

**CORPORATE  
RESPONSIBILITY  
REPORT  
2018**

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## Statement of Support

To Our Stakeholders,

As the new president and chief executive officer, I am pleased to reaffirm Anixter's ongoing support of the Ten Principles of the United Nations Global Compact and their integration into our business.

Since joining the Global Compact in January 2012, Anixter continues to successfully maintain its GC Active status and highlight the ongoing organizational accomplishments attained within the areas of human rights, labor, environment and anti-corruption in our annual corporate responsibility report. Anixter's commitment to constant improvement can be observed through the new content that we add to our report each year.

This year marks the second consecutive year Anixter's corporate responsibility report highlights our ongoing actions to support three UN Sustainable Development Goals as well as Anixter's first year as a Signatory to the Global Compact.

As we continue to implement new global programs and initiatives, I look forward to sharing our results with you in the years ahead.



Bill Galvin  
President and Chief Executive Officer



# The Ten Principles of the United Nations Global Compact

The contents of this report detail how Anixter has incorporated the Ten Principles of the United Nations Global Compact into its strategies, policies and procedures. The Ten Principles are as follows:

## HUMAN RIGHTS

### PRINCIPLE 1:

Businesses should support and respect the protection of internationally proclaimed human rights; and

### PRINCIPLE 2:

make sure that they are not complicit in human rights abuses.

## LABOR

### PRINCIPLE 3:

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

### PRINCIPLE 4:

the elimination of all forms of forced and compulsory labor;

### PRINCIPLE 5:

the effective abolition of child labor; and

### PRINCIPLE 6:

the elimination of discrimination in respect of employment and occupation.

## ENVIRONMENT

### PRINCIPLE 7:

Businesses should support a precautionary approach to environmental challenges;

### PRINCIPLE 8:

undertake initiatives to promote greater environmental responsibility; and

### PRINCIPLE 9:

encourage the development and diffusion of environmentally friendly technologies.

## ANTI-CORRUPTION

### PRINCIPLE 10:

Businesses should work against corruption in all its forms, including extortion and bribery.

## SUSTAINABLE DEVELOPMENT GOALS

The United Nations has set forth 17 Sustainable Development Goals. According to the UN, the goals are “a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity.” While Anixter’s corporate and charitable initiatives apply to several of the Sustainable Development Goals, throughout this report, you will notice the company has chosen to focus its corporate responsibility efforts on three in particular:



**#3 GOOD HEALTH AND WELL-BEING**



**#4 QUALITY EDUCATION**



**#11 SUSTAINABLE CITIES AND COMMUNITIES**



**HUMAN  
RIGHTS**



# HUMAN RIGHTS

**Anixter is committed to the fair and ethical treatment of people within its organization and throughout the world. With company policies that clearly state a commitment to human rights and efforts undertaken to strive toward conflict-free supply chains, Anixter complies with applicable employment laws and regulations around the globe and does not tolerate human rights violations or discrimination of any kind.**

## HUMAN RIGHTS PROTECTION

Anixter upholds human rights based on its policies and regular management reviews combined with regularly engaging with peers and experts in the field. The following is a list of related policies and programs that support these ongoing efforts:

- Global Human Rights Principles
- Global Business Ethics and Conduct Policy
- Reaffirmation of Equal Employment Opportunity Policy
- Conflict Minerals Policy Statement
- Anti-Harassment Policy
- Anti-Retaliation Policy
- Workplace Violence and Response Policy
- Reaffirmation of Policy on Confidentiality
- Privacy Policy
- Global Health and Safety Policy
- Non-discrimination in employment and personnel practices
- Comprehensive health and welfare benefit programs
- Business Integrity Line and other communication mechanisms.

All human rights policies and programs are administered by the executive compliance committee, chief compliance officer, regional compliance officers and the human resources, legal and internal audit organizations.

## U.K. MODERN SLAVERY ACT

A slavery and human trafficking statement was posted on the corporate responsibility webpage in 2018, highlighting the steps taken during 2017 to ensure that slavery and human trafficking is not taking place in our business or supply chain. As required by the U.K. Modern Slavery Act, this statement has been reviewed and approved by the Board of Directors of Anixter Limited, Anixter's operating entity in the U.K. The statement was made on behalf of all Anixter entities because the same policies and compliance framework relating to slavery and human trafficking exist across our entire business globally.

## TOWARD CONFLICT-FREE SUPPLY CHAINS

- Anixter supports industrywide efforts to identify, reduce and eliminate the use of conflict minerals that originate from the Democratic Republic of the Congo and surrounding countries, which are believed to be financing groups that are responsible for human rights violations.
- Anixter is committed to fully complying with the conflict minerals requirements included in the U.S. Securities and Exchange Commission's (SEC) Dodd-Frank Act, which requires publicly traded companies to perform due diligence as to the existence and source of conflict minerals in their supply chains. Anixter successfully filed its Form SD and Conflict Minerals Report with the SEC in 2018 for the 2017 calendar year.
- Anixter's Conflict Minerals Policy Statement remains the fourth most downloaded item from Anixter's corporate responsibility webpage.
- Anixter continued surveying suppliers for conflict minerals by using a risk-based approach to support its annual SEC reporting obligations.

Additional conflict minerals accomplishments can be found in the Environmental Product Compliance section on page 24.







LABOR

# LABOR

Anixter strives to create a positive and safe work environment – free of discrimination, harassment and inappropriate conduct and one in which employees treat each other fairly and with dignity and respect by:

- Supporting and upholding the elimination of discriminatory practices particularly with respect to employment and occupation
- Promoting and embracing diversity in all aspects of business operations
- Supporting the elimination of all forms of forced, bonded or compulsory labor
- Supporting the freedom of association and the right to choose a collective bargaining representative, if desired
- Providing a safe and healthy work environment for all employees
- Condemning all forms of child exploitation and supporting the elimination of exploitative child labor.

## EMPLOYEE COMMITMENT

Anixter's labor policies and programs are communicated through its:

- Anti-Harassment Policy
- Anti-Retaliation Policy
- Global Business Ethics and Conduct Policy
- Workplace Violence and Response Policy
- Global Health and Safety Policy
- Privacy Policy
- Competitive employee benefit programs
- Nondiscrimination in employment and personnel practices
- Employee notices of right to join or form unions for purposes of collective bargaining, if desired
- Annual compensation benchmarking analysis
- Business Integrity Line and other communication mechanisms.

## EMPLOYEE DEVELOPMENT

Anixter believes in employees taking charge of their careers and cares about their professional development and goals. All employees have access to It's Your Move, a career exploration tool for employees launched in 2017. The online tool includes tips, videos and other resources to teach employees about the different departments and career opportunities within Anixter. Employees are also able to schedule meetings with "Career Champions" to discuss their career goals and help them plan their next move. In addition, Anixter helps employees learn and grow through formal and informal mentoring programs.

## EMPOWERING THE WOMEN OF ANIXTER

In 2017, a team of women and executive leaders at Anixter created Anixter CONNECT, a professional development and networking group for women with the goal of empowering the women of Anixter in their professional and personal lives. CONNECT provides a framework for both established and up-and-coming leaders to share professional resources and knowledge as well as networking, education and mentorship opportunities. The group is now up to 550 members across 26 countries and continues to grow.





# LABOR

## EMPLOYEE CONCERNS

In addition to reporting a suspected issue through local management, human resources, the legal department or a compliance officer, employees around the globe can call a toll-free number or access the Business Integrity Line website to ask ethics- or compliance-related questions or report a suspected issue. Communications can be made anonymously where permitted by local laws. The call center and website are managed by an independent, third-party provider and all submissions or conversations are kept confidential and shared only with those necessary to respond to or investigate a report.

## INFORMATION SECURITY

Information security is a critical part of Anixter's business environment. As a result, Anixter has a robust information security program, with policies and controls that are aligned with well-known security standards, such as ISO 27001 and NIST SP 800-53. Anixter's information security program includes security awareness initiatives designed to educate employees about computer security to help protect their personal information as well as company information.

## U.S. MILITARY VETERAN RECRUITING

Being a multinational company headquartered in the U.S., Anixter supports and values those who have served our nation and actively recruits U.S. military veterans as they transition out of careers within the Army, Air Force, Navy, Coast Guard and Marines. Throughout our organization, U.S. military veterans are not only making a difference, but are also embarking on rewarding careers.

