



a world of energy

2024 Sustainability Brochure

Electrifying solutions that make
a sustainable future possible



Committed to sustainability



“

Our success in driving responsible practices is a key differentiator that truly resonates with all our stakeholders, and we're proud to be recognized as a global leader in sustainability performance and reporting. Notably, in 2024, we achieved a CDP "A" rating and SBTi approval for our latest emissions-reduction strategy. We're also pursuing new ways to collaborate with our suppliers, promote innovation and offer our customers the information and services they need to access the most sustainable products on the market.

None of this would be possible without the knowledge and dedication of our employees, who bring their passion to this important role day after day – as confirmed by the high engagement scores in our annual internal survey. And we could not meet our ambitious targets for environmental and social progress without our suppliers and customers, who share our resolve to take every opportunity to fulfil our responsibilities to society.

Guillaume Texier
CEO Rexel

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Please note

This is Rexel's first global sustainability Brochure, based on 2024 data. It draws on the comprehensive information available in Rexel's Universal Registration Document, produced in line With Corporate Sustainability Reporting Directive (CSRD) requirements and following European Sustainability Reporting Standards (ESRS).

The full URD is available here:

[Download →](#)


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Sustainability brings clear value and drives growth



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At Rexel, we’re committed to growing our expertise and sharing it with our partners and customers to move our industry forward on the path to sustainability.

As a leading distributor of electrical products, solutions and services, we operate at the heart of our value chain, in daily contact with manufacturers, transporters and customers.

In this privileged position, we have a duty to promote responsible practices – by setting an example in our own operations, and by helping suppliers, partners and customers transition to cleaner, more energy-efficient and ethical choices.

For us, acquiring and sharing expertise in sustainability is an obvious way to bring lasting value to all our stakeholders, enhancing our business while contributing meaningfully to a better world.

In fact, we are so convinced of our role that we have defined our purpose as *electrifying solutions that make a sustainable future possible.*”

Isabelle Hoepfner-Léger

Group General Secretary, in charge of Legal, Sustainable Development and Human Resources

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Sustainability brings clear value and drives growth



Historic growth in electrification, rising demand for services, and digital transformation present

Rexel with a unique opportunity to drive sustainable, profitable growth.

Building on our Power UP 2025 strategy, we are expanding our offering in key areas such as photovoltaics, electric HVAC systems, EV charging stations and energy-efficient industrial automation systems, often through acquisitions. And we're adding value through our people, services and operational excellence.

Supporting this ambitious strategy, our sustainability roadmap sets clear objectives for people, the planet and partners, with a strong foundation of ethics and compliance.

Rexel's 2024 financial results demonstrate the resilience of our model and, above all, our ecosystem's strong commitment to the energy transition."

Laurent Delabarre

Group Chief Financial Officer and
Head of Rexel's China and India Cluster

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Rexel's business model

We have made sustainability an engine of our growth and aim to play a driving role thanks to our unique position in our value chain. Key to our responsible commitment: acting ethically in every situation, valuing and growing the skills of our 27,600+ employees, engaging in dialogue with all our stakeholders, reducing our environmental footprint, promoting energy

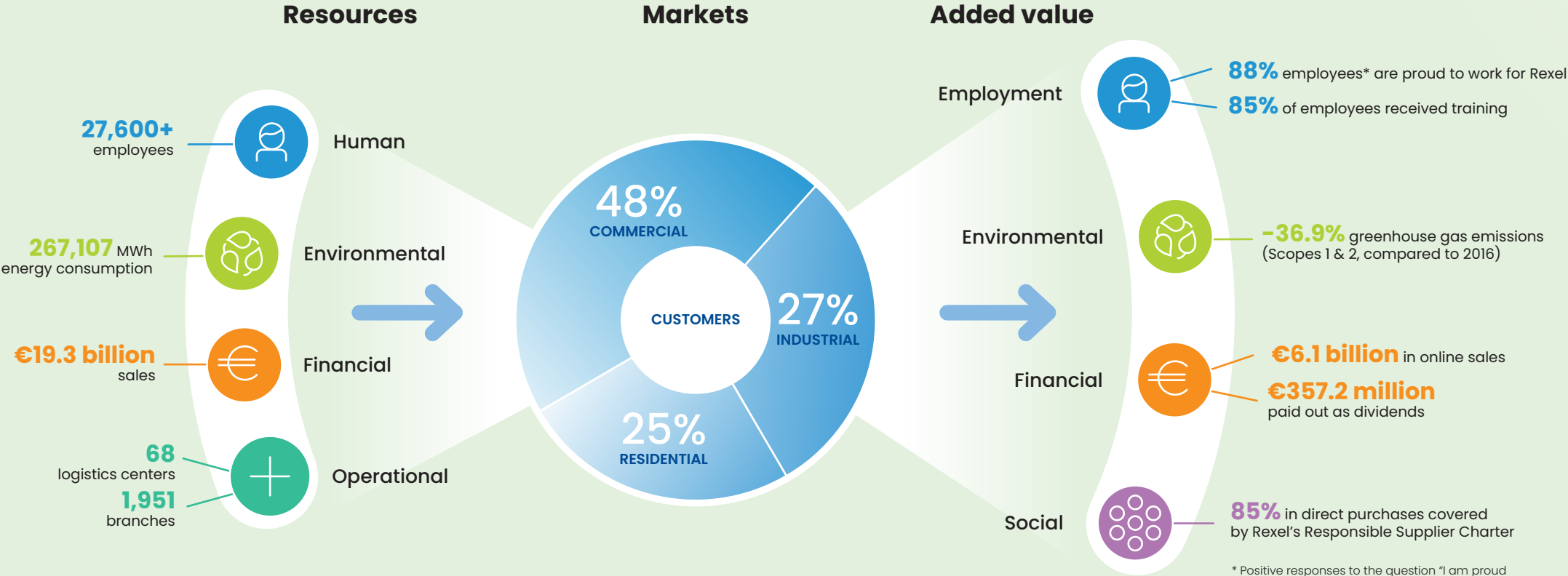
efficiency and taking action to educate people about the energy transition through the Rexel Foundation.

