

Rexel Australia

Modern Slavery Statement

Reporting period: 1st January – 31st December 2023



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Acknowledgement of Country

Rexel acknowledges Aboriginal and Torres Strait Islander peoples as the First Peoples of Australia and embraces the spirit of reconciliation, working towards the equality of outcomes and ensuring an equal voice.

At Rexel we recognise, value and respect Aboriginal and Torres Strait Islander peoples' deep relationship, connection and responsibility to land, waterways and communities as central to identity and culture. This report was produced on the lands of the Gadigal People of the Eora Nation and we specifically acknowledge the traditional custodians of the lands on which our branches reside and operate.



Message from our CEO



Rexel's global purpose is Electrifying solutions that make a Sustainable future possible. This purpose ensures alignment across our 27,000 employees globally at a time when we are navigating several major transformations: a technological transformation with digital and AI, a services transformation with more advanced services for the benefit of our customers and an accelerated transformation with sustainability and electrification, enabling our customers to grow sustainably with us. This purpose not only guides our people but also underscores our commitment to ethical practices and social responsibility. We remain dedicated to ensuring that our operations and partnerships uphold the highest standards of human rights across our operations, supply chain and communities.

This is Rexel's fourth modern slavery statement. It demonstrates the steps we have taken to identify, manage and mitigate the specific risks of modern slavery in our supply and operations chain. In 2023, we have:

1. Reset our supply chain mapping to ensure our assessment of modern slavery risk and the related controls remained relevant.
2. Reviewed and reset our supplier assessment to ensure we were asking the right questions to the right suppliers.
3. Implemented our customer and supplier due diligence policy.
4. Commenced the implementation of on-site audits for solar suppliers.
5. Reviewed and revamped our employee training platform.
6. Created a new Head of ESG role, responsible for integrating environmental, social and governance objectives into each business area.

Modern slavery in any form is unacceptable. While we are proud of our progress in 2023, Rexel acknowledges the inherent risk of modern slavery in our operations and supply chain, and we remain diligent in addressing this issue. We also recognise the importance of making continuous improvements to address and mitigate our own modern slavery risks.

A handwritten signature in black ink, appearing to read 'Rob McLeod', with a small dot at the end.

Rob McLeod

CEO - Rexel Australia & the Pacific

ELECTRIFYING SOLUTIONS THAT MAKE A SUSTAINABLE FUTURE POSSIBLE



About this Statement

This Modern Slavery Statement (**Statement**) sets out actions taken by Rexel Holdings Australia Pty Ltd and its related entities (collectively, **Rexel Australia**) to assess and address modern slavery risks in its operations and supply chain for the financial year commencing 1 January 2023 and ending 31 December 2023, in compliance with the Modern Slavery Act 2018 (Cth) (the **Act**).

This Statement is prepared and submitted by Rexel Holdings Australia Pty Limited (the Australian holding company in the Rexel Australia Group) and all its controlled entities as defined under the Act, being:

- Rexel Electrical Supplies Pty Limited; and
- Australian Regional Wholesalers Pty Limited.

A joint statement has been prepared because these entities use the same policies, systems and processes, operate in the same sector and have shared suppliers.

This Statement meets the mandatory criteria set out in the Act.

Consultation and Engagement

Rexel Australia functions as integrated Group, applying uniform policies, systems, and processes across all entities within the group. The senior leadership team develops and approves the Group's environmental, social, and governance (**ESG**) strategy, which encompasses human rights and the preparation of the annual modern slavery statement. The leadership team is supported by the Head of ESG and the Modern Slavery Working Group, which is responsible for creating and implementing operational and procurement controls to mitigate modern slavery risks within the business.

The Modern Slavery Working Group, comprising senior leaders from our Supply Chain, Legal, and HR teams, provides quarterly updates to Rexel Australia's governance committee. These updates, along with any resulting operational or procedural changes, are compiled and reported through the preparation and submission of an annual modern slavery statement.