The following lists select accomplishments attained this year:

- Members of our veteran steering committee, combined with personnel from human resources and senior leadership teams, continued to participate in outreach recruiting events for U.S. military veterans.
- Anixter's veteran steering committee, now in its third year, continues to focus on providing assistance in the recruitment and integration of recently discharged veterans.
- In the U.S., Anixter hired an additional 22 U.S. military veterans this year, bringing our organizational total to more than 180.

Some of Anixter's proud U.S. veterans



# LABOR

## EMPLOYEE RECOGNITION

In the Anixter Blue Book, the first item listed under “Our Philosophy” is “People come first” and this is demonstrated across the organization in the various ways in which employees are recognized for their outstanding contributions. One way employees are recognized is through awards. The information below provides examples of the various employee recognition awards given to select Anixter employees throughout the year:



### AWARD OF EXCELLENCE

Nominated by fellow co-workers, the Award of Excellence is Anixter’s most prestigious honor and is awarded to the top 1 percent of all employees globally. These employees demonstrate Anixter’s philosophy to providing excellence for co-workers, customers and partners. In 2018, the Award of Excellence was given to 79 people to honor their outstanding performance in 2017.



### AWARD OF EXCELLENCE: BLUE SKY AWARD

In the past, Anixter’s practice has been that once an employee has received the Award of Excellence, they cannot be nominated again. This was to ensure a broader group of people would be recognized for their efforts. However, many employees continue to provide outstanding support, excellent service and truly embody our goal of Excellence in Execution. As such, in 2017, Anixter introduced the Award of Excellence: Blue Sky Award. Anyone who has previously received the Award of Excellence is now eligible to be nominated and possibly selected again. In 2018, three Anixter employees were awarded the Blue Sky Award for their exceptional work in 2017.



### TECHNOLOGY FELLOW AWARD

The Anixter Technology Fellow award promotes leadership among Anixter’s technical professionals who have contributed extensively to driving innovation in alignment with Anixter’s business strategies and is awarded to one person each year.



### PRESIDENT'S CLUB

Anixter’s President’s Club is a prestigious group of people who embody the drive, spirit and achievement that constitute the best at Anixter. Through dedication, customer service and an incredible work ethic, the members of the President’s Club have earned the opportunity to be recognized. In 2018, 142 people were inducted into the President’s Club for outstanding performance in 2017.



# LABOR

## HEALTH AND WELLNESS FAIRS

The following provides select examples of the various health and wellness events held for Anixter employees throughout the year:

- Anixter held its annual health and wellness fairs at its Glenview, Ill. headquarters and at its Alsip, Ill. campus, where various healthcare benefit providers were available to provide information and free flu shots to more than 1,200 employees.
- Anixter's São Paulo location held several events throughout the year where free eye exams, discounted eye glasses, medical screenings and safety, accident prevention and health presentations were offered to more than 60 employees.

## TUITION REIMBURSEMENT

Anixter offers a tuition reimbursement program to eligible employees. In 2018, Anixter reimbursed more than \$106,000 in employee tuition costs.

## EMPLOYEE CERTIFICATION AND TRAINING

The following provides select examples of the various employee certification and training programs distributed to Anixter employees throughout the year:

- Online training and certification acknowledging compliance with the Global Business Ethics and Conduct Policy is issued to all employees
- Affirmation of adherence to Anixter's security policies is required for all employees
- Security awareness training
- As part of its worldwide trade compliance program, Anixter delivers a comprehensive online export compliance training course to a majority of its global employees on a scheduled basis.

## HEADQUARTERS INTERNSHIP OPPORTUNITIES

Anixter believes in building a strong workforce through hands-on learning experiences. Every year, a variety of internship opportunities are made available to allow high school and college students to gain real-world experience and evaluate different career fields.

These internship programs help align the right people with the right positions, thus building a strong, talented workforce. In 2018, Anixter employed a total of 10 interns across multiple departments at its headquarters, including marketing, finance, legal and operations.

## SPECIALIZED EMPLOYEE TRAINING

The following provides select examples of the specialized employee trainings undertaken by global employees this year:

- A global environmental aspects training module was created and distributed to more than 230 employees across the EMEA region to further reinforce Anixter's ongoing focus and commitment to the ISO 14001:2015, Global Sustainability and Corporate Responsibility programs
- An active shooter training module—created by the vice president of global health, safety and sustainability and approved by the Glenview, Ill., police department and The Department of Homeland Security—was distributed as mandatory training to more than 5,300 U.S. employees
- More than 100 new hires from three business units had the opportunity to learn from and interact with various subject matter experts from across the business that included informational overviews on the Global Sustainability, Environmental Product Compliance and Corporate Responsibility programs and highlighted how the programs support their positions and customers.

## LEADING THE ANIXTER TEAM

A great workforce starts with great leaders. As part of Anixter's focus to continually improve, the company relaunched the Leading the Anixter Team program. This program is a hands-on learning and development course for all Anixter managers and is broken up into two segments. The first course, Managing the Business, spans four days and is for sales managers. The second course, Coaching and Leadership, spans three days and is for managers across every division and department. Prior to enrolling in this course, managers are required to complete an online training session, personality assessment, coaching assessments with all direct reports and review an assigned case study. In 2018, a total of 56 managers successfully completed the program.



**GLOBAL  
SUSTAINABILITY**





# GLOBAL SUSTAINABILITY

Through its global sustainability program, Anixter seeks to continuously improve business processes to control and reduce the impact associated with its targeted environmental aspects of energy, waste, materials and natural resources and transportation.

By targeting measurable results within each environmental aspect combined with using the A Sustainable Path<sup>SM</sup> approach, which focuses on the economic, environmental and social impacts of the organization, Anixter balances environmental responsibility and return on investment.

## PROGRAM GOALS



### ENERGY

Anixter reduces energy use through innovative technologies, equipment and control systems.



### WASTE

Anixter minimizes waste by capitalizing on opportunities to reduce, reuse and recycle.



### MATERIALS AND NATURAL RESOURCES

Anixter consumes fewer materials and natural resources by increasing recycled content in consumables while simultaneously pursuing source reduction strategies.



### TRANSPORTATION

Anixter lowers transportation emissions by utilizing third-party carriers, fleet vehicles and equipment that meet current environmental standards, maintaining a global no-idling policy at warehouse locations and leveraging technology to eliminate the need to travel.

## ENERGY

### GREEN BUILDING CERTIFICATIONS

Anixter continues to operate and evaluate additional facilities for various green building certifications based upon lease durations and payback calculations. Green buildings help lower operational costs, minimize carbon emissions and provide a comfortable environment for employees. Anixter's green building certified portfolio consists of the following facilities:

- The new 214,000-square-foot Lichfield, U.K., facility, completed in March 2018, is rated BREEAM<sup>®</sup> Very Good (Building Research Establishment Environmental Assessment Method<sup>®</sup>). The facility has also achieved The Planet Mark<sup>™</sup> certification with a lifetime carbon reduction of 17 percent.
- The 61,000-square-foot annex office building located next to Anixter's headquarters in Glenview, Ill. attained U.S. Green Building Council LEED<sup>®</sup> (Leadership in Energy and Environmental Design) certification in 2014. The annex first attained ENERGY STAR certification in 2014 from the U.S. Environmental Protection Agency (EPA) and has continued to successfully attain annual recertification since.
- The 21,000-square-foot multitenant facility in St. John's, Newfoundland, attained LEED Silver in 2014.
- The 195,000-square-foot facility in Edmonton, Alberta, attained LEED Silver in 2011.
- The 457,000-square-foot Alsip, Ill. facility attained LEED certification in 2007.

### HIGH-FREQUENCY BATTERY CHARGERS

Several Anixter locations around the world use high-frequency battery chargers to recharge forklift and other material handling equipment batteries. These advanced battery chargers not only monitor the health and condition of the batteries, but they also reduce charging time and are up to 94 percent efficient, which saves energy. Anixter continued to add these battery chargers across its global network in 2018.