Rexel is one of the world's leading distributors of low and ultra-low voltage electrical products, solutions and services, building on our expertise in logistics, technical support, financing and

training. In 2024, we operate in 19 countries in Europe, North America and Asia Pacific. Rexel's sustainability strategy is one of the major tools the Group uses to meet its profitable growth and value creation objectives. Our sustainable development strategy is a major contributor to profitable growth and value creation.

Rexel in 2024

A world-leading distributor of electrical products, solutions and services



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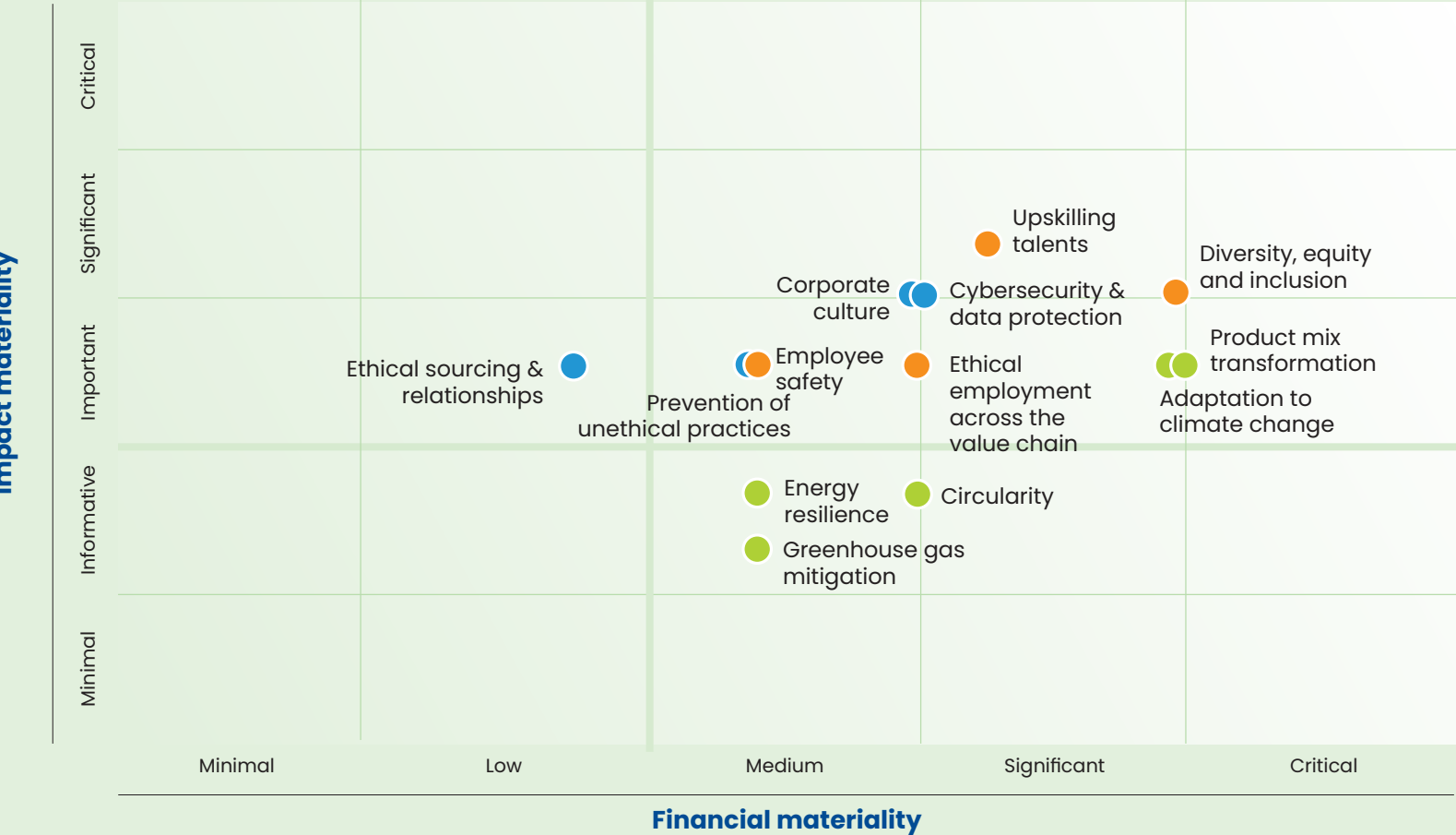
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Our sustainability roadmap: materiality matrix