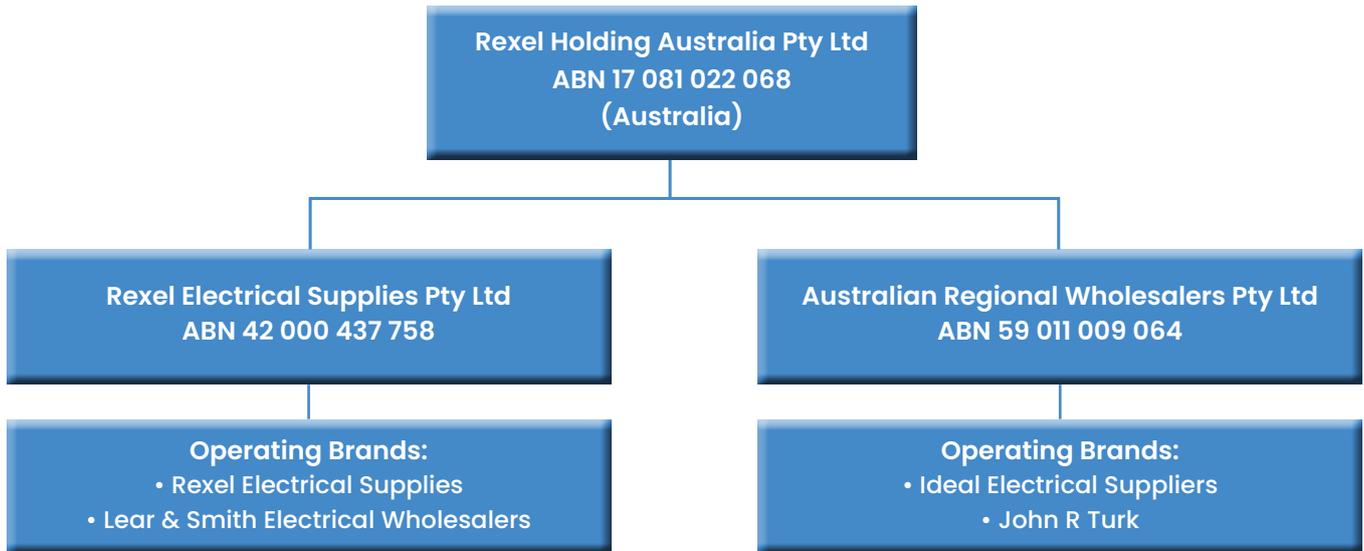
Rexel Australia's leadership team has approved this Statement prior to its submission and approval by the relevant company board. The directors of each of the three trading entities mentioned above have endorsed this joint Modern Slavery Statement.

Our Structure, Operations and Supply Chain

Who We Are

Rexel Australia is an electrical wholesaler, supplying professional electrical products such as cable, lighting and switchgear to electrical contractors and directly to various commercial, industrial and government organisations. We trade through our subsidiaries – Rexel Electrical Supplies Pty Ltd and Australian Regional Wholesalers Pty Ltd.

Our current corporate structure is set out below:



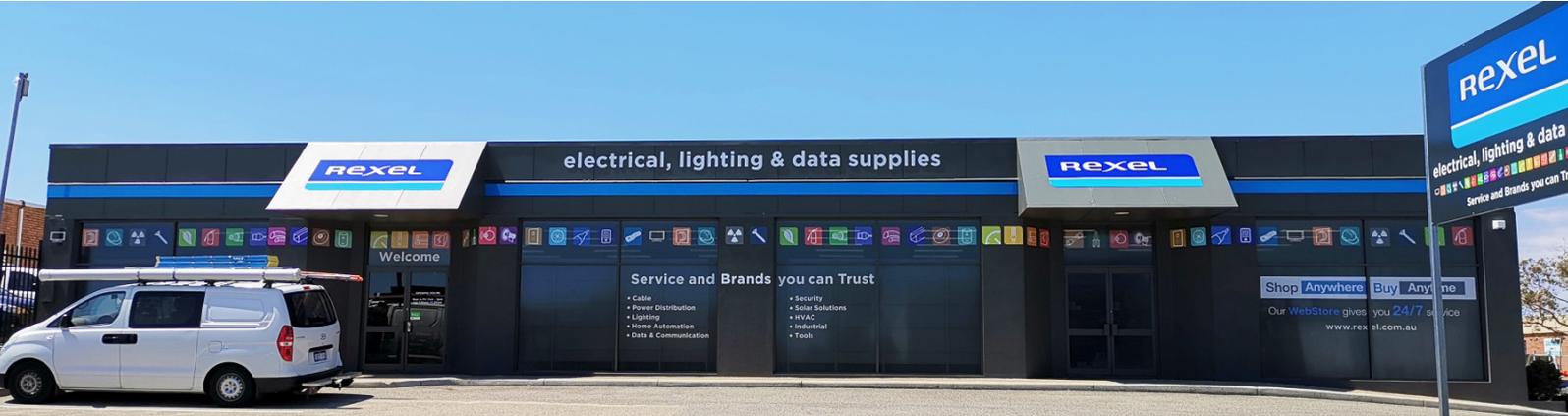
Rexel Australia is part of an international group of companies and our ultimate parent company is Rexel SA, headquartered in Paris, France. Rexel SA is listed on the Eurolist market of the Euronext Paris stock exchange.



Our Operations

Rexel Australia operates nationally, with its corporate office and national service centre in North Ryde, New South Wales.