# GLOBAL SUSTAINABILITY

## NEW STATE-OF-THE-ART DISTRIBUTION CENTER IN ALSIP, ILLINOIS

In spring 2018, Anixter expanded the footprint of its North American flagship distribution center in Alsip, Ill., with the addition of a new 238,000-square-foot facility, equipped with an intelligent conveyor system and voice-picking technology, making it Anixter's smartest distribution center. Some of the key energy-saving features include motion-activated LED lighting systems and a 5,500-foot smart conveyor system, which only operates when objects are placed on it and is estimated to be 35 percent more efficient than typical belt-driven systems. In addition to saving energy, the smart building technology is designed with worker safety and ease of use in mind and is projected to improve productivity by 15 to 25 percent. Thanks to many of these improvements, in September, Anixter was named the 2018 PARCEL Forum Shipper of the Year. Each year, PARCEL gives this award to a company that is making game-changing improvements in distribution, logistics and shipping.

## FIELD SERVER VIRTUALIZATION

Anixter's global field locations continue to consolidate and virtualize servers. In 2018, Anixter eliminated 14 field servers by migrating virtual machines into existing equipment within the Glenview, Ill., and Bracknell, U.K., data centers. Each field server eliminated helps to conserve energy in the location and improves backup and recovery operations as these functions are now controlled within a data center.

## HELPING TO RESTORE ELECTRICITY AFTER HURRICANE MICHAEL

While not part of Anixter's global energy conservation initiative, this effort is worth noting as Anixter helped to restore power in a crisis-stricken area. Anixter's dedicated team of professionals worked around the clock, leveraging the U.S. warehouse footprint, in-stock inventory and supplier partners to deploy materials, tool trailers and staff to set up and manage two storm-relief staging yards in Florida to help customers quickly and safely restore power to areas impacted by Hurricane Michael. In addition, Anixter's on-site staff assembled grounding kits for customers to use in the field to assist in power line repairs.

## ENERGY-EFFICIENT LIGHTING AND ADVANCED LIGHTING CONTROL SYSTEMS

Energy-efficient lighting solutions remains one of the simplest, most cost-effective ways to improve efficiency and reduce operating expenses. Anixter is a fully authorized value-added distributor of lighting products and solutions and is committed to improving the lighting efficiency of both our and our customers' facilities. Anixter lighting experts perform lighting audits to determine the project scope and create an energy-efficient lighting solution specifically designed for each customer's unique lighting needs.

In our facilities, energy-efficient lighting systems can range from advanced systems that include daylight harvesting, zone scheduling, dimmable ballasts/drivers and advanced occupancy control sensors to energy-efficient systems that include fluorescent fixtures and LED lighting. Anixter continues to increase the use of energy-efficient LED lighting and advanced wireless technologies to reduce energy consumption and increase lighting system controls.

In 2018, Anixter added LED lighting to more than 10 global locations covering more than 770,300 square feet of space. In prior years, Anixter has added LED lighting to 21 global locations to illuminate more than 1.9 million square feet of office and warehouse space.

## ONGOING DATA CENTER EFFICIENCIES

Anixter continues to consolidate and virtualize servers in its data center, which currently uses 87 physical servers to host 1,519 virtual machines. Anixter's data center is more than 90 percent virtualized. Due to the decrease in data center cooling requirements, combined with more than a 40 percent decrease in server space, Anixter continues to successfully use an air conditioning auto changer that rotates the shutdown of one of three air conditioning units each month.

## SINGAPORE'S CONTINUED ENERGY REDUCTION

Despite the majority of energy savings being captured during the first full year operating in a new energy-efficient building, Anixter's 25,655-square-foot Singapore location and staff continues to drive year-over-year energy reductions. This year, the location's energy consumption was on track to be more than 2 percent less than the prior year.

# GLOBAL SUSTAINABILITY

## SOLAR ENERGY

The 142,000-square-foot Willebroek, Belgium, facility—Anixter's largest in continental Europe—successfully started attaining solar energy from rooftop solar panels in late 2011, which continues to power approximately half of the facility today.

Additionally, the new Lichfield, U.K., facility utilizes solar thermal energy for the hot water system to reduce the facility's energy consumption.

## HIGH-SPEED DOCK DOORS

Several Anixter locations around the world use high-speed dock doors that are motion-sensor activated to open and close within seconds. The speed of these dock doors helps to control warehouse temperatures and in turn helps conserve energy. For example, Anixter's newly opened 214,000-square-foot Lichfield, U.K., facility utilizes six high-speed dock doors.

## DATA CENTER BEST PRACTICES

Anixter's Infrastructure as a Platform (IaaS) approach addresses the key building blocks for data center interoperability that can provide agility for budgets, scalability for demand and flexibility for technology choices. The building blocks of power optimization and thermal efficiency specifically identify product solutions and best practices that enable customers to achieve energy savings by deploying state-of-the-art infrastructure.

## WASTE

### NEW NORTH AMERICAN RECYCLING INITIATIVES

Anixter leases its global buildings in order to remain flexible to successfully meet both customer and market demands. Leasing, combined with periodic divestitures and acquisitions, causes the physical locations, building sizes and waste and recycling tonnages to continuously change. To help manage these dynamics, lower operating costs and improve service, in 2018, Anixter changed its waste management service provider in North America. The new service provider now manages more than 200 locations across North America and is working closely with staff to help decrease landfill waste and improve recycling opportunities.

In 2018, after the service provider transition, Anixter's U.S. operations successfully implemented three new recycling programs that will divert an estimated 17,300 lb. of cardboard and single-stream/mixed recyclables from landfills annually. Preparations began in Q4 to conduct detailed location level waste and recycling reviews across North America. Canadian locations began initial reviews and select U.S. regions will follow in 2019.

### WASTE BROKER

Within three U.K. locations, Anixter continues to leverage a waste broker to help reduce landfill waste, lower operating costs and increase recycling tonnage. Through a combination of onsite and offsite sorting, these three locations consistently divert more than 90 percent of their general waste.

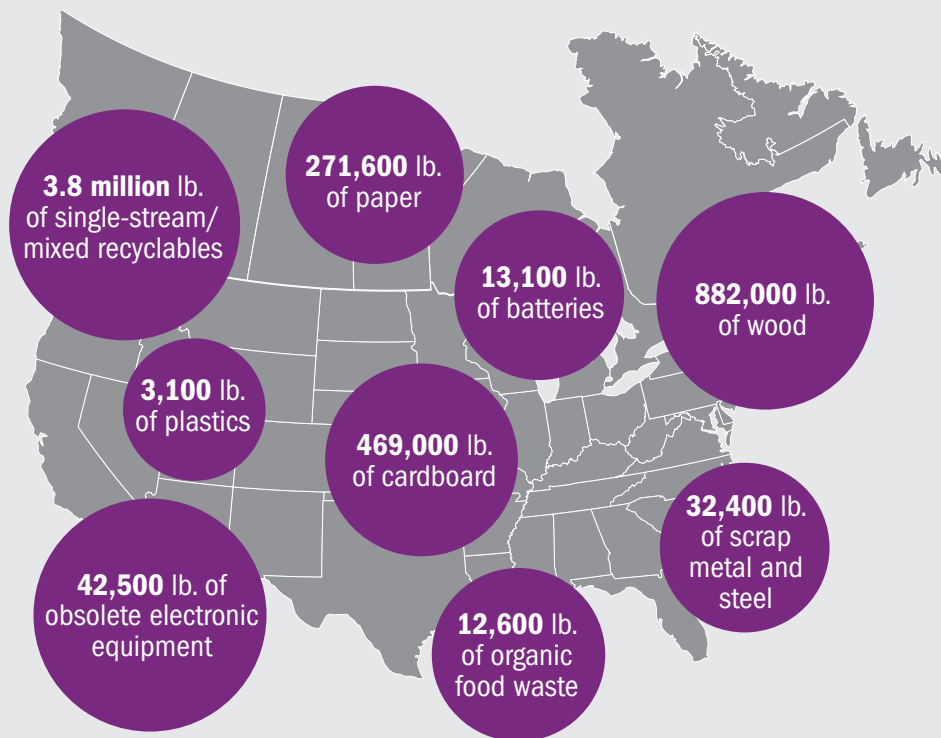
### RECYCLING EMPTY PRINTER CARTRIDGES

By returning the empty printer toner and ink cartridges to global office supply providers for reuse, Anixter prevents thousands of pounds of plastic and metal from entering landfills annually. For example, in 2018, Anixter's Alsip, Ill., facility continued to successfully recycle empty toner cartridges in pallet load quantities.

