

UK GENDER PAY GAP

We are pleased that Anixter's mean and median pay gap reporting for 2019 based on 5 April 2018 snapshot date shows an improvement from our previous year's results.

The mean difference in gross hourly earnings between men and women fell from 7.4% to 6.4%. The median differences in gross hourly earnings indicated that women were paid more than men. We are also reporting a decrease in our mean bonus pay gap from 24.1% (2018) to 3.5% (2019). Looking at our median bonus pay data, women in our organisation had received a significantly higher median bonus amount than men due to their job roles and bonus programmes. The key influence in Anixter's gender pay gap is attributable to the fact that we have significantly more men than women in warehouse roles which skews the median gender pay figures.

Colin Smith
Director and Vice President Human Resources
Anixter Ltd.

We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Anixter Limited is required to carry out Gender Pay Gap reporting.

PAY DATA

HOURLY RATE OF PAY

DIFFERENCE BETWEEN GROSS HOURLY EARNINGS FOR ALL MEN AND ALL WOMEN	
Mean	Median
6.4%	- 7.0%

BONUS PAY

BONUS PAY GAP

DIFFERENCE BETWEEN BONUS PAID TO ALL MEN AND ALL WOMEN	
Mean	Median
3.5%	- 72.9%

In 2018, Anixter line managers undertook "Unconscious bias awareness training" to encourage them to examine their own unconscious biases and how to best manage them.

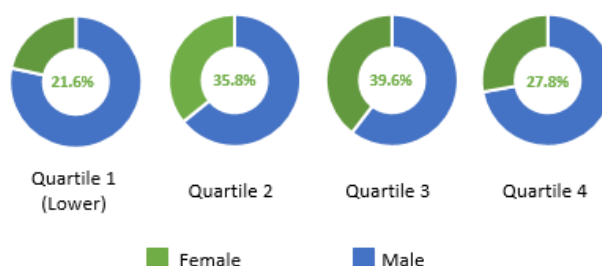
We will continue to review and refine our policies and practices to ensure decisions around recruitment, performance, promotions, retention, pay and bonus are fair and objective as we endeavour to narrow the mean and median pay gap between men and women in our company.

Anixter is committed to a diverse workforce where all employees share the same opportunities. These initiatives are just one more way to ensure that everyone at Anixter has access to resources that can help them reach their full potential.

We are confident that these focus areas and further discussion across the organisation will continue to help us achieve our goals.

PAY QUANTILES

The image below shows the gender distribution at Anixter when employees are placed in to four equally sized quartiles based on pay.



PROPORTION OF STAFF RECEIVING A BONUS

Proportion of male employees receiving a bonus payment

Proportion of female employees receiving a bonus payment