To set ambitious targets, ensure accountability and monitor progress, Rexel introduced a new double materiality analysis in 2024. That means we examined both our impact on society and the environment, and the impact of social and environmental issues on our performance.

We did so across our organization in consultation with key stakeholders, including employees, investors, customers and suppliers.

This process identified 17 material sustainability issues with 30 impacts, risks and opportunities (IROs).

This analysis guides the company’s objectives, actions and resource allocation.

- Type of issue
- Environmental
 - Social
 - Governance

17 material sustainability issues (shown here) covering 30 impacts, risks and opportunities

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Our sustainability roadmap: priorities

Our sustainability roadmap addresses sustainability issues by committing to action in three main areas – planet, people and partners – built on a foundation of strong governance.



Planet

Achieve net-zero emissions by 2050 by accelerating the transition to eco-friendly solutions across our supply chain



Partners

Reinforce relationships with suppliers and customers, in particular by collaborating on innovation and energy-efficient products



People

Boost employee development, health and safety standards, gender diversity and employee engagement through training and a wide range of initiatives



Governance

Provide strong governance as an essential foundation for ethics and compliance, to ensure transparency, accountability and integrity in all our operations

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Our contribution to the UN's Sustainable Development Goals

Rexel signed the United Nations Global Compact in 2011, committing to 10 universal principles regarding human rights, labor rights, environmental protection and corruption prevention. This voluntary initiative is intended to help the UN reach its Sustainable Development Goals (SDGs) by 2030.

Our sustainability roadmap directly contributes to nine of these goals:

**8: Decent Work and Economic Growth**

- Provide all employees with decent, safe working conditions
- Ensure that our entire value chain operates ethically
- Establish balanced relationships with our customers and suppliers
- Help boost local economies through our activities

**11 : Sustainable Cities and Communities**

- Provide safe, energy-efficient and renewable energy solutions to installers and end-users
- Protect data privacy

**12 : Responsible Consumption and Production**

- Act as a responsible buyer
- Help customers and partners adopt sustainable practices
- Build relationships of trust with our partners and customers

**13 : Climate Action**

- Provide energy efficient, renewable energy solutions
- Reduce our environmental footprint across the value chain, from product manufacturing and transportation to usage and end of life
- Help our customers and partners adopt sustainable practices

**17: Partnerships for the Goals**

- Identify and engage with the relevant stakeholders to achieve these goals

**3 : Good Health and Well-Being**

- Prevent accidents and injuries
- Comply with regulation
- Promote good health and well-being
- Ensure that health and safety initiatives are inclusive and accessible to everyone on Rexel's premises
- Aim for continuous improvement

**4 : Quality Education**

- Provide generous training opportunities to employees
- Share expertise with customers, partners and other stakeholders
- Support vocational training and raise awareness through the Rexel Foundation

**5: Gender Equality**

- Support women through the Women in Rexel (WiRE) network and other initiatives
- Increase the proportion of female recruits and women in leadership roles
- Empower everyone to grow their careers and reach their potential

**7 : Affordable and Clean Energy**

- Provide energy-efficient and renewable energy solutions to reduce the environmental footprint of buildings and transportation

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Acting together for the planet



For more than 15 years, Rexel has been at the forefront of industry efforts to fight climate change, embedding this critical mission into our corporate responsibility framework.

We are the first and only distributor worldwide in the electrical supplies sector to have set emission reduction targets approved by the Science Based Targets initiative (SBTi). This is important in demonstrating our commitment to concrete, measurable progress in line with the goals of the Paris Agreement.