As at 31 December 2023, we had an approximate annual revenue of approximately \$950 million and operated across 130 sites.



Our Employees

As at 31 December 2023, Rexel Australia's workforce comprised of 1,025 staff working across our operating businesses, 98.2% of whom are permanent full and part-time employees. Our entire workforce is based in Australia. Our employment terms and conditions are underpinned by the Fair Work Act 2009 (Cth) and the National Employment Standards (**NES**). Our employment contracts set out the minimum terms and conditions of employment, in line with the NES, including hours of work, remuneration and leave entitlements.





Our Supply Chain

In 2023, we spent approximately \$800 million, encompassing a wide and varied network of over 4,600 suppliers. Approximately 99% of our expenditure is with Australian businesses. Nonetheless, we understand the intricacies of complex global supply chains, including the fact that many of our products purchased from local companies are either manufactured overseas or incorporate significant components from abroad.



99% of our core suppliers are operating in Australia

Our suppliers can broadly categorised into 4 groups:

Global market leading manufacturers

These suppliers are well established global brands, with a mix of local and offshore manufacturing facilities. Sometimes, these suppliers have a relationship with several Rexel companies around the world and have a strategic importance to the global Rexel Group.

Local suppliers

These suppliers are Australian based, with a mix of local and offshore manufacturing facilities

Resale of Bizline products

Bizline is a wholly owned brand of the global Rexel Group and is distributed exclusively through Rexel owned branch outlets in several countries, including Australia.

Non-inventory suppliers and sub-contractors

Australian suppliers with an Australian or remote workforce. This covers our landlords, utilities and waste providers as well as service providers such as cleaning, security, general office supplies or IT services.

Our Modern Slavery Risks

Consistent with the United Nations Guiding Principles on Business and Human Rights, Rexel understands “modern slavery risks” as referring to the potential for its business to cause, contribute or be directly linked to modern slavery. Rexel recognises that the level of modern slavery risk in its operations and supply chains is based on several variables, including geographic, sector and product specific factors and has incorporated these considerations into its risk assessment processes. In addition to the risk to its business, Rexel also assesses modern slavery risks from the lens of “risk to people”.

Operational Risks

Rexel is an Australian employer and is bound by Australian Employment laws such as the *Fair Work Act 2009*.

Rexel protects the labour standards and human rights of its employees through its human resources policies and recruitment practices. Most of our employees are employed directly, with their employment terms and conditions set out in employment contracts governed by Australian employment laws and relevant awards. All recruitment is managed through a centralised recruitment function, which includes ensuring that candidates’ Right to Work checks are completed prior to offers being made.

Remuneration for all employees is reviewed on an annual basis. Additionally, all permanent employees are given the opportunity to participate in a global engagement survey at least once every year. This complements the existing internal and external grievance reporting mechanisms in place in Australia.

We use temporary labour in our operations in very limited circumstances (e.g., warehouse operations and drivers). To reduce modern slavery risk, we channel temporary appointments through a small number of well recognised labour hire agencies where possible. Where a licensing regime is in place, we use licensed labour hire providers.





Supply Chain Risks

Rexel Australia conducts ongoing risk assessments of its suppliers to identify modern slavery risks. These assessments look at both the supplier's industry, the geographical risk based on their location and product being supplied, but also their supply chains and the raw materials used in the production of goods and services that they provide to us.

In 2020 (our first reporting period), we undertook a comprehensive review of modern slavery risks in our operations and supply arrangements. Given elevated risks for modern slavery in certain Australian import industries as reported in the 2023 Global Slavery Index published by Walk Free¹, we decided to revisit our supply chain map. In 2023, Rexel engaged Fair Supply to map its supply chain, using their Integrated Assessment Engine. Fair Supply's global Multi-Regional Input Output (MRIO) table links supply chain data from 38,000 industry and country sector combinations. This process then generated a modern slavery risk profile reflecting 10 tiers of our suppliers. Accordingly, the highest risks of modern slavery in our supply chain is summarised in the next section.



¹Walk Free 2023, The Global Slavery Index 2023, available online from <https://www.walkfree.org/global-slavery-index>

Rexel's Supply Chain Risks

Solar Panels

We are excited about our role in promoting an energy transformation for both our own business and our customers. However, we are also conscious of the real and potential risk of human rights abuses associated with global solar energy supply chains. In particular, the procurement of solar panels is considered a high-risk industry for modern slavery due to risks present throughout the supply chain. Specifically, polysilicon used in the manufacturing of some solar products has been associated with the exploitation of Uyghur and Kazakh minorities in Xinjiang, China. In 2023, solar panels represented approximately 2% of Rexel's total sales. We detail the actions we have taken in 2023 in our case study on page 14.