## GLOBAL SUSTAINABILITY

### NORTH AMERICAN RECYCLING SNAPSHOT

Anixter's North American operations maintain the largest square footage building footprint and contain the largest number of employees. This graphic provides a 2018 snapshot of key North American recycling volumes based on annualized tonnage calculated from fixed and intermittent services. Where service providers cannot provide actual weight, they utilize industry guidelines for commodity weights and waste container capacity utilization.



### SUPPLY CHAIN SOLUTIONS

Anixter's Supply Chain Solutions team provides more than 4,600 global customers with various value-added services that include, but are not limited to:

- Kitting of multiple line items into a single finished good part number to ease ordering, reduce waste at the job site and improve job site receiving
- Preassembling of racks, cabinets and cameras prior to shipping to improve job site productivity and lower overall project costs
- Providing job site waste diversion documentation, when requested, for performing the above services to help earn points for green building certification projects. For example, 11 Anixter locations across nine countries collectively diverted and documented more than 75,500 lb. of cardboard, wood and plastic for customer-specific green building projects in 2018.

In addition, Anixter locations in 13 countries completed more than 1,900 customer-specific product enhancement and packaging services that diverted and recycled packaging waste prior to it reaching job sites. This packaging waste is included in the overall recycling snapshots.

### GLOBAL COMPLEX PROGRAMS

Anixter's complex programs team focuses on providing integrated solutions within customers' complex global supply chains. By partnering with Anixter, complex program customers realize significant improvements in customer satisfaction, working capital and cash flow, while also reducing overall supply chain risk. As a result of Anixter's engagement, complex program customers are able to improve their balance sheets and use the improved cash flow to invest in ongoing business expansion. These tangible benefits are driving substantial growth and expansion within Anixter's complex program business as Anixter currently operates 25 dedicated and 12 shared facilities, which are staffed by more than 220 employees to support 13 complex programs within 23 countries. Most complex programs also incorporate various value-added services from within Anixter's Supply Chain Solutions offering to further support customers' global operations and job site requirements.

# GLOBAL SUSTAINABILITY

## REEL CONSOLIDATION

The Anixter-designed, reusable PARAPULL<sup>SM</sup> paralleling reels can accommodate various cut-to-length cables of the same gauge on a single multichambered wooden reel. Because each PARAPULL reel is reused an average of six times, their ongoing use helps preserve natural resources while eliminating empty reel disposal costs and waste from job sites. Customers using a single PARAPULL reel can eliminate two to four individual wooden cable reels on a job site, which reduces shipping and handling costs while increasing contractor productivity. In 2018, Anixter shipped more than 2,100 reusable PARAPULL reels to customers across North America.

## RECYCLING AUDITS

In 2018, Anixter's internal ISO audit team reviewed 16 office and warehouse locations across North America to ensure the locations' recycling programs—which can consist of paper, cardboard, wood, metal and plastic—were being effectively supported by management and used by staff. Once again, all the locations successfully passed the audit team's screening criteria.

## PAPER SHREDDING

While Anixter endeavors to minimize paper consumption as much as possible, paper use is often a business necessity. By leveraging location-level paper recycling and shredding programs, Anixter seeks to minimize its overall environmental impact. In 2018, 39 U.S. and Canadian locations collectively shredded and recycled more than 180,000 lb. of paper. All recycled paper is sent to mills where it is pulped and de-inked to make recycled paper products like paper plates and paper towels. According to our shredding partner, Anixter's program saved more than 1,600 trees from being harvested.

## REUSE PROGRAMS

Anixter locations around the world successfully harvest and reuse select inbound packaging and shipping materials received from supplier partners when they are in like-new condition and meet our strict quality standards. In addition, Anixter locations receive cable reels from suppliers safely secured to wooden reel cradles. All reel cradles that pass Anixter's integrity inspections are reused to ship cable reels to customers. This has lowered freight claims and costs as well as improved operational efficiencies and customer satisfaction.



## SELECT GLOBAL RECYCLING SNAPSHOT

The following 2018 snapshot of key international recycling volumes is based on annualized tonnage calculated from fixed and intermittent services. Where service providers cannot provide actual weight, they utilize industry guidelines for commodity weights and waste container capacity utilization.

- Anixter's Brisbane and Perth, Australia, locations recycled more than 250,000 lb. of paper, cardboard, metal and wood
- The Dubai, UAE, location recycled more than 47,000 lb. of paper, cardboard and plastic
- The Willebroek, Belgium, location recycled more than 110,600 lb. of paper, plastic, cardboard and wood
- The Stuttgart, Germany, location recycled more than 27,000 lb. of wood, paper, and plastic
- The Barcelona, Spain, location recycled more than 3,700 lb. of cardboard, plastic and paper
- The Milan, Italy, location recycled more than 12,000 lb. of wood, paper, plastic, metal and obsolete electronic equipment
- The Singapore location recycled more than 24,000 lb. of cardboard and obsolete electronic equipment
- The Hong Kong location recycled more than 20,900 lb. of obsolete electronic equipment
- Ten U.K. locations recycled more than 840,000 lb. of cardboard, wood, paper, metal and plastic
- The Mexico locations recycled more than 145,000 lb. of cardboard, paper, plastic and wood
- The Chile location recycled more than 130,000 lb. of cardboard, paper, plastic and wood
- The Peru location recycled more than 38,000 lb. of plastic and wood
- The Colombia location recycled more than 4,500 lb. of cardboard, paper and wood
- The Costa Rica location recycled more than 600 lb. of cardboard and paper
- The Brazil location recycled more than 2,200 lb. of cardboard, wood, paper, plastic and metal
- In 10 countries alone, Anixter successfully recycled more than 2.4 million lb. of scrap copper and metals.



# GLOBAL SUSTAINABILITY

## CABLE CUTTING

In 2018, Anixter processed more than 2.3 million custom cable cuts for customers from 129 global warehouse locations. By providing cable cut to the exact length required by the customer, job site cable waste is virtually eliminated. Job site costs are also reduced as the need to purchase, cut and control master cable reels and the resulting short cable lengths, or leftover cable, no longer exists.

## ASSET TRACKING

Anixter Trakr™, a proprietary, patented asset-tracking solution that incorporates multiple technologies to track, locate and provide visibility to high-valued assets along with incorporating an inventory management component to help customers locate assets in large laydown yards and complex project sites. Trakr helps customers reduce labor costs by efficiently locating assets via its mobile app. Trakr also reduces the potential to cut from incorrect reels or overbuy due to misplaced products, further reducing material waste. In addition, Trakr provides visibility of the cut lengths of cable remaining on master reels throughout the job site, which helps minimize scrap and identify reorder points. For example, in 2018, a customer successfully used 250 Trakr beacons to manage and locate various pieces of 150-foot transmission poles, by unique serial number, which were valued at \$22 million and located across a 22-acre laydown yard. Trakr reduced the customer's time and labor costs to manage and deploy the transmission poles to their various job sites.

## TALKING TRASH

Anixter's recycling campaign titled Talking Trash continued in 2018 to more than 1,200 employees and contractors within the Glenview, Ill., headquarters and annex. Talking Trash messages periodically appear around the Glenview campus to encourage recycling. Preparations began in Q4 to expand the campaign's focus across North America as detailed location-level waste and recycling improvement reviews began within Canadian locations, with select U.S. regions to follow in Q1 2019.



## MATERIALS AND NATURAL RESOURCES

### WAREHOUSE MANAGEMENT SYSTEM

The Anixter-developed and Anixter-supported next-generation WMX warehouse management system uses state-of-the-art technology and was designed to quickly incorporate operational system enhancements to meet customer and market demands. The WMX system also significantly reduces paper and printing waste generated throughout the entire order processing cycle. In 2018, the Anixter WMX team continued to successfully incorporate more enhancements that improved performance, increased operational efficiencies and expanded user functionality in the facilities across North America that currently use WMX. Roughly 75 locations have been converted to the WMX platform with the majority of these locations utilizing the new point-of-sale storefront option.

