

# Gender Pay Gap Report

Rexel UK

Reporting period: April 2022 (2023 Submission)



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# Introduction from our HR Director

For the 2022 reporting period our pay gap is currently at 3.9%, for hourly pay, which is significantly below the UK average.

Furthermore, we paid more bonus payments proportionately to women compared to men for the second year running.

During 2023 and beyond we are placing specific focus on our Attraction and Inclusion strategy to increase diversity and performance across our business.

Best Regards

R Potarzycka  
UK HR Director

## Mean Hourly Gender Pay Gap

To include bonus, salary sacrifice & allowances	Basic Rate
<b>3.86%</b>	<b>0.56%</b>
Mean Hourly Rate - Male	Mean Hourly Rate - Male
<b>£16.56</b>	<b>£14.72</b>
Mean Hourly Rate - Female	Mean Hourly Rate - Female
<b>£15.92</b>	<b>£14.64</b>

## Median Hourly Gender Pay Gap

To include bonus, salary sacrifice & allowances	Basic Rate
<b>-3.71%</b>	<b>-2.04%</b>
Median Hourly Rate - Male	Median Hourly Rate - Male
<b>£12.44</b>	<b>£12.25</b>
Median Hourly Rate - Female	Median Hourly Rate - Female
<b>£12.90</b>	<b>£12.50</b>

## Mean Bonus Gender Pay Gap

<b>Mean Bonus Gender Pay Gap 39.73%</b>	
Mean Bonus Pay - Male	Mean Bonus Pay - Female
<b>£5,654.11</b>	<b>£3,820.05</b>

## Proportion of males receiving a bonus payment

<b>Proportion of males receiving a bonus payment 85.59%</b>	
No. of males who received a bonus payment	Total no. of males
<b>1,805</b>	<b>2,109</b>

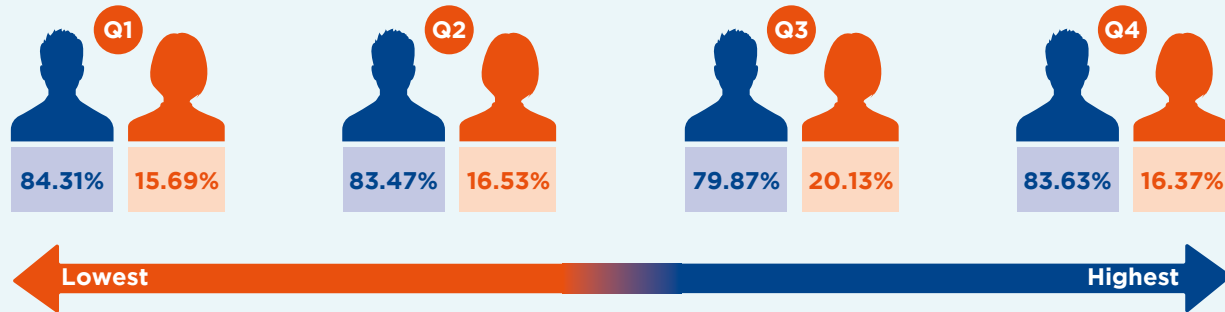
## Median Bonus Gender Pay Gap

<b>Median Bonus Gender Pay Gap 34.86%</b>	
Median Bonus Pay - Male	Median Bonus Pay - Female
<b>£1,997.61</b>	<b>£1,620.66</b>

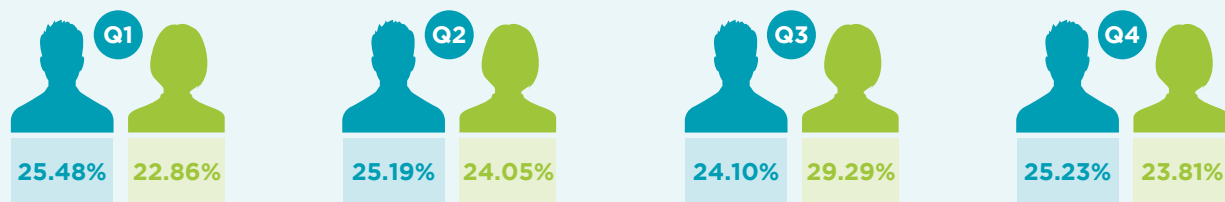
## Proportion of females receiving a bonus payment

<b>Proportion of females receiving a bonus payment 88.17%</b>	
No. of females who received a bonus payment	Total no. of females
<b>395</b>	<b>448</b>

Proportion of males and females in each quartile pay band



Distribution of each gender across the quartiles



## Results / Conclusion

### A diverse and inclusive culture

We are making great progress in creating a culture that is inclusive, supportive and offers opportunities for everyone. We want our people to know that they matter, their opinion matters and their career matters.

Our People focus for 2023 is to attract, retain, develop, and promote more diverse talent. Specifically, we are developing a Talent Attraction Strategy which includes creating a more attractive and competitive offer to diverse talent, as well as broadening our talent pools by expanding the market sectors we hire from.

To ensure we are retaining and developing diversity we have evolved our learning and development offering to support new hires from outside the industry.

We already have a strong promote from within culture. Our next priority is to improve our talent management process to remove bias and support the promotion of diverse talent.

The mission of Rexel UK, through our WiRE (Women in Rexel) Steering Group, is for:

- Rexel to be known as a great place for Women to Work, and to
- Promote the competitive advantage arising from Diverse Teams

This supports our business strategy to become **the best and safest place to work.**

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