within our organization and among our suppliers, which makes it important to recognize the potential for human rights violations in these contexts.