Our path to net-zero emissions by 2050 focuses first on the improvements we can make internally to reduce our environmental impact. And these are not empty words: 85% of Rexel employees agree that the company is environmentally responsible. But it also prioritizes collaboration with suppliers, partners,

customers and our entire ecosystem to accelerate the energy transition.

Armed with more reliable and far-ranging environmental data than before, we know that 99% of emissions from our business come from the manufacturing, transportation, use and end of life of the products we sell. That's why, in 2024, we updated our targets to cover all relevant sources of emissions in Scope 3, as well as Scopes 1 and 2.

It's clear to us we can only produce meaningful change through cooperation – strengthening our partnerships, supporting innovation and sharing our progress transparently. Together is how we will build a more sustainable future for generations to come.”

Céline Coulibre-Duménil
Global Sustainability
Director and Vice President
of the Rexel Foundation

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Net zero by 2050

Rexel has set ambitious emissions reduction targets, approved by the Science Based Targets initiative (SBTi), to help limit global warming to +1.5°C, in line with the Paris Agreement. In 2024, these targets were updated to reflect the group’s evolving global organization and improved environmental data. We remain on track for achieving net zero by 2050.



Our priorities

1 Reduce the direct and indirect emissions from our operations (Scopes 1 and 2)

- Improve energy efficiency in our buildings
- Switch to renewable energy
- Electrify our commercial and logistics vehicle fleets

2 Reduce the indirect emissions from the full lifecycle of the products we distribute, from manufacturing and delivery to use (Scope 3)

- Adapt our offering to promote more energy-efficient products
- Develop AI-based solutions to measure the environmental impact and guide customers toward the most sustainable options
- Train employees to raise awareness in our ecosystem
- Work closely with our suppliers on innovation

3 Reduce waste and our impact on natural resources by promoting the circular economy

- Recover materials for recycling or reuse in partnership with suppliers
- Refurbish and sell damaged or used products

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Improved energy performance and more renewable energies on Rexel sites

Rexel is taking action to improve energy performance on its sites, notably by choosing high-performance buildings and increasing the efficiency of existing facilities through renovations and energy-savings schemes. Every year, we reduce energy consumption in our buildings while increasing the share of renewable energies in our energy mix.

Circularity initiatives

Growing demand for circularity services is leading Rexel to explore new opportunities. In Canada, for example, we have teamed up with Nexans to recycle copper, an increasingly depleted natural resource. Rexel now collects, strips and sorts unused cables before sending them to Nexans recycling plants.



Low-carbon vehicles

Rexel is increasingly switching to electric and hybrid vehicles in line with our commitment to cleaner air and reduced noise pollution in our local communities.

In 2024, our commercial fleet included 2,741 electric and hybrid vehicles, accounting for 50% of our fleet (vs. 38% in 2023). We also more than doubled our fleet of low-carbon logistics vehicles between 2023 and 2024.

All our entities worldwide have introduced plans to electrify their fleets and set up EV charging stations.

Our Green Supply Chain Community

In 2024, Rexel launched a Green Supply Chain Community internally to share sustainable best practices (e.g., circular economy initiatives) and discuss improvements in logistics flows with external stakeholders. Made up of at least one sustainable development representative or logistics manager from each Rexel country, the community meets several times a year to accelerate the implementation of sustainable practices.

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Local Scope 3 action plans

Given the link with local ecosystems, Scope 3 emissions must be managed country by country. To guide Rexel country leaders, the company has defined eight key action areas, shown here.

Scope 3 roadmap to engage Rexel’s entire ecosystem

1

Project governance

- Ensure strong governance for our Scope 3 roadmap and actions through our HQ Climate Committee and local sustainability leaders



2

Data measurement

- Measure the carbon footprint of external product transportation

5

Logistics

- Set global and local CO₂ reduction targets for product transportation
- Identify greener delivery options with logistics providers

3

Supplier onboarding

- Increase the number of suppliers committed to Rexel’s Sustainable Supplier Charter
- Invite selected suppliers to join the Sustainability Shapers program
- Prioritize Scope 3 emissions reduction and other sustainability targets in supplier selection criteria
- Promote eco-friendly products

6

Training

- Roll out Rexel’s Global Climate School training
- Provide sustainability training to local sales forces and purchasing teams

4

Analysis & adaptation

- Increase customer use of our Carbon Tracker, EcoScore and EcoBoost AI tools
- Identify the main contributors to Scope 3 emissions and adapt our product portfolio
- Actively promote Sustainable Selection products

7

Business travel

- Review local business travel policies to reduce emissions

8

Communications

- Promote internally and externally all local and global sustainability initiatives on all channels



