

## UK GENDER PAY GAP

We are pleased that Anixter’s mean and median pay gap stands well below the UK average but we recognise there is still more work to be done.

With this in mind, we have already started work to understand what can be done to reduce this gap. We also set up an employee resource group called “Connect” to assist in the retention and professional development of female employees through coaching, mentorship, education, and relationship building.

We have introduced “Unconscious bias awareness training” to encourage us to examine our 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.

Anixter is committed to a diverse workforce where all employees share the same opportunities. We believe that 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.

Colin Smith  
**Director and Vice President Human Resources  
 Anixter Ltd.**

Rebecca Pears  
**Director and Director Finance  
 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.*

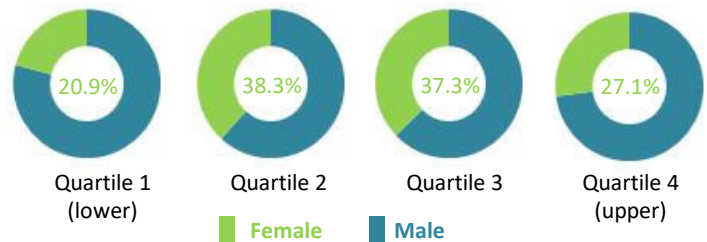
### PAY DATA

#### HOURLY RATE OF PAY

DIFFERENCE BETWEEN GROSS HOURLY EARNINGS FOR ALL MEN AND ALL WOMEN	
Mean	Median
7.4%	- 1.6%

### PAY QUANTILES

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



### BONUS PAY

#### BONUS PAY GAP

DIFFERENCE BETWEEN BONUS PAID TO ALL MEN AND ALL WOMEN	
Mean	Median
24.1%	- 42.8%

### PROPORTION OF STAFF RECEIVING A BONUS

Proportion of male employees receiving a bonus payment

Proportion of female employees receiving a bonus payment