### REDUCING CABLE REELS AT THE JOB SITE

Anixter's Supply Chain Solutions offers a layering service that reduces the total number of cable reels needed at a job site by adding multiple layers of cable to a single reel chamber. As more layers are added, fewer reels are needed. Having fewer reels at a job site reduces transportation costs, transportation emissions and, when wood reels are used, timber consumption. This service provides further value when combined with Anixter's PARAPULL<sup>SM</sup> or PARASPIN<sup>SM</sup> services that use returnable reels. In 2018, Anixter's U.S. locations shipped more than 4,400 layered reels to customers' job sites.

### RAINWATER HARVESTING

Anixter's newly opened Lichfield, U.K., facility is equipped with a water harvesting system, which collects and filters rainwater. The filtered rainwater is distributed on demand to various points of use, reducing the amount of water the facility uses from public water mains. The water harvesting system is compliant with BS8515 and the Water Supply (Water Fittings) Regulations of 1999.

# GLOBAL SUSTAINABILITY

## ELIMINATING PLASTIC BAGS

To help keep plastic and plastic bags out of the environment, Anixter's operational staff in Belgium is making a difference. By collaborating with their sales counterparts, customers utilizing Anixter's Supply Chain Solutions' Fiber Patch Cord Labeling services were contacted to see if they would accept their cables wrapped in 100 percent recycled paper rather than in plastic bags. Overwhelmingly, customers large and small welcomed the environmental innovation and, in August, Anixter Belgium began to offer a plastic-free solution for these daily fiber patch cord orders. In addition, since the paper holds the fiber patch cord bundles together better than the plastic bags, the location now ships double the amount of cords per bundle, which also reduced outbound freight expense. Anixter Belgium shipped more than 8,000 pre-labeled fiber patch cords without plastic bags this year.

## REUSABLE METAL REELS

Anixter offers electrical contractors the option of receiving cut-to-length cable on reusable metal PARASPIN reels that have five independent spinning chambers from which to pull cable. Customers using a single PARASPIN reel can eliminate four individual wooden cable reels on a job site, which reduces shipping and handling costs while increasing contractor productivity. As the PARASPIN reel completely eliminates the use of wood and is reusable, natural resources are preserved and cable reel waste and disposal costs are eliminated at the job site. In Q4 2017, Anixter introduced a SLIM-SPIN version of the traditional PARASPIN reel that is designed to fit through standard doorways. In 2018, Anixter shipped and retrieved more than 3,300 reusable PARASPIN and more than 300 SLIM-SPIN reels from customers' job sites across North America.

## REUSABLE WOODEN REELS

The INSTA-REEL by Anixter consists of a standard wooden reel that has oversized flanges attached to both sides. INSTA-REEL's inner reel spins independently of the outer flanges, creating a reel with a built-in payout stand. After use, the INSTA-REEL is returned to Anixter and is reused. The reuse of each INSTA-REEL helps preserve natural resources while eliminating empty reel disposal costs and waste from job sites. In 2018, Anixter shipped more than 4,800 INSTA-REELS to customers in five countries, that were then returned to Anixter to be reused.

## E-TRAVEL AND EXPENSE REPORTING

Anixter's paperless travel and expense reporting system, which is used in 29 countries, processed more than 600,800 electronic expense report submissions in 2018.

## GREEN OFFICE SUPPLIES

Anixter continues to focus on purchasing office supplies that contain green attributes where feasible. Green attributes can include, but are not limited to, products that contain recycled or plant-based materials, are remanufactured or contain ecolabels or third-party certifications. For example, Anixter's U.K. and U.S. locations spent more than 70 and 43 percent respectively of their total office supply expenditures on products that contain green attributes, as identified by the office supply partners.

Further accomplishments include:

- Anixter's global locations continued to use remanufactured toner cartridges for printers instead of new OEM cartridges, where available.
- More than 58 percent of print production jobs utilize soy-based inks.

## DIGITAL MARKETING

Anixter began its digital marketing initiatives in 2011 by focusing on the promotion of Anixter and its products and services over various digital channels, such as web, mobile, social media and email. Anixter's U.S. and Canada websites are useful tools for customers to access their accounts, view real-time pricing and inventory, place orders, request quotes, track order and shipment status, and download invoices. Part of the digital marketing strategy has been the migration of traditional print materials into digital formats for use by sales representatives and customers. The materials converted into digital formats include print catalogs, case studies, fact sheets, reference guides, product specification sheets and various other documents. Anixter has nearly 350,000 parts with accompanying product specification sheets in digital format for easy access on [anixter.com](http://anixter.com). Being able to perform all of these business functions online reduces paper usage for both Anixter and its customers.

# GLOBAL SUSTAINABILITY

## E-BUSINESS

Anixter's e-business offerings allow global customers and suppliers the ability to seamlessly process a vast array of business transactions with Anixter in a secure and paperless environment. Anixter's e-business highlights include:

- **Electronic data interface (EDI):** In 2018, Anixter successfully processed more than 2.1 million global EDI transactions, of which more than 860,000, or approximately 41 percent, resulted in the elimination of a paper transaction, such as an invoice, purchase order or forecast
- **Third-party electronic invoicing:** Anixter communicates extensively with various online procurement applications and supplier networks and processed more than 90,000 paperless invoice transactions in 2018
- **E-delivery:** Anixter offers its customers the ability to receive invoices and statements via email as PDF documents and/or customizable formats such as CSV, XML, Quickbooks™, Sage 300/Timberline, Sage 50/Peachtree, Forefront Construction Suite and Viewpoint Construction. In 2018, Anixter sent more than 1.4 million PDF documents via email and has more than 113,700 customers set up for e-delivery, of which more than 400 customers are using customizable formats. In addition, Anixter provides various e-delivery invoices to local governments, which are extensively utilized across Latin America in countries like Argentina, Brazil, Chile, Colombia, Mexico, Peru, Costa Rica and Uruguay, as well as in Portugal and Spain.

## RECYCLED CONTENT

Anixter seeks to use recycled content in consumables where feasible. Here are two examples:

- Anixter's U.S. warehouses, which collectively process the largest outbound line volume in the global network, shipped more than 1.8 million lb. of corrugated boxes, packing paper, paper tape and related packaging items that are made from recycled content ranging from 40 to 100 percent
- All of Anixter's North American business cards and marketing collateral are printed on 100 percent recycled paper that is certified by the Forest Stewardship Council.

## CORPORATE RESPONSIBILITY WEBPAGE AND DOWNLOADS

Since launching the corporate responsibility webpage on [anixter.com](http://anixter.com) in recognition of Earth Day 2014, the site continues to add new content and draw global stakeholders as measured through page views and document downloads. In 2018, the webpage exceeded 6,500 visitors and Anixter's Corporate Responsibility Report, Supplier Code of Conduct, Business Ethics Guide and Conflict Minerals Policy Statement remain the page's most frequently downloaded items.

## E-CARDS

With more than 8,000 global employees, Anixter continues to offer staff the option of sending animated e-cards to customers and supplier partners rather than using traditional printed paper holiday cards. Each year, a variety of e-cards are created in eight different languages for employees to choose from.

## JUST-IN-TIME (JIT) SCANNING SOLUTIONS

Anixter has developed an automatic replenishment tool called JIT where customers or Anixter field representatives can scan product or rack labels to automatically create orders to Anixter. Users have the flexibility of digital input methods, such as scanning, web portal or file uploads, to generate orders. These electronic submission and reporting methods reduce the use of paper on site since the orders can be tracked without any handwritten order forms, sheets or cards. By leveraging the Anixter solution, customers are able to reduce time and resources allocated to purchasing inventory in addition to reducing the number of shipments received and excess inventory. In 2018 Anixter received more than 790,000 sales order lines through its JIT system.

## INVENTORY CONTROL SOFTWARE

Anixter offers an inventory management software application called Rapid Fire 2.0, which allows customers to scan and track inventory purchased from Anixter and other suppliers. Rather than keep manual paper logs using a pen and clipboard, this web-based software can be accessed from a PC or mobile device, allowing Anixter customers the ability to view inventory status in real time. In addition to helping customers use software to reduce stock outs, excess inventory and loss, Anixter, upon request, can remove and recycle all product packaging prior to shipping to help customers attain their environmental goals. Currently, Anixter customers are collectively managing over 37,000 SKUs through Anixter's Rapid Fire 2.0 inventory control software.