Electronic manufactured goods (e.g. mobiles, laptops, modems)

The electronics manufacturing industry is a high-risk industry for modern slavery as manufacturing often takes place in less developed countries with relatively less oversight over labour rights. Additionally, modern slavery risks are present within the supply chains of these products, particularly in the sourcing of raw materials from high-risk geographies. For example, key resources used for batteries (e.g. lithium, cobalt) may be sourced from regions associated with human rights abuses (such as the Democratic Republic of Congo). As batteries represent less than 1% of Rexel Australia's sales and given we don't have a direct supply link with the manufacturers, we are limited in our ability to influence in this area. We will continue to develop our supply chain understanding in respect of electronics through desktop audits of suppliers in this category.



Uniforms

Many of our employees wear uniforms. We recognise that the manufacture of such apparel and associated supply chains are areas of potentially significant modern slavery risk as manufacturing often takes place in less developed countries with relatively lower vigilance around labour rights. Additionally, modern slavery risks are present within the supply chains of these products, particularly in the sourcing of raw materials from high-risk geographies. To attempt to influence supplier engagement, we tend to purchase from one primary supplier in this category, who has completed a supplier questionnaire.



Cleaning Services

Although this was not identified as a high-risk area through our analysis with Fair Supply, we know that cleaning services are generally considered as a relatively high inherent risk. This is due to factors such as underpayment, remote work locations and reduced visibility over subcontracting arrangements. While this remains a low spend area where we have limited ability to influence, we have included modern slavery related obligations for cleaning suppliers where the contract spend is over \$25,000 per annum.



Food and accommodation

The hospitality industry is exposed to the risk of modern slavery due to its use of low skilled or migrant workers. Our data mapping shows that on a per dollar spend basis, expenditure in the hotel and restaurant industry presents an elevated risk of modern slavery in the first tier of its supply chain. Given expenditure in this area is ad hoc and often at the discretion of individual employees, we rely on effective training of our staff to identify and report any possible instances of modern slavery.

Our Modern Slavery Risk Management Framework

Policies and Procedures

At Rexel Australia, we believe good governance is good for business, and crucial for effectively managing and mitigating the risks of modern slavery and human trafficking. We have a zero-tolerance approach to any form of human rights abuses including modern slavery, and are committed to having in place effective systems and controls to safeguard against any form of modern slavery taking place within our business or supply chain. This commitment has materialised through a strong suite of policies and controls that support the management of modern slavery risk and our response, which are listed and described below:



Modern Slavery Policy

Rexel's Modern Slavery Policy sets out our commitment to the elimination of modern slavery, human trafficking, and all kinds of exploitation practices as well as our expectations of Rexel suppliers. It aligns with the United Nations Guiding Principles on Business and Human Rights and the Modern Slavery Act 2018 (Cth).

It applies to all team members, contractors, and suppliers in Australia and overseas. It sets out our commitment to the elimination of modern slavery, human trafficking, and all kinds of exploitation practices as well as our expectations of Rexel suppliers.

Our internal **Golden Governance Rules** outline behavioural standards that we expect of our employees and contractors. They act as a reference point for key work-related governance issues. The Golden Governance Rules include the expectation that Rexel will not tolerate any form of forced or bonded labour in any part of our operations or supply chain.



Golden Governance Rules



Global Sustainable Charter

The Charter sets out Rexel's minimum expectations for ethical behaviour from our suppliers. This includes acting ethically and lawfully, respecting human rights and protecting employee rights.

As at 31 December 2023, approximately 77% of our total purchases are sourced from suppliers who have proactively agreed to comply with the Charter.

Our **Whistleblower Policy** provides a practical tool to encourage and facilitate the disclosure of any wrongdoing or misconduct in our working environment, and to ensure that people who disclose wrongdoings can do so safely, securely and with the confidence they will be protected and supported. Concerns of modern slavery in Rexel Australia's operations and supply chain are reportable through our Whistleblower Policy. The internal reporting lines are supplemented by an external Whistleblower hotline. This hotline is an independent and anonymous service to raise concerns, including about suspected modern slavery within our operations or supply chain. All reports to the hotline are taken seriously and are fully investigated.



Whistleblower Policy



Modern Slavery Remediation Plan

Our **Modern Slavery Remediation Plan** ensures that any victim of modern slavery is protected and outlines our action plan if any modern slavery cases are identified.

Our **Human Resources** team oversees our employment and workplace health and safety policies which include policies governing the employment relationships with our staff. These cover areas such as recruitment, performance management, grievance management, training and development, well-being health and safety, leave, benefits, flexible working, workplace giving and termination. The purpose of these policies are to ensure fairness, compliance and a positive work environment.