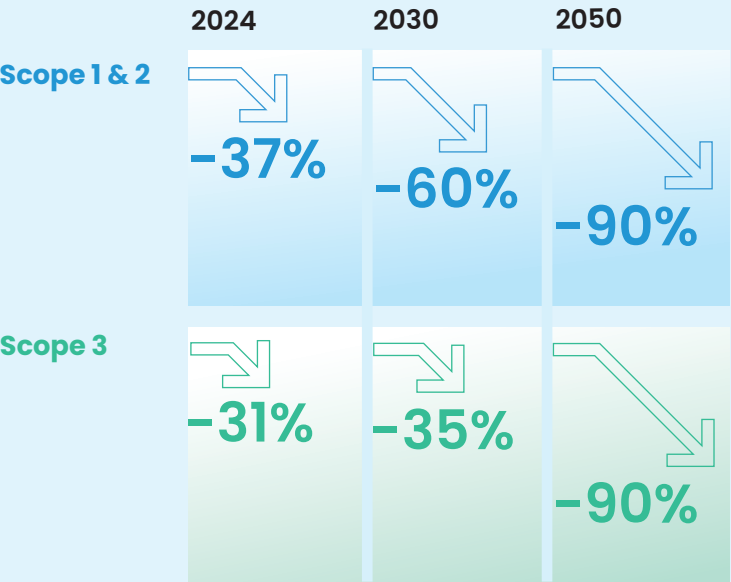
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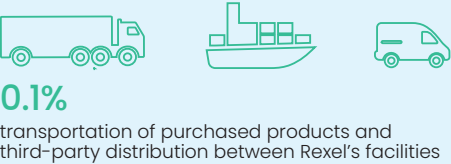
On track to achieve our sustainability targets

Current progress
on emissions reduction
targets



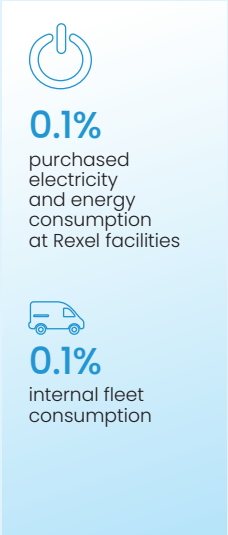
Scope 3
external emissions

Upstream
11,592 ktCO₂e



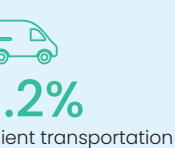
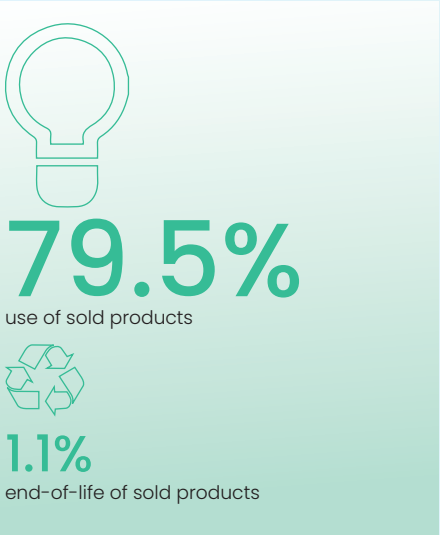
Scopes 1 & 2
internal emissions

Rexel
85 ktCO₂e



Scope 3
external emissions

Downstream
52,796 ktCO₂e



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Cooperating with partners for a sustainable future



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Our ability to offer the most advanced sustainable products and solutions relies on our relationships with world-class suppliers.

Since 2021, we’ve prioritized partners that align with our Sustainable Supplier Charter, designed to uphold the UN Global Compact and International Labour Organization conventions. To ensure transparency and accountability, we’ve also developed a robust auditing process. In return, we support suppliers on their sustainability journeys and champion their innovations.

A good example is our Sustainable Selection, a range of products that are best in class for their circularity and environmental footprint. We help promote our suppliers’ environmental performance through proprietary tools like our EcoScore,

Environmental Footprint Generator and Carbon Tracker dashboard.

To further reinforce our collaboration with strategic suppliers, in 2024, we introduced the Rexel Experience program offering shared data and joint marketing campaigns.

This ongoing teamwork, support and evaluation supports our commitment to accelerating progress across our value chain.”

Antoine Audureau
Group Chief Purchasing Officer

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85%

of Rexel purchases in 2024 were sourced from signatories of our Sustainable Supplier Charter.

Rexel’s Sustainable Supplier Charter

Launched in 2021, our Sustainable Supplier Charter sets high standards for suppliers and subcontractors in key areas such as ethics, human rights, employee rights, environmental protection and legal compliance. We ask suppliers to commit to these standards across their supply chains and require them contractually to comply with International Labour Organization principles.