# GLOBAL SUSTAINABILITY

## ANIXTER MOBILE APP

In 2016, Anixter released its mobile app, making it easy for customers to shop and manage their accounts on the go. By digitizing the order and account management processes, Anixter is helping customers work more efficiently and eliminating the paper usage associated with the traditional ordering process. Using the Anixter app on their mobile device, customers can now perform the following tasks from anywhere:

- Search through 300,000 products and place orders online
- Download manufacturer specifications
- Find and contact the nearest Anixter location to request a quote
- Explore Anixter services and customized solutions.

## ELECTRONIC FUND PAYMENTS

Anixter's accounts payable team continued to successfully migrate various material and service suppliers onto electronic payment platforms, which eliminates check fraud as well as the paper usage associated with printing and mailing paper checks. In 2018, more than 2,600 global suppliers were newly set up or converted to begin accepting electronic payments. In total, Anixter processed more than 133,800 electronic payment and remittance transactions in 2018, eliminating approximately 343,000 sheets of paper, envelopes and postage.

## CANADA CUSTOMS PAPERLESS INVOICING AND PAYMENTS

Anixter has embraced a program with Canada Customs called ARL, an online tool for viewing and downloading invoices, which eliminates the need for paper invoices to be picked up from Canada Customs every day. The program also enables Electronic Fund Transfers, eliminating the need to print and mail checks to Canada Customs, which eliminates more than 800 checks annually.

## TRANSPORTATION

### LONGER COMBINATION VEHICLES

Anixter's global transportation team continues to successfully leverage third-party carriers' longer combination vehicles (LCVs) that increase the cargo capacity of combination trucks by using longer and/or multiple trailers. According to the EPA's SmartWay program, LCVs generally have much better ton-mile fuel economy than other combination trucks as they carry more cargo per trip, which results in lower fuel consumption and reduced greenhouse gas and air pollutant emissions.

### VEHICLE MONITORING AND ROUTE OPTIMIZATION

Anixter continues to leverage technology to monitor select fleet vehicles to help increase fuel economy, lower carbon emissions and improve driver productivity.

For example, Anixter utilizes electronic logging devices (ELD), a congressionally mandated rule that is intended to help create a safer work environment for drivers by making it easier and faster to accurately track, manage and share records of duty status (RODS) data. An ELD synchronizes with a vehicle engine to automatically record driving time for easier, more accurate hours of service (HOS) recording. Anixter currently has 34 locations with a total of 112 delivery vehicles that utilize ELDs.

In addition, Anixter continues to implement route optimization tools for those locations that operate final mile deliveries. These tools not only improve customer service, but also increase operational efficiency and reduce total delivery costs by consolidating routes, enhancing driver utilization, minimizing route miles and reducing fuel usage. Anixter U.S. and U.K. currently operate more than 200 delivery vehicles that utilize route optimization tools and additional countries will soon follow.

### COMMUTER BENEFITS PROGRAM

Since 2009, Anixter has offered U.S. employees a commuter benefits program that allows qualified public transportation and/or parking expenses to be automatically deducted pre-tax from paychecks. The program continues to grow and encourages staff to use public transportation, which helps protect the environment while saving users money.

# GLOBAL SUSTAINABILITY

## NO IDLING PROGRAM



Anixter continues to operate a global no idling program at its warehouses and headquarters. Truck drivers are required to turn off their engines while waiting for materials to be loaded or unloaded from their vehicles. Anixter-designed

“No Idling” signs are placed on driver entrance doors as well as in select yard and loading dock locations. The No Idling program seeks to improve air quality, reduce carbon emissions and increase safety.

## SMARTWAY CARRIERS

Close to 90 percent of Anixter’s preferred U.S. and international transportation spend is with EPA-certified SmartWay carriers for products shipped to and from the United States. SmartWay carriers focus on reducing emissions and fuel consumption.

## SHIPMENT CONSOLIDATION

Anixter continues to successfully utilize third-party transportation partners to collect, consolidate and ship more than 488 million lb. of products from global suppliers to Anixter and customer locations around the world. By leveraging supplier shipment consolidations at various origin points, Anixter reduces operating expenses, increases material visibility and lowers emissions.

## TECHNOLOGY SUPPORT SERVICES

Anixter’s global engineering teams work with customers to efficiently develop standards and compliant solutions that respond to change, drive innovation and deliver customer value. These teams use the latest in video and voice conferencing tools to provide instant support for customers’ unique application needs, when and where needed. This reduces the need to visit customers in person, thus reducing the emissions associated with travel.

## EMISSIONS-REDUCING FLEET VEHICLES

In addition to the 11 trucks replaced last year, Anixter U.K. replaced an additional two commercial vehicles this year to the Euro 6 standard, which aims to reduce nitrogen oxide, carbon monoxide, hydrocarbons and particulates from the exhaust gas. Anixter U.K. is targeting replacing an additional 15 vehicles in 2019.

## ANIXTER’S UNIQUE CANADIAN CUSTOMS OPERATIONS

As Anixter electronically clears all its own products that ship to Canada under a self-clearance designation, U.S. imports moving by truck that pre-clear before reaching the border do not have to stop and await processing, thereby helping to reduce overall exhaust emissions. The self-clearance designation also gives Anixter a distinct advantage as the custom clearance transaction is faster since it does not need to pass through an outside custom broker. In addition to improving the speed of transaction, it also improves the visibility and accountability of every international import Anixter brings into Canada. For example, in 2018, Anixter Canada processed more than 76,900 import entries containing more than 138,600 lines. In addition to handling the Canadian imports from the U.S., Anixter’s Canadian transportation team is responsible for shipments leaving Canada and has processed more than 5,700 export shipments containing more than 12,200 lines this year.

## ONLINE EMPLOYEE EDUCATION

Anixter uses an electronic delivery model for much of its learning and development programs. Web-based virtual workshops, classes and e-courses are delivered via a global learning management system (LMS). The LMS helps to reduce carbon emissions by eliminating employee travel and also helps to preserve natural resources as printed training materials are often eliminated. This year, Anixter employees successfully completed more than 54,600 courses from 1,300 online modules.

## ONLINE CUSTOMER EDUCATION

Through Anixter University, Anixter creates and offers university-like courses to educate customers globally on the latest standards and industry best practices for data centers, physical security, building technologies and industrial infrastructure. Course examples include power distribution and thermal management, which covers energy-efficient design, metering and monitoring of power using the power usage effectiveness (PUE) metric established by The Green Grid and how best to separate hot exhaust air from chilled supply air. Courses are available in live or on-demand formats.

**ENVIRONMENTAL  
PRODUCT  
COMPLIANCE**





# ENVIRONMENTAL PRODUCT COMPLIANCE

Anixter's environmental product compliance team is comprised of specialists who are committed to:

- **Determining the compliance status of products to applicable environmental regulations in the countries where Anixter conducts business**
- **Fully complying with the Conflict Minerals Rule under the Dodd-Frank Act**
- **Identifying, monitoring and addressing new and existing environmental product compliance, international substance control and extended producer responsibility obligations**
- **Working with the global sales teams and partner suppliers to ensure customers' requested environmental product compliance specifications are successfully met**
- **Continuously improving processes and team training**
- **Advancing the use of technology to help fulfill the above.**

## ONGOING COMPLIANCE ENHANCEMENTS

Anixter continued to enhance existing procedures and systems to further reduce the risk of potentially shipping products that may not meet international substance regulations from U.S. facilities. In addition, customer notification processes were enhanced should a product containing REACH substances of very high concern be identified by an Anixter supplier. Anixter also modified processes to address the August 2018 changes to the California Proposition 65 regulation.

Anixter continues to successfully survey suppliers for compliance to the updated REACH candidate list, among other regulations.

Furthermore, Anixter continues to develop processes and technology to proactively collect environmental product compliance data from suppliers at the point of purchase and at part setup. This will allow Anixter to be more responsive to customer requests and further reduce the risk of noncompliance. Anixter's focus on refining and streamlining its product classifications has simplified the Environmental Product Compliance Teams ability to identify impacted parts for compliance with various environmental related regulations.