Human Resource Policies

Other Controls

We have several established procurement and operational controls in place aimed at reducing modern slavery risk within our supply and operations chain, which are subject to regular review to ensure continuous improvement. These controls are summarised below:

Procurement control: Rexel preferred suppliers

In 2023, we updated our key supplier agreement template by updating modern slavery provisions and placing compliance with Rexel's global *Sustainable Supplier Charter* at the forefront – moving forward our key suppliers must now make a standalone declaration that it has read and will comply with the *Sustainable Supplier Charter*.

Procurement control: Rexel other suppliers

For all other suppliers (or those who contract with Rexel Australia on an ad-hoc basis), our standard terms require that the supplier will operate in accordance with national and international laws and comply with all anti-bribery and anti-corruption laws. It also requires that suppliers not engage in modern slavery and take active steps to comply with all modern slavery legislation that affects their business, and operate in a manner consistent with the principles espoused in international agreements regarding human rights, as well as the *Sustainable Supplier Charter*.

Procurement control: Modern slavery questionnaire

Between 2020 and 2022, Rexel Australia developed and used a modern slavery questionnaire intended to help assess the modern slavery risk profile of its suppliers. It includes questions in relation to the supplier's modern slavery policies and procedures, known modern slavery risks and other risk factors. This supplier questionnaire reached suppliers equating to approximately 51.3% of Rexel Australia's total spend. As we note later in this Statement, this questionnaire has been updated in 2023 and will be used for suppliers in targeted areas in 2024.

Procurement control: Third Party Due Diligence

Rexel Australia has implemented a third-party due diligence tool as part of Rexel Group's global sanctions compliance framework, aimed at ensuring we do not have supplier or customer relationships with individuals or entities that are the subject of sanction designations. Our due diligence tool sources information about Rexel Australia's potential customers and suppliers, including information about any regulatory or disciplinary action and adverse reporting, such as any modern slavery findings. Where an initial report returns any potentially adverse information, Rexel Australia's compliance team is required to review the information against Rexel's modern slavery policy and the Rexel Sustainable Supplier Charter in ultimately determining whether Rexel should engage with that customer or supplier. Rexel has assessed its current suppliers above a material spend threshold using this tool. New suppliers above a material spend threshold will also be assessed using this tool.

Operational control: Recruitment and employee engagement

Rexel Australia protects the labour standards and human rights of its employees through its human resources policies and recruitment practices. Most of our employees are employed directly, with their employment terms and conditions set out in employment contracts governed by Australian employment laws and relevant awards. All recruitment is managed through a centralised recruitment function, which includes ensuring that candidates' Right to Work checks are completed prior to offers being made. Remuneration for all employees is reviewed on an annual basis. Additionally, all permanent employees are given the opportunity to participate in a global engagement survey at least once every year. This complements the grievance reporting mechanisms in place in Australia. We use temporary labour in our operations in very limited circumstances (e.g., warehouse operatives and drivers). To reduce modern slavery risk, where possible, we channel temporary appointments through a small number of well recognised labour hire agencies. Where a licensing regime is in place, we use licensed labour hire providers.

**Operational control:
Training and awareness**

In 2023, Rexel redeveloped its group training platform, with the objective of improving access to a wider range of courses globally and allows the group to harmonise training on key areas such as compliance. The new platform encourages staff to adopt continuous learning practising across disciplines and will include a new modern slavery awareness module, which emphasises our zero-tolerance approach towards modern slavery and helps employees in identifying and managing modern slavery risks. This is supplemented by related training programs, including in relation to our Whistleblower Policy. We have established target completion rates for our modern slavery training module for key employees in 2024 as noted later in this statement.



Modern Slavery Working Group

Rexel Australia’s Modern Slavery Working Group leads our efforts to combat modern slavery. This group comprises senior representatives from Supply Chain, Legal, and HR, ensuring a holistic, business-wide perspective on modern slavery risks. By involving key stakeholders from various parts of the business, we maintain a consistent approach to mitigating modern slavery risk.

The Working Group reports to Rexel Australia’s Governance Committee, which oversees our corporate governance and compliance framework. This includes the implementation of responsible, ethical, and sustainable business practices, with a particular focus on human rights and modern slavery. The Working Group provides progress updates to the Governance Committee at least quarterly, ensuring ongoing oversight and accountability.

Whistleblowing & Remediation of modern slavery risks

Having a strong speak up culture supported by a reporting mechanism that also allows anonymous reporting is a significant part of our risk management framework. To support this, we have a local whistleblower policy as well as a global reporting mechanism. We have also set up a modern slavery remediation procedure consistent with the United Nations Guiding Principles on Business and Human Rights. This is the blueprint for how Rexel will make good on any harm done to people in its business or supply chain in the form of modern slavery.

