



Rexel's Sustainable Purchasing Policy

Effective date: April 2025

INTRODUCTION

At Rexel, sustainability is more than a commitment — it's a cornerstone of our purpose: **"Electrifying solutions that make a sustainable future possible"**. As procurement professionals, you are at the forefront of this mission, playing a vital role in driving positive change across our supply chain.

The **Sustainable Purchasing Policy** we have developed is a practical guide to help us embed sustainability into our purchasing practices. By gaining deeper knowledge of our suppliers and the risks associated with their activities, we can mitigate these risks and improve Rexel's overall supplier sustainability performance. **It's about creating value for our customers, suppliers, and society while differentiating Rexel in the market.**

Rexel has identified key impacts within our supply chain, including:

- Workers' rights
- Workers' health and safety
- Contribution to climate change

Rexel has already implemented initiatives to address these challenges^(*), mainly because we aim to be a sustainable partner by implementing a sustainable purchasing approach. With this policy, we strengthen our processes through **operational targets**, a **governance structure**, and a range of **actions and tools** to support you in implementing this policy effectively.

I encourage all Rexel purchasing community to read this policy carefully, integrate its principles into their daily activities, and leverage the tools provided to make a tangible impact.

Thank you for your dedication and leadership in this important journey.

Antoine Audureau
Group Chief Procurement Officer

Note : (*) A more detailed overview of these impacts can be found in Rexel's Universal Registration Document (URD) and Vigilance Plan, which we are committed to regularly reassessing to ensure continuous improvement

1. REXEL GROUP INDICATORS

To monitor the deployment of its actions with its suppliers, Rexel has defined a list of indicators that are tracked annually, along with targets, published either in Rexel's URD and/or SBTi Roadmap^(*). These indicators can be reviewed or supplemented as needed.

Each country's contribution is essential for the achievement of the targets.

Objectives	Indicators	Targets
Reduction of our contribution to climate change, preserving worker's rights, health and safety	Percentage of absolute GHG emissions reduced on Scope 1 & 2	Reduction of 60% by 2030 Reduction of 90% by 2050
	Percentage of absolute GHG emissions reduced on Scope 3	Reduction of 35% by 2030 Reduction of 90% by 2050
	Direct purchases covered by the Sustainable Supplier Charter (SSC)	Coverage of 80% of direct purchases, in spend
	Percentage of Rexel's suppliers that have received a request to assess their Corporate Social Responsibility performance with EcoVadis	Coverage of 80% of direct purchase, in spend

2. GOVERNANCE

To ensure the effective deployment of this policy, Rexel has defined responsibilities at Group and country levels. This policy is carried out by the Group Chief Procurement Officer. Rexel will review this policy from time to time as appropriate.

1. Group Responsibilities

Group level • Procurement team • ESG team • Legal team	• Formalize commitments • Define methodologies & KPIs for reporting • Develop the Group risk mapping of suppliers • Monitor and support roadmaps to mitigate identified impacts on procurement • Train Procurement Managers, Group and local buyers about ESG • Update any purchasing Group policy and Ecovadis equivalent campaigns & audits • Follow up action plans, especially through the Purchasing Duty of Care committee • Ensure compliance with standards and regulations • Ensure governance of these topics with ExCom & Board • Encourage Best Practice sharing
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Note : (*) Science Based Targets initiative

2. Country / Subsidiary Responsibilities

Group level

- Subsidiary procurement teams

- **Deploy** any purchasing Group policy or program
- **Ensure engagement** of all local suppliers through the SSC and contractual clauses
- **Perform** assessment campaigns (EcoVadis, Due Diligence Questionnaire)
- **Design and track** mitigation plans on assessed high risks
- **Perform suppliers ESG audits of high-risk suppliers (if needed)**
- **Share** major findings and alerts across the organization
- **Foster sustainable offer development with local partners**

3. OUR ACTIONS AND TOOLS



Rexel's sustainable purchasing policy aims to manage and reduce the environmental, social and societal impacts associated with our supply chains. It is a direct extension of our Ethics Guide, Environmental Policy, Human Rights Policy and is complementary to the Sustainable Supplier Charter.

This policy proposes two main types of actions towards Rexel buyers and suppliers:

Rexel's buyers

Increase sustainability awareness among buyers

- Train buyers on sustainability stakes over time (e.g. environment, human rights, health & safety);
- Take into account suppliers sustainability performance in sourcing decisions, included in the Rexel Experience assessment.

All suppliers

Increase sustainability awareness among buyers

- Share with suppliers Rexel's sustainability commitments to encourage greater engagement from their side;
- Secure signature of the Sustainable Supplier Charter by suppliers;
- Secure robust ESG clauses in purchasing contracts;
- Keep on developing a tailored supplier screening mechanism:
 - Encourage suppliers to complete an EcoVadis assessment, as per Rexel Group's targets
 - Or alternative simplified questionnaire provided by the Group, when necessary;
- Encourage suppliers to provide most complete data (e.g. on products' origin, environmental characteristics...).

4. EXPECTATIONS FROM SUPPLIERS

Compliance mechanisms

- Suppliers shall comply with the SSC, and ensure that their own suppliers respect and implement all the principles set out in the SSC, in accordance with their contractual commitments, and all applicable laws and regulations ;
- Rexel reserves the right to verify compliance with these requirements as required.

Addressing non-compliances

- Suppliers are invited to notify Rexel of any actual or potential severe adverse impact on human rights, health and safety, or the environment;
- In the event of non-compliance, the commercial relationship with the supplier may be reviewed and corrective measures taken in close cooperation with the suppliers.

5. TAKE-AWAYS FOR REXEL'S BUYERS



This policy proposes two main types of actions towards Rexel buyers and suppliers:

- Complete the training on sustainable purchasing
- Raise sustainability topics in talks with suppliers
- Secure signature of the SSC and robust ESG clauses in purchasing contracts
- Encourage suppliers to complete an EcoVadis assessment, or alternative simplified questionnaire, provided by the Group when necessary
- Encourage suppliers to provide most complete data (e.g. on products' origin and environmental characteristics...)
- In case of doubts about the supplier's compliance with the principles in the SSC, implement further enquiry, which can lead to an audit of supplier's practices
- For very high-risk suppliers in your supply base, identify actions to assess, measure improvement and to adapt relation with the supplier accordingly, in close cooperation with Group for Strategic suppliers

5. APPENDIX : RELEVANT REXEL POLICIES & DOCUMENTS

The following documents are in force and can be referred to for more detailed information.

- [Universal Registration Document](#)
- [Vigilance plan](#)
- [Sustainable Supplier Charter](#)
- [Ethics Guide](#)
- [Whistleblowing helpline](#)
- [Anti-corruption code of conduct](#)
- [Competition law guide](#)
- [Environmental policy](#)
- [Human rights policy](#)
- [Conflict minerals statement](#)