## CUSTOMER SUPPORT

In 2018, Anixter's environmental product compliance team helped more than 700 customers address various international product compliance obligations for products purchased from Anixter.

## ONGOING CONFLICT MINERALS ACTIONS

Anixter continues to partner with a third-party provider for all supplier outreach and follow-up activities as well as data management. The provider also analyzed all inbound supplier response documentation and provided various performance-based activity and status reports in support of Anixter's annual Conflict Minerals Report.

- Anixter improved supplier contact data quality to improve responsiveness and reduce duplication
- Anixter continued to translate our communications to match that of the supplier's country language during the annual conflict minerals survey campaign
- Anixter participated with our third-party provider to send a letter to 3TG smelters petitioning them to participate in the Responsible Minerals Initiative (RMI)
- Anixter continued generating a conflict minerals reporting template (CMRT) that better reflects the supply chain for each specific customer when required
- Utilizing its software partner, Anixter distributed conflict minerals training materials throughout its supply chain to increase knowledge and awareness of suppliers' obligations under the rule
- The North American and corporate environmental product compliance teams continued to provide content that helped create Anixter's annual:
  1. Company-level CMRT customer response
  2. SEC Form SD
  3. Conflict Minerals Report.

HEALTH,  
SAFETY AND  
SECURITY





# HEALTH, SAFETY AND SECURITY

The health, safety and security program is designed to create, implement and maintain a healthy and safe work environment for all employees, visitors and contractors. Everyone at Anixter is part of this program.

Anixter's global health, safety and security teams work to make sure compliance elements are met and that the guidelines of the global safety and environmental management system are followed. These teams make resources available and define responsibilities to enable the company to operate in a manner that provides a safe and healthy workplace for employees, visitors and contractors while also protecting the environment.

Anixter is committed to providing employees with a safe and healthy work environment through its:

- Global Health and Safety Policy
- Global safety and environmental management system
- Continuous location management education
- Equipment safety training
- Electronic notification and mandatory staff training on policy modifications
- Certification or compliance to the ISO 14001:2015 Standard
- Certification or compliance OHSAS 18001 International Occupational Health and Safety Management System
- Business Integrity Line and other communication mechanisms
- "Start of Shift" weekly safety communication
- Monthly "Safety Toolbox Talks" via Anixter's learning management system
- Department of Transportation driver safety training
- "Safety Alerts" and "Safety Reminder" communications in response to serious or potentially serious injuries and incidents
- Monthly driver safety communication
- Global security and asset protection program.

## AUDITS AND CERTIFICATIONS

- In 2018, internal and external compliance audits were successfully completed at two international locations for ISO 14001:2015, one U.K. location for the Five Star British Health and Safety Certification and two locations in Alberta, Canada, for the Certificate of Recognition. As a result of the audits, all locations maintained their certifications.

## ONGOING TRAINING AND EDUCATION

This year, the health, safety and environmental teams:

- Provided oversight on five continents and in ten languages
- Distributed 332 health and safety topics for local "safety huddles" globally
- Completed 48 compliance site audits
- Assigned 1,671 training modules, trained 2,995 employees on site in group settings and had 321 employees complete written certification tests.

## FACILITY INSPECTIONS

- In 2018, Anixter used an external auditor to voluntarily complete human element inspections at 23 global facilities. These inspections focused on fire protection systems, sprinklers, sprinkler control valves and hot work areas.

## WORKPLACE VIGILANCE

- Anixter's vice president of global EHSS (environment, health, safety, security and sustainability) continuously monitors global operations and reviews the global safety action list with management on a quarterly basis. This allows Anixter to address any current concerns and prioritize future actions.

# HEALTH, SAFETY AND SECURITY

## CERTIFICATIONS

- In Alberta, Anixter's Edmonton and Calgary facilities hold the province's Certificate of Recognition. This is awarded to companies who have health and safety programs that meet or exceed standards established by Occupational Health and Safety.
- Anixter's Chesterfield, U.K., location attained Achilles Certification this year to further support a large multinational customer. The Category B2 standard was attained through the assessment of the location's Health, Safety, Environmental & Quality practices and procedures. The overall location score was 96 percent, which significantly exceeded the minimum required passing score of 75 percent.
- Anixter's Dubai, UAE, and Chesterfield, U.K., locations are certified to the ISO 14001:2015 Environmental Management Systems, while the new Lichfield, U.K., location is targeted for assessment in Q1 2019.

## GLOBAL SECURITY AND ASSET PROTECTION

The global security and asset protection program is designed to create, implement and maintain physical security programs and measures that are designed to protect our employees and assets while mitigating loss. Anixter's global security and asset protection team partners with employees, suppliers and contractors to make sure our facility security standards and guidelines are compliant to Anixter's Physical Security Standards.

As Anixter faces new business challenges and opportunities every day, Anixter's global security and asset protection team utilizes various risk assessments, analytics, proactive measures and advanced technologies, as well as collaborates with external global security practitioners specializing in the protection of assets, people, property, business fraud and security in the workplace, to provide greater visibility to our operational and business realities and help keep the organization safe and secure.

This team seeks to identify, prioritize and manage key risks by utilizing various tools and programs, such as the:

- Global Daily Opening and Closing Security Checklist Report
- Global Incident Report
- Business Integrity Line
- Fraud Awareness Training and Best Practices
- Anixter Physical Security Standards
- Internal and External Investigations
- Monthly Compliance Report
- Workplace Security and Safety training.



**QUALITY  
MANAGEMENT  
SYSTEMS**





# QUALITY MANAGEMENT SYSTEMS

Anixter's quality management system provides global support to all business divisions and segments through a variety of services by the corporate quality team. A commitment to continuously improving processes and maintaining the best quality practices drives Anixter's focus to meet or exceed customers' expectations. Anixter's quality management system is supported by its:

- Global quality manual
- Quality procedures
- Standard operating procedures
- New business and customer audit support
- Continuous employee education in best practices
- Certification or compliance to the ISO 9001:2015 Standard
- Mandatory staff training on policy and procedure updates
- Global on-site training and support for quality management system functions
- Formalized change management protocol to support improvement initiatives
- Operations Help Desk.

## ISO STANDARDS

- 32 locations certified to ISO 9001:2015
- 59 locations compliant to ISO 9001:2015
- Two locations certified to ISO 14001:2015
- Three new locations being certified in 2019 to ISO 9001:2015.

## OPERATIONS HELP DESK

Anixter's operations help desk is a support group available to all Anixter employees to analyze internal systems and provide assistance to address customer or internal inquiries. In 2018, the team:

- Completed more than 270 customer and supplier quality questionnaires or surveys
- Created and assigned 154 quality training modules addressing new or changing procedures
- Addressed more than 4,300 individual internal support calls.

## CONTINUED QUALITY MANAGEMENT IMPROVEMENTS

In 2018, the quality management teams:

- Began work to bring all global certifications under a single sample plan and registrar for better management efficiency and oversight
- Completed the full design and implementation of a single global quality management system repository, accessible in all operating languages
- Completed on-site support for operational processes in the two newest Anixter facilities in Alsip, Ill., and Lichfield, U.K.
- Completed 45 internal location audits and site reviews to improve Anixter's quality management system and location certification
- Created more than 20 standard operating procedures or work instructions to address new processes and customer requirements
- Updated more than 230 existing standard operating procedures policies to include revised best practice instructions derived from customer and supplier feedback
- Incorporated all regions and divisions in formal quality statistical metric reporting
- Created a global ISO training module included in all employee onboarding.

**CHARITABLE  
AND SOCIAL  
RESPONSIBILITY  
PROGRAMS**



# CHARITABLE AND SOCIAL RESPONSIBILITY PROGRAMS

Around the world, Anixter is powered by employees who have the talent and dedication to address the most challenging opportunities and problems, and their efforts go beyond business and into the communities where they work and live. Anixter believes it is important to support global communities and encourages employees to get involved with the causes and charities they care about. The Anixter Cares program is powered by these people and supports various charitable organizations. Anixter provides company-matching gifts to select charities and institutions of higher education within the U.S. and Canada and offers time off for employees to volunteer at nonprofit organizations.