During the reporting period, we did not identify any instances of modern slavery. Nevertheless, we recognise the pervasive nature of modern slavery in global supply chains and are dedicated to improving our risk identification and assessment processes.

Case Study: Our progress on solar panels

Renewable energy sources are key for decarbonising global energy systems and we know this means that the roll-out of renewable energy products is in the midst of a rapid acceleration.

In 2022, we foreshadowed that solar panels included heightened risks of modern slavery. In particular, we noted that there have been allegations linking Uyghur and Kazakh minorities in the Xinjiang region in China to the production of metallurgical grade silicon and polysilicon (materials used in the production of solar panels). Our 2022 Modern Slavery Statement observed that the nature of this supply chain, along with our relatively low spend in this sector presented difficulties in addressing the inherent risk in this supply chain. Our supply chain risk mapping in 2023 has confirmed that these concerns are now a recognised high modern slavery risk.

Rexel Australia's spend in this sector remains very low (at 2% of sales) and spread across a number of suppliers. In all instances, we are dealing with Australian suppliers with chains traceable to a number of countries, including China. Despite these challenges, we have developed PV Guidelines for contracting with solar panel providers irrespective of spend. In 2023, Rexel Australia also updated its supplier agreement template based on its PV Guidelines, with the aim of increasing awareness and accountability within our solar panel supply chain.

In 2023, Rexel has undertaken on-site audits of 3 of its largest suppliers based in China (based on global spend). These suppliers represent approximately 33% of Australian solar spend. These audits were commissioned through our parent for the benefit of all Rexel subsidiaries and were performed by an independent auditor. The scope of the audit included inspection of the manufacturing facilities. Whilst a number of safety indicators were identified during the audit process as areas of improvement, no evidence of modern slavery was found.

In 2024, we plan to utilise our global audit program to start focusing on Rexel Australia's largest solar suppliers.



Assessing the effectiveness of our actions

In 2023, we progressed our modern slavery actions, based on developments in three key focus areas identified in our previous Modern Slavery Statement: Understanding our suppliers and modern slavery risk; Employee awareness and training; and Detection of modern slavery.

2023 ACHIEVEMENTS



A Understanding our Suppliers

- Reset our supply chain mapping to ensure our assessment of modern slavery risk and the related controls remained relevant.
- Reviewed and reset our supplier assessment to ensure we were asking the right questions to the right suppliers.
- Implemented our customer and supplier due diligence policy.
- Updated our standard form Supplier Agreements and Purchase Order terms.
- Commenced the implementation of on-site audits for solar suppliers.

B Employee Awareness and Training

- Increased the rate of completion of our Modern Slavery Training Modules for a second consecutive year.
- Created a new Head of ESG role, responsible for integrating environmental, social and governance objectives into each business area.

C Detection of Modern Slavery

- No reports of modern slavery



Understanding our Suppliers

It was important for us to pause and consider whether our previous risk assessment in 2020 was still relevant, and whether any aspect of our due diligence system required to be updated or reset. As a result, we completed a revised and updated supply chain mapping assessment through Fair Supply as discussed earlier in this statement.

Pleasingly, this updated modern slavery risk assessment confirmed that our previously identified areas of potential risk remain the same, and Rexel's overall modern slavery profile remains low.

The reassessment also identified solar panels as an industry sector with a high inherent risk of modern slavery. We believe we have made significant progress in taking proactive action with our solar suppliers by updating our contracts, implementing additional due diligence checks and commencing on-site audits (as highlighted in our earlier case study on page 14), notwithstanding the fact that this remains a nominal spend area for us.

The supply chain mapping exercise also highlighted modern slavery risks within our non-inventory suppliers, such as in our procurement of hospitality services. The industries in which these suppliers operate have an increased rate of occurrence of modern slavery per million dollars of output, and our expenses in these industries generally arises from staff travel and meals. As this is a nominal spend area where our ability to influence is significantly curtailed by the ad hoc nature and amount of spend, we have decided not to focus on this area.

Apart from the risk mapping exercise, we have also worked on updating our procurement controls such as changing our supplier questionnaire and implementing our third party due diligence policy. Between 2020 and 2022, we developed and used a modern slavery questionnaire to review our top suppliers based on spend. As a result, we had reviewed approximately 51.3% of Rexel Australia's total spend. Given we were remapping our supply chain, we thought it important to pause our supplier questionnaire and audit program. We have now received the findings of the supply chain mapping report and have further updated our modern slavery questionnaire.