Rexel Experience program

The Rexel Experience is a collaborative approach with our partners focused on excelling in key value drivers to better serve our customers. It emphasizes sharing business insights and data to enhance supply chain and marketing, leveraging innovation, and promoting sustainability in our joint offerings.

Audits

BizLine and Gigamedia, two Rexel own brands, carry out social and environment audits of their partner factories to ensure compliance with labor rights. These on-site audits cover critical aspects such as health and safety, child labor, working hours, pay and benefits. They also ensure the absence of violations regarding forced labor, the right to form trade unions, dialogue with employees, and so on. In addition, we conduct selective audits on sensitive product categories and supply chains, such as solar panels.



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Reinforced partnerships

We make a priority of cultivating long-term relationships with suppliers and customers. This collaboration, particularly on energy-efficient innovations, is key to our sustainability progress. Our aim in working closely with world-class partners is to drive innovation, stay at the forefront of our industry and serve customers anytime, anywhere across our international network.



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Sustainable Selection



Launched at the end of 2023, Rexel's Sustainable Selection highlights more than 100,000 products that are best in class in terms of emissions, eco-labeling and circular economy practices. In addition, manufacturers of these products must sign our Sustainable Supplier Charter, committing to high environmental, social and governance standards. Carrying a distinctive logo, Sustainable Selection products already represent 10% of Rexel sales.

Innovative AI tools



Rexel has developed proprietary AI algorithms to help customers understand their emissions and choose the most sustainable solutions. They have access to an **Environmental Footprint Generator** that calculates an EcoScore rating on a scale of A to E for every product sold, a **Carbon Tracker** dashboard that displays the impact of purchased products, and an **Eco Boost** feature that highlights the most sustainable products in each category on our webshops.



The Rexel Foundation



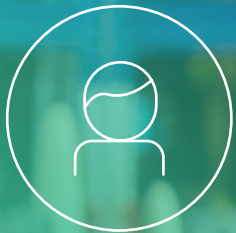
The Rexel Foundation promote energy transition through education. In 2024, the Foundation partnered with *Les Écoles de Production*, a network of non-profit vocational schools, to integrate energy transition topics into their training programs.

These schools welcome young people aged 15 to 18 who are at risk of dropping out of the traditional education system and train them in a wide range of manual professions such as automotive mechanics, boiler-making, industrial sewing, electricity, or market gardening, while raising their awareness of sustainable practices and the challenges of the energy transition.

This partnership illustrates the Foundation's commitment to empowering every public and especially the next generation with the knowledge, confidence, and skills needed to contribute to a more sustainable future.

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Taking a people-first approach



The expertise, dedication and energy of more than 27,600 people play a critical role in the value we bring to all our stakeholders.

As a market leader helping accelerate the transition to a more sustainable world, we need to attract and retain the best talents. That means offering a workplace that is safe, healthy and stimulating – the kind of culture that values diversity, rewards performance, encourages innovation and provides opportunities for every individual to reach their potential.

To thrive in a fast-changing world, a learning mindset is key, which is why we encourage our employees to spend at least 30 hours training every year. In addition to face-to-face training, we’ve launched a user-friendly online platform, Skill UP, to help everyone acquire the skills they need to grow in their professional and personal lives.

As part of our diversity and inclusion policy, we offer particular support to women.

Our network of Women in Rexel (WiRE) communities helps female employees build their confidence to take on more responsibility and advance their careers.

Being an employer of choice also requires excellence in health and safety. We’re proud to be reducing the frequency and severity of accidents, largely through our processes, training and ongoing communications that raise awareness of everyday risks.

We welcome the many accolades Rexel has won around the world as a top employer, based on employee feedback, and our own internal surveys continue to show high engagement and alignment with our strategy. That’s the best proof of our commitment to a sustainable future.”

Martin Maurer
Chief Human Resources Officer

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An employer of choice

We aim to be an employer of choice, creating a safe, inclusive and empowering workplace that nurtures talent, fosters innovation and builds employee engagement. Recognizing people as our most important resource for bringing value to our customers, we invest in training and development, while supporting gender diversity through our Women in Rexel (WiRE) network and other initiatives. We intend to stay ahead as a company and as individuals in a rapidly evolving world.



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Excellence in health and safety

Occupational health and safety are top priorities for Rexel, given our commitment to providing a safe working environment for all employees. Introduced in 2015, our global policy sets high standards that often go beyond local regulations. We support this policy with training for all employees, as well as best practice sharing through a community of health and safety leaders. We are on track to achieve our health and safety goal of reducing the accident rate by 5% each year.



