



Applies to all Rexel Group entities

GROUP HEALTH AND SAFETY POLICY

I. PURPOSE

This statement outlines our health and safety policy.

Rexel is committed to providing employees with a healthy and safe work place environment. Safety is always our first priority, and no operations should be carried out if they compromise health and safety of our employees and others affected by their work.

II. WHO IS CONCERNED

The safety policy applies to all countries where we conduct business.

III. WHEN TO APPLY

The safety policy remains in force continuously as part of an on-going process to ensure the security and safety of all of Rexel's sites.

IV. POLICY STATEMENT

Rexel's mission is to support customers around the globe, wherever they are, to create value and run their business better. To achieve our mission successfully, we must deliver world class health and safety performance. Only through a strong safety culture can we achieve excellence in operations, profitable growth, and create a culture of cooperation.

Our objectives are to:

- Provide a safe and healthy workplace worldwide
- Create a culture of accountability
- Drive employee engagement through the exchange of best practices

All managers, supervisors, and employees need to be dedicated to the continuing objective of reducing the risk of injury and avoiding damage to Rexel property. Managers and supervisors are held accountable for the health and safety of the employees under their supervision, as well as all external visitors on-site. They must ensure that equipment is in safe operating condition at all times, that employees are made aware of any known or potential hazards that exist in the workplace and that employees follow established safe working practices and procedures.

All employees are responsible for ensuring their own health and safety and that of their colleagues and any other persons affected by their work. We require and expect our employees and other persons on our sites, such as contractors and visitors, to take an active role in delivering the aims and objectives of this policy.

Rexel will ensure we conduct our activities in such a way as to protect the safety of customers, the public at large, visitors, and contractors at all Rexel sites by eliminating risks or, where it is not possible, by reducing risks to a reasonable level.

In order to achieve our objectives we will:

- Continue to lead by example and commit to a five year rolling health and safety strategy.
- Incorporate appropriate health and safety considerations into daily activities and business decisions.
- Implement an effective safety management system including clearly defined roles, responsibilities, and organizational structure.
- Create a learning culture by sharing best practices, as well as information about incidents and lessons learned across the Group.
- Develop, monitor, and regularly review our health & safety performance using indicators relevant to the business and regularly report the findings to the Rexel Board.
- Ensure all employees receive adequate training and education to manage health and safety risks both on and off the job.
- Ensure equipment is in safe operating condition at all times
- Ensure that employees are made aware of any known or potential hazards that exist in the workplace, and ensure every employee communicates with management and co-workers about working conditions perceived to be unsafe or hazardous.
- Meet or exceed applicable health and safety laws and regulations.
- Review this policy annually to ensure it remains fit for purpose.

To help us implement this policy we require and expect all employees to:

- Protect their own health and safety by working in compliance with the law and with the aims and objectives of this policy and all safe-working practices established by Rexel.
- Report any incidents, defects or other HSE improvement opportunities as soon as possible and assist with their remediation wherever possible.