We have also implemented our third-party due diligence reporting policy to ensure a second layer of checks is undertaken in high-risk areas identified in the supply chain using a third-party due diligence tool.

Additionally, we have updated our supplier contract template and standard purchase order terms, which incorporate and require compliance with our Sustainable Supplier Charter as a key contractual term. We have also begun renewing our ongoing supply agreements and onboarding ad-hoc suppliers on these new terms.

Importantly we have – in collaboration with our French parent company – commenced on-site audits for solar suppliers. In 2023, Rexel completed on-site audits of 3 of its largest suppliers located in China (based on global spend). These audits were commissioned through our parent company for the benefit of all Rexel subsidiaries and were performed by an independent auditor. The scope of the audit included an inspection of the suppliers' manufacturing facilities. Whilst a number of safety indicators were identified during the audit process as areas of improvement, no evidence of modern slavery was found. We are in the process of implementing corrective action plans with the suppliers in respect of the safety concerns.

Employee awareness and training

In 2023, we made modern slavery training compulsory for all new starters. We believe this had a positive impact, in terms increasing our training completion rate from 75% in 2022 to 83% in 2023.

As part of our broader business strategy, Rexel also revamped and launched a new training platform in 2024 for its employees. The revamp has affected the availability of training material for periods of time as well as general completion rates while our employees get used to the new platform. As a result, we believe this may have an impact on overall training completion rates in 2024, including modern slavery training. As a result, we have decided to focus our energies in 2024 on improving our completion rate to 100% for all centralised supply management and procurement roles, which are the roles involved in decision making on key procurement spend areas.

In 2023, Rexel Australia also appointed its first Head of ESG in Australia. The purpose of this role is to oversee and manage our environmental, social and governance initiatives and strategies. The role works closely with our key business units to integrate and promote awareness of our environmental, social and governance efforts. As we continue our focus on sustainability and governance, we believe this will allow us to increase cohesiveness around our existing efforts and build awareness of our positive social and environmental impact with our customers and employees alike.

Detection of Modern Slavery

In 2023, Rexel did not receive any reports of modern slavery within its supply chain. We remain cognisant of the fact that modern slavery risk is inherent in every supply chain, and that we need to continuously review and monitor our reporting process to ensure it remains accessible and effective. We intend to start reviewing our whistleblowing training program to ensure we are highlighting the importance and avenues for reporting concerns.

Future Actions

Rexel is committed to further developing its modern slavery risk program as part of our broader approach to responsible sourcing. In 2024, we plan to:



GOAL:

In collaboration with our parent company, increase the number of on-site audits for solar panel suppliers

MEASURE:

At least 1 onsite audit to be completed in 2024



GOAL:

Roll out our updated supplier assessment questionnaire, with 2 key focus areas

MEASURE:

- At least 80% of renewable energy expenditure where suppliers have been engaged under a Rexel supply contract
- Our top 5 cleaning suppliers, based on spend