Health & safety progress in 2024

85%

employees trained in health and safety



Employee satisfaction

satisfaxion 24 Rexel's annual employee survey allows employees to share their opinions confidentially and anonymously. This helps create an environment where everyone's input is valued and enables the company to continuously improve. The latest survey, "Satisfaxion24", highlighted employees' strong engagement, customer focus and alignment with the group's corporate purpose and strategy.

2024 satisfaction survey results

83%

participation

Percentage of employees agreeing that Rexel...

• is environmentally responsible

85%

• is customer focused

83%

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Skill UP

In 2024, Rexel launched Skill UP, a digital platform offering employees more than 2,500 training modules with global and local content. In a fast-evolving context, the company is committed to providing generous training opportunities to help employees – and the company – stay ahead, particularly through their knowledge of climate issues and digital developments.

90%

30 hours of training
per person annually



Women in Rexel



Rexel's commitment to diversity, equity and inclusion is evident in its Women in Rexel (WiRE) network.

Launched in 2018 in the U.S., WiRE has expanded across the Group as numerous internal communities hosting networking events, mentoring, training and more. Open to all employees, the network aims to boost collaboration, career opportunities and professional growth for women as part of Rexel's efforts to help every employee thrive.

30%

of leadership positions
are occupied by women

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Ensuring strong governance for responsible business



Strong governance is the foundation of Rexel's commitment to sustainable, ethical business. Through our oversight, employee training and practical tools, we enable integrity, transparency and compliance to guide every aspect of our operations, reinforcing trust with our stakeholders.

Rexel's Board of Directors and dedicated Sustainable Development and Corporate Social Responsibility Committee fully integrate environmental, social and governance considerations into their decisions when setting strategic priorities.

Additionally, our Ethics Committee of senior executives, including the Secretary General, Chief Human Resources Officer, and General Counsel in charge of compliance, manages ethical concerns and ensures compliance with our corporate policies in coordination with Rexel's local compliance correspondents.

Most recently, a new AI Ethics Committee, comprising the Human Resources Director, the Corporate Secretary, the Compliance

Director and the Digital and Marketing Director, was set up to examine AI use cases and guarantee compliance with regulation by design.

A cornerstone of our governance framework is the Rexel Ethics Guide, which outlines our commitments to responsible business, along with our expectations of employees, suppliers and partners. We also provide numerous guidelines on specific business ethics topics, along with a whistleblowing hotline, all freely available on the internet.

To further guide employees, we require them to follow business ethics training and commit to acting responsibly, with integrity and in compliance with the law. Our aim is to firmly embed ethics and compliance in our corporate culture as the only way to do business."

Oriane Fauré
Chief Compliance Officer

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A culture of compliance

A clear management framework, ethics guidelines, practical tools, training and communications are all ways in which Rexel drives responsible conduct daily. By creating a culture of compliance, we protect our reputation, boost the value we bring to the market and build a sustainable business.

Rexel's sustainability governance

Rexel's sustainability strategy is implemented with coordinated governance at all levels of the company. This governance is anchored in our sustainability strategy, which is led by the Sustainability Department in coordination with all departments, and validated by the Executive Committee and Board of Directors.



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Rexel Ethics Guide

The Rexel Ethics Guide was introduced in 2017, outlining the company’s commitments in key areas, such as corruption, conflicts of interest, competition rules, whistleblowing and data protection, as well health and safety, discrimination and social dialogue. **This guide is regularly updated in line with evolving regulation and is available online.**

Consult →



Anti-Corruption Code of Conduct

Our Anti-Corruption Code of Conduct defines behaviors to be avoided, practices requiring particular care, and conditions for interacting with associations and authorities. The Code strictly prohibits gifts, hospitality and facilitation payments that could influence business relationships. Employees must communicate these rules for corruption prevention to customers, suppliers and partners. **The code is available online.**

Consult →

Competition Law Guide

Rexel is committed to fair market competition, respecting the law and preventing anti-competitive practices. The company ensures independent business decisions, avoids restrictive agreements and prevents the abuse of market dominance, submitting acquisitions and divestitures for regulatory review. **To raise awareness, Rexel provides a Competition Law Guide to employees and third parties.**

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Additional documents, such as our Environmental Charter, provide further guidance.

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Ethics and compliance training

Rexel asks employees to complete online ethics and compliance training covering fair competition obligations, anti-corruption measures, data privacy and compliance. In addition, face-to-face programs are offered to new recruits and employees most exposed to ethics and compliance risks, particularly in sales and purchasing functions.

90%

of all employees
are trained in ethics
and compliance.

87%

of all employees
agree that Rexel
shows integrity in
its dealings.



Cybersecurity

Rexel has a comprehensive cybersecurity strategy, which includes resilient decentralized systems, internal controls and back-up plans, along with regular external assessments of our critical systems. In addition, Rexel organizes internal communications campaigns to highlight the critical importance of cybersecurity and provide employees with the tools and knowledge to protect the company.

