

# Gender Pay Gap Report

Rexel UK

Reporting period: April 2024 (2025 Submission)



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# Introduction from our HR Director

Rexel UK has made significant progress in reducing and closing the mean hourly gender pay gap, achieving near pay parity in 2024. For the 2024 reporting period, the pay gap is -0.1%. This is significantly better than the UK national average of 8.3% (source: ONS 2023).

We have seen a positive trend toward reducing gender disparity at the top pay levels. The proportion of women in the highest-paid quartile increased in 2024, indicating the progress in gender representation at senior levels.

The mean bonus gender pay gap also decreased significantly in 2024. Which shows the improvements made in reducing the disparity in average bonus amounts between men and women.

During 2025 and beyond we are placing specific focus on our Talent Attraction and Inclusion strategy to increase diversity and performance across our business.

Best Regards

Rae Potarzycka  
UK HR Director

## Mean Hourly Gender Pay Gap

To include bonus, salary sacrifice & allowances	Basic Rate
<b>-0.1%</b>	<b>-1.4%</b>

Mean Hourly Rate - Men	Mean Hourly Rate - Men
<b>£16.56</b>	<b>£15.96</b>
Mean Hourly Rate - Women	Mean Hourly Rate - Women
<b>£16.57</b>	<b>£16.17</b>

## Median Hourly Gender Pay Gap

To include bonus, salary sacrifice & allowances	Basic Rate
<b>-1.1%</b>	<b>-1.0%</b>

Median Hourly Rate - Men	Median Hourly Rate - Men
<b>£13.36</b>	<b>£13.22</b>
Median Hourly Rate - Women	Median Hourly Rate - Women
<b>£13.50</b>	<b>£13.35</b>

## Mean Bonus Gender Pay Gap

<b>Mean Bonus Gender Pay Gap 26.5%</b>	
Mean Bonus Pay - Men	Mean Bonus Pay - Women
<b>£2,394.14</b>	<b>£1,759.92</b>

## Proportion of men receiving a bonus payment

<b>Proportion of men receiving a bonus payment 89.2%</b>	
No. of men who received a bonus payment	Total no. of men
<b>1,734</b>	<b>1,943</b>

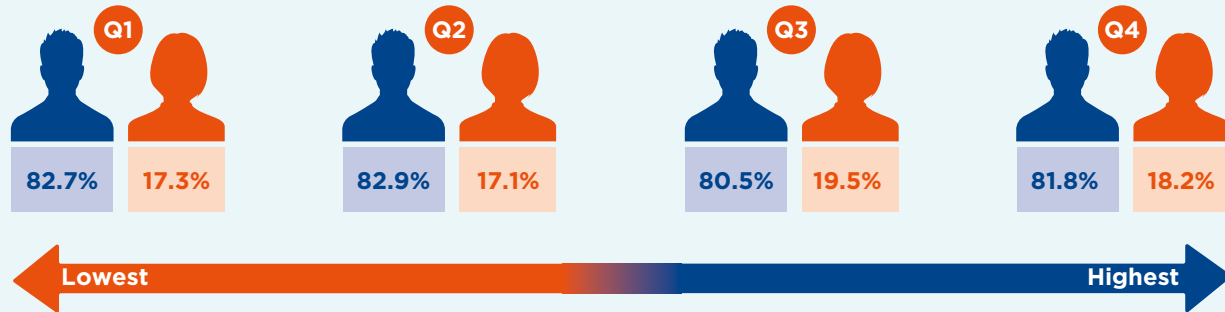
## Median Bonus Gender Pay Gap

<b>Median Bonus Gender Pay Gap 16.17%</b>	
Median Bonus Pay - Men	Median Bonus Pay - Women
<b>£981.78</b>	<b>£822.99</b>

## Proportion of women receiving a bonus payment

<b>Proportion of women receiving a bonus payment 87.4%</b>	
No. of women who received a bonus payment	Total no. of women
<b>380</b>	<b>435</b>

Proportion of men and women 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 2025 is to attract, retain, develop, and promote more diverse talent. Specifically, we have 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 support this we have evolved our Learning and Development offerings specifically to support outside industry new hires.

We will continue to track and interrogate diversity data throughout our employee life cycle to ensure people decision-making is robust, transparent and objective – providing leaders with training and education to support.

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