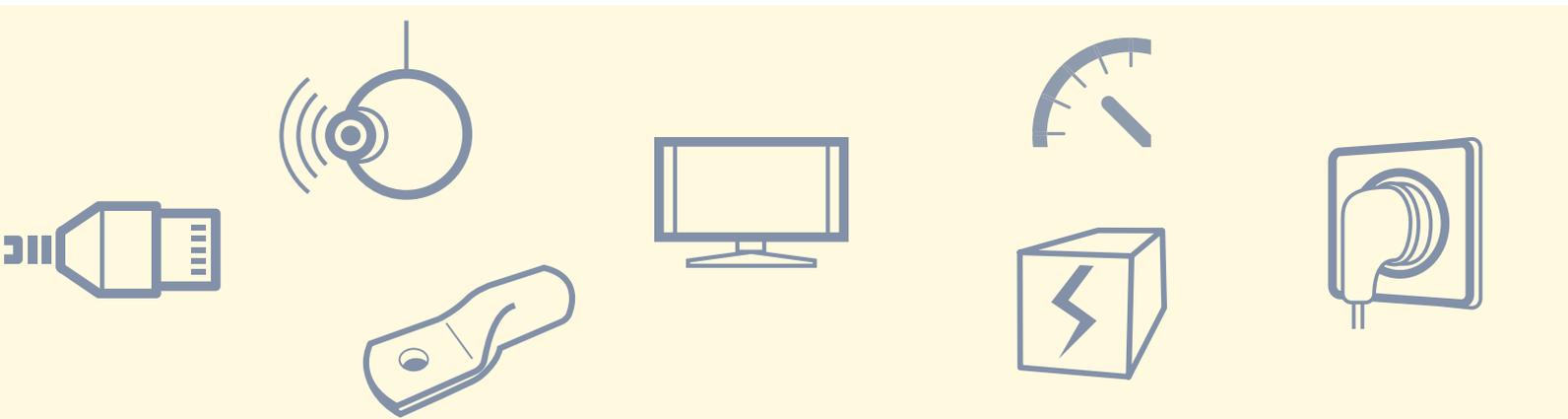


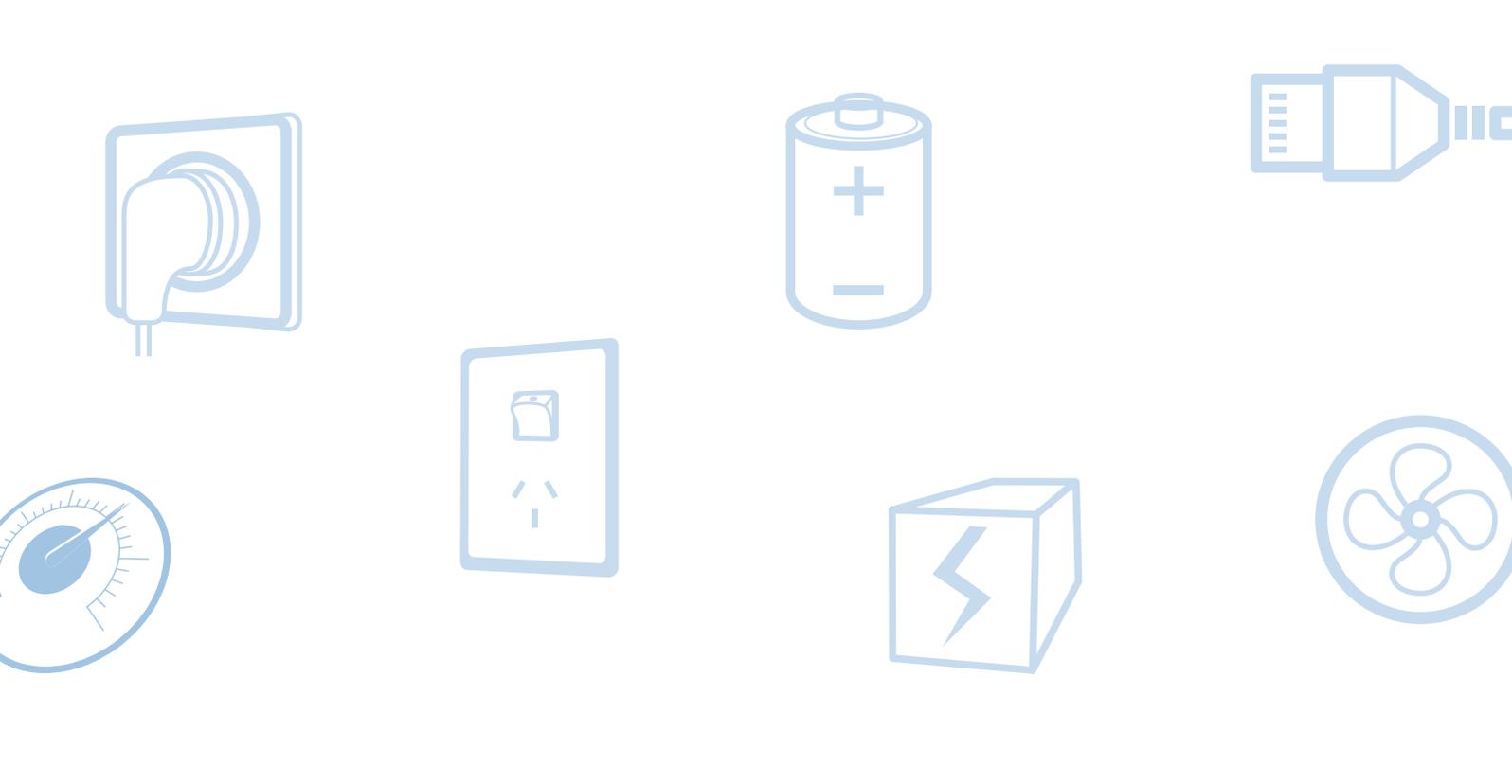
GOAL:

Update our modern slavery training material, with the aim of increasing training completion rates. Review effectiveness of whistleblower training program.

MEASURE:

At least 100% for all centralised supply management and procurement roles.





Statement Approval

This Statement has been reviewed and approved by the Board of Rexel Holdings Australia Pty Ltd on 26 June 2024 in its own capacity and on behalf of the entities that it owns and controls that are reporting entities for the purposes of the *Modern Slavery Act (Commonwealth) 2018*.

Rob McLeod
CEO - Rexel Australia & the Pacific