Compliance Day

Every year, Rexel organizes a global Compliance Day with a variety of activities aimed at raising awareness among employees. In addition, regular communications on ethics and compliance issues reinforce Rexel's culture of compliance throughout the year.

Whistleblowing

A whistleblowing hotline is available to Rexel employees, suppliers, customers and third parties worldwide to enable anyone to report unacceptable behavior. All whistleblowing alerts are handled confidentially by Rexel's Ethics Committee, composed of the General Secretary, Chief Human Resources Officer and General Counsel in charge of compliance. **All investigations are conducted fairly and according to local laws and regulations, with whistleblowers kept informed.**

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93

ethics alerts
were made in 2024
(vs. 92 in 2023).

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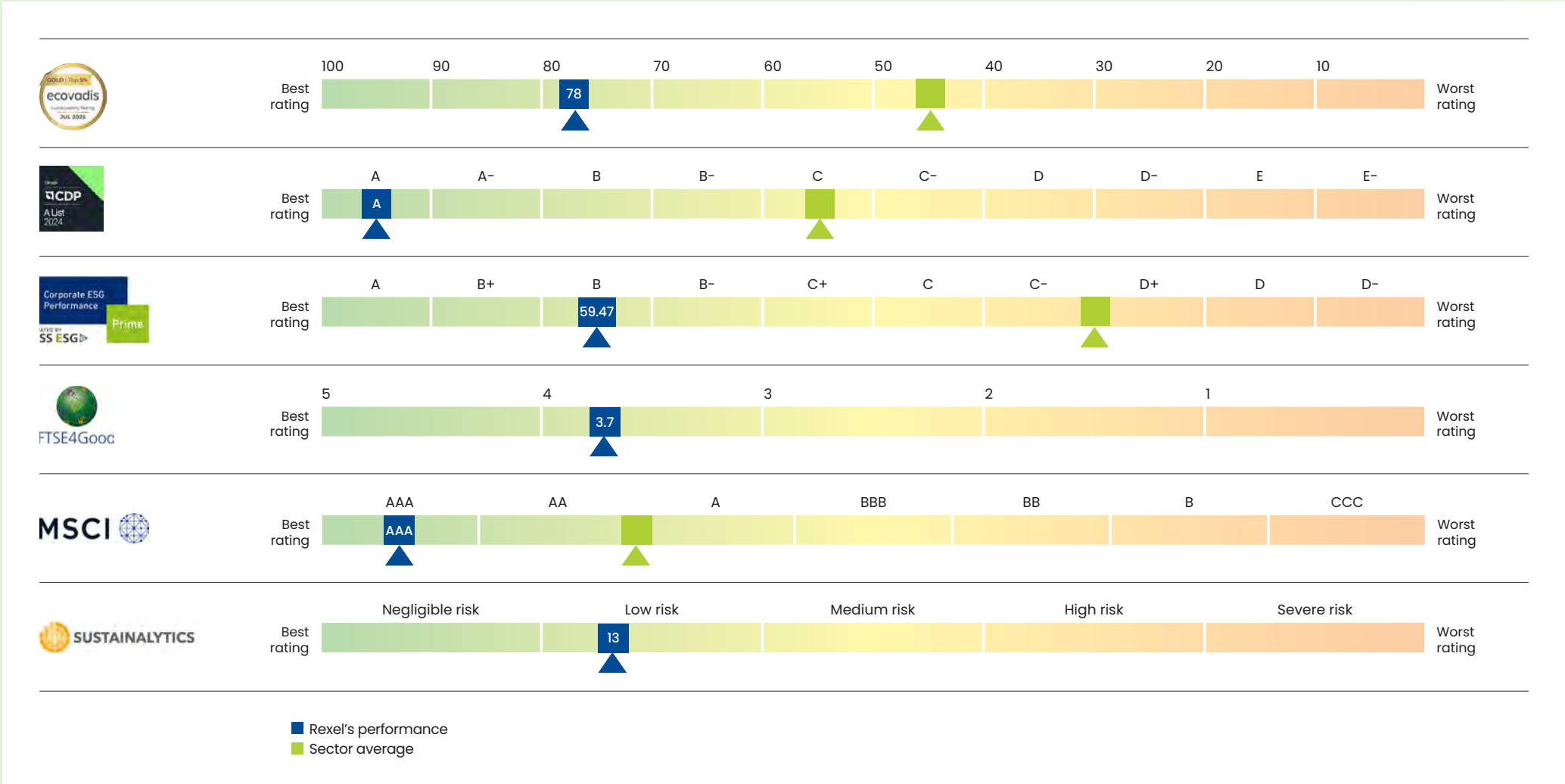
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