

Gender Pay Gap Report

Rexel UK

Reporting Period April 2025 (2026 Submission) – Snapshot date 5 April 2025



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Introduction from our HR Director

Rexel UK has made significant progress in closing the mean hourly gender pay gap, achieving relative pay parity.

For the 2025 reporting period, the pay gap stands at -6.6%, indicating that, on average, women are earning slightly more than men. This result is significantly better than the UK national average of 13.1%, as reported by the Office for National Statistics (ONS) in 2024.

We have observed a positive trend toward reducing gender disparity at the highest pay levels. The proportion of women in the highest-paid quartile (Q4) increased in 2025, reflecting further progress in gender representation at senior levels.

Additionally, the mean bonus gender pay gap decreased significantly in 2025, from 26% to 4%, demonstrating improvements in reducing the disparity in average bonus amounts between men and women.

Best Regards

Rae Potarzycka
UK HR Director

Mean Hourly Gender Pay Gap

To include bonus, salary sacrifice & allowances	Basic Rate
-6.6%	-6.9%
Mean Hourly Rate - Men	Mean Hourly Rate - Men
£17.06	£16.46
Mean Hourly Rate - Women	Mean Hourly Rate - Women
£18.19	£17.59

Mean Bonus Gender Pay Gap

Mean Bonus Gender Pay Gap 4.3%	
Mean Bonus Pay - Men	Mean Bonus Pay - Women
£2,226.57	£2,131.25

Median Bonus Gender Pay Gap

Median Bonus Gender Pay Gap 9.8%	
Median Bonus Pay - Men	Median Bonus Pay - Women
£960.11	£866.55

Median Hourly Gender Pay Gap

To include bonus, salary sacrifice & allowances	Basic Rate
-2.5%	-2.5%
Median Hourly Rate - Men	Median Hourly Rate - Men
£13.90	£13.46
Median Hourly Rate - Women	Median Hourly Rate - Women
£14.25	£13.80

Proportion of men receiving a bonus payment

Proportion of men receiving a bonus payment 83.9%	
No. of men who received a bonus payment	Total no. of men
1,490	1,775

Proportion of women receiving a bonus payment

Proportion of women receiving a bonus payment 83.4%	
No. of women who received a bonus payment	Total no. of women
307	368

Results / Conclusions

Creating a diverse and inclusive culture

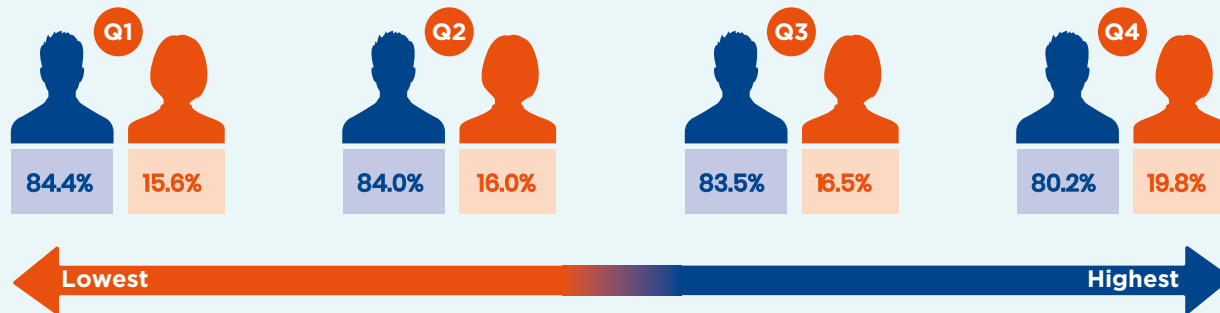
We are making good progress in creating a culture that is inclusive, supportive and offers opportunities for everyone. We want our people to know that they matter, their opinion matters and their career matters.

Our People focus for 2026 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 and exploring new channels of attraction.

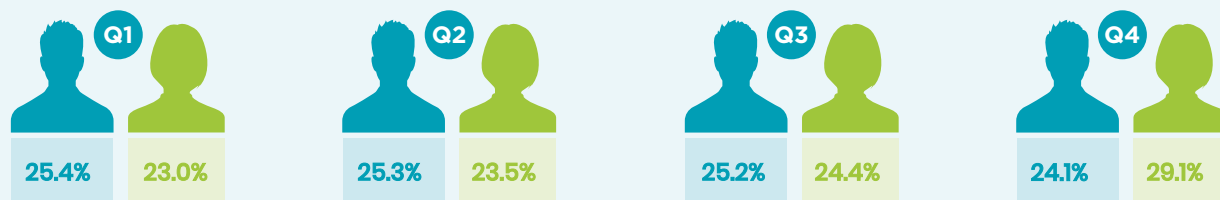
To support this, we continue to evolve our Learning and Development offerings specifically to support outside industry new hires. We are now monitoring diversity data throughout our employee life cycle from attraction, promotions and attrition.

The insights will help identify any bias hotspots so we can ensure people decision-making is robust, transparent and objective – providing leaders with training and education to support.

Proportion of men and women in each quartile pay band



Distribution of each gender across the quartiles



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