

Gender Pay Gap Report

Rexel UK

Reporting period: April 2023 (2024 Submission)

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Introduction from our HR Director

For the 2023 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 third year running.

During 2024 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
3.9%	1.4%
Mean Hourly Rate - Male	Mean Hourly Rate - Male
£16.25	£15.39
Mean Hourly Rate - Female	Mean Hourly Rate - Female
£15.61	£15.18

Median Hourly Gender Pay Gap

To include bonus, salary sacrifice & allowances	Basic Rate
-1.9%	-2.7%
Median Hourly Rate - Male	Median Hourly Rate - Male
£12.71	£12.50
Median Hourly Rate - Female	Median Hourly Rate - Female
£12.95	£12.84

Mean Bonus Gender Pay Gap

Mean Bonus Gender Pay Gap 37.9%	
Mean Bonus Pay - Male	Mean Bonus Pay - Female
£2,964.52	£1,842.39

Proportion of males receiving a bonus payment

Proportion of males receiving a bonus payment 86%	
No. of males who received a bonus payment	Total no. of males
1,710	1,988

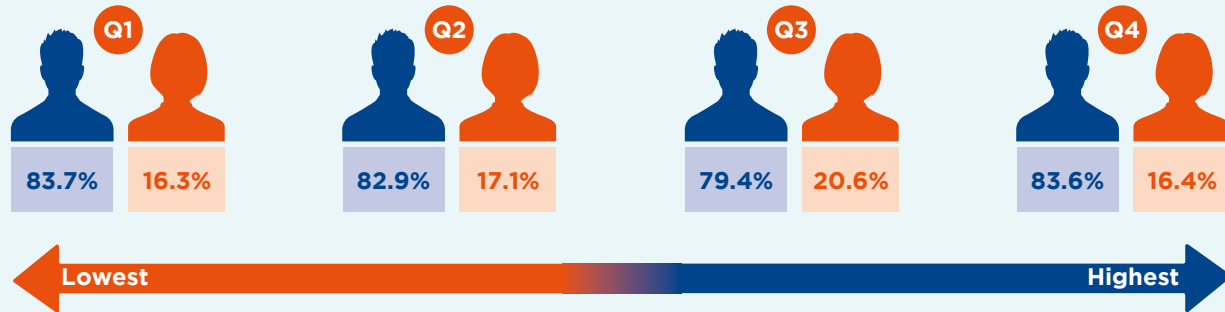
Median Bonus Gender Pay Gap

Median Bonus Gender Pay Gap 15.9%	
Median Bonus Pay - Male	Median Bonus Pay - Female
£1,000.00	£841.27

Proportion of females receiving a bonus payment

Proportion of females receiving a bonus payment 88.7%	
No. of females who received a bonus payment	Total no. of females
377	424

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 continue to make great progress in creating a culture that is inclusive, supportive and offers opportunities for everyone.

Our ongoing People focus for 2024 is to attract, retain, develop, and promote more diverse talent. Our Talent Attraction Strategy, where we are 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, continues to develop.

We also continue to evolve our learning and development offerings to support new hires from outside the industry, to ensure we are retaining and developing our new diverse talent.

We already have a strong promote from within culture and last year introduced new talent and performance management tools and approaches to help remove bias and increase fairness and equity from our people decisions.

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 ongoing focus become **the best and safest place to work.**

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