Anixter also believes in promoting diversity and is committed to the participation and advancement of small businesses and business enterprises owned by minorities, women and disabled veterans.

## AMERICAN RED CROSS

In 2018, Anixter showed its support for the victims of Hurricane Florence and the California wildfires by donating more than \$50,000 to the American Red Cross. Anixter was also a sponsoring member of the 16th annual Red Cross Heroes Breakfast, an event that raised more than \$1.5 million to provide disaster victims with basic necessities, as well as vaccinations for children, volunteer training and other lifesaving skills. Additionally, the Anixter headquarters hosted two blood drives in which employees voluntarily donated enough blood to save 180 lives.

## GOLFING FOR GOOD

In September 2018, Anixter's Halifax location hosted its 7th Annual Halifax Classic golf tournament at the Glen Arbour Golf Course in Hammond Plains, Nova Scotia, Canada. The event raised more than \$10,000 for the 211 Nova Scotia call center—a free, confidential information and referral service that connects people in need to community programs and services, such as mental health counselors, addiction centers, child care or legal services—as well as \$3,265 for the Leukemia and Lymphoma Society Nova Scotia Chapter.

## TUITION REIMBURSEMENT

Anixter offers a tuition reimbursement program to eligible employees. In 2018, Anixter reimbursed more than \$106,000 in employee tuition costs.

## KOHL CHILDREN'S MUSEUM

Anixter encourages the next generation of scientists by sponsoring the Tinkering Tuesdays educational program at Kohl Children's Museum in Glenview, Ill. Tinkering Tuesdays aim to get more children interested in the fields of science, technology, engineering and math through a variety of fun and educational activities. In addition to making a \$10,000 sponsorship donation to the program, Anixter engineers work with the program's directors to develop Tinkering Tuesday sessions geared toward exploring the world of engineering.

## HABITAT FOR HUMANITY

In 2018, Anixter employees once again volunteered with Habitat for Humanity on a total of 13 build projects throughout Chicagoland. They hung drywall, installed flooring, built porches and performed a multitude of other tasks to build affordable homes for families in need. Additionally, four Anixter employees had the honor of working alongside President Jimmy Carter and Mrs. Carter during the Carter Work Project. The Carter Work Project is an annual week-long building blitz. This year, the build took place in South Bend, Indiana, where more than 2,000 volunteers worked to build or improve 41 homes for local families. Anixter was also a sponsor of the Chicagoland Habitat Hero Award Dinner, donating \$50,000 to the organization.



# CHARITABLE AND SOCIAL RESPONSIBILITY PROGRAMS

## BERNIE'S BOOK BANK

In 2018, Anixter's corporate accounting, treasury, tax and finance teams volunteered a total of 200 hours during five community service outings at Bernie's Book Bank in Lake Bluff, Ill., where they helped sort and pack books for students in need. Bernie's Book Bank is a nonprofit organization that provides new and gently used children's books to school districts throughout Chicagoland. The organization is on target to distribute 3.5 million books in 2018 to over 300,000 at-risk children.

## AMERICAN DIABETES ASSOCIATION

For the fourth year in a row, Team Anixter was a top-10 fundraising team for the American Diabetes Association (ADA) Chicagoland Tour de Cure. With support from fellow Anixter employees, Team Anixter raised over \$8,500 for the ADA to help fund diabetes research and education. While the event was ultimately canceled due to severe thunderstorms, the seven Anixter riders wore their Anixter jerseys on individual rides to raise awareness for the ADA.

## MISSION 500

Anixter is a continuing sponsor of Mission 500, a nonprofit organization that works closely with the security industry to serve the needs of children living in severe poverty across the U.S. In 2018, Anixter employees raised money and sponsored various fundraising events, including 5Ks, a security softball game and a benefit dinner. Employees also volunteered their time filling 750 care packs with school supplies and essential items for children and families displaced by Hurricane Michael.

## JUNIOR ACHIEVEMENT

In 2018, Anixter's headquarters hosted two Junior Achievement days, in which approximately 250 local high school students met with about 40 Anixter employees to learn the basics of the workforce, such as how to create a resume, apply for jobs and answer interview questions. The students also had the opportunity to shadow Anixter employees in different career fields to get a sense of the career path they may want to follow.

## ANIXTER CARES

In 2018, donations generated through Anixter Cares included:

ANIXTER EMPLOYEE CONTRIBUTIONS	<b>MORE THAN \$19,300</b>
<b>+</b>	
ANIXTER CARES EMPLOYEE MATCHING CONTRIBUTIONS	<b>MORE THAN \$19,300</b>
<b>+</b>	
ANIXTER CORPORATE DONATIONS	<b>MORE THAN \$161,400</b>
<hr/>	
TOTAL ANIXTER EMPLOYEE AND ANIXTER CARES IMPACT	<b>MORE THAN \$200,000</b>

# CHARITABLE AND SOCIAL RESPONSIBILITY PROGRAMS

## Diversity

Anixter is committed to promoting participation of minority-, woman- and service-disabled veteran-owned business enterprises (MWDVBE) in our distribution business. We will use reasonable efforts to provide opportunities to certified MWDVBE's through purchasing or reselling opportunities, mentor-protégé programs, teaming arrangements and subcontracting whenever practical.

### DIVERSITY PURCHASING

- Within the U.S., Anixter spent more than \$616 million with 4,600 small, minority-, woman- and disabled-veteran owned business enterprises in 2018.
- Anixter continued to help U.S. customers report on their indirect diversity purchases from Anixter by distributing electronic diversity purchasing reports each quarter. Anixter has been supporting customers with quarterly diversity purchasing reports since 1999.
- As a General Services Administration (GSA) contract holder since 2000, Anixter continuously strives to attain annual small business subcontracting goals. The small business subcontracting initiative focuses on increasing subcontracting opportunities for disadvantaged, HUBZone-certified, veteran-owned, service-disabled-veteran- owned and woman-owned small businesses to receive maximum practical opportunities in federal government subcontract awards. The program seeks to ensure that domestic small businesses receive a fair and equitable opportunity to compete for and receive subcontracts.

### DIVERSITY SALES

Through a combination of long-term and recently established partnerships with a vast array of diversity organizations located across the U.S., Anixter's and our partners' strengths are combined to collectively help our mutual customers achieve their diversity business engagement goals for both large projects and day-to-day operations. In 2018, Anixter sold more than \$165 million in products to various strategic diversity partners.

### PSEG-LI PRIME SUPPLIER DIVERSITY UTILIZATION AWARD

In May 2018, Anixter was awarded the Prime Supplier Diversity Utilization Award by PSEG Long Island. Anixter received this award for its shared commitment to utilize diverse subcontractors. As part of Anixter's own diversity utilization goals as well as to help PSEG meet its diversity spend requirements, Anixter partners with diverse companies, such as minority- and woman-owned businesses.



**ANTI-  
CORRUPTION**





# ANTI-CORRUPTION

Anixter is proud of its reputation as a fair, honest and ethical company. All Anixter directors, officers, employees, suppliers and business partners are required to conduct business with the highest degree of honesty and integrity and in full compliance with applicable laws. These principles are set forth in company policies such as Anixter's Global Business Ethics and Conduct Policy (Ethics Policy), Global Anti-Bribery & Corruption Policy (Anti-Bribery Policy), Supplier Code of Conduct, and Business Partner Anti-Corruption Policy.

As clearly stated in its policies, Anixter takes a zero-tolerance approach to bribery and any other form of corruption and is committed to acting professionally, fairly and with integrity in all business dealings and relationships. It upholds all laws countering bribery and corruption wherever it operates. No Anixter employee or anyone acting on Anixter's behalf may promise, offer, give, authorize, request, agree to receive or receive, directly or indirectly, a bribe to or from anyone.

## COMPONENTS OF ANIXTER'S GLOBAL ANTI-CORRUPTION PROGRAM

Anixter promotes responsible business practices at every level of the company. It strives to conduct business ethically, honestly and in accordance with its Ethics Policy ([anixter.com/ethics](http://anixter.com/ethics)), and expects all employees and business partners to meet these high ethical standards.

Countering bribery and corruption is one of Anixter's standards and a primary focus area of its global compliance program. The anti-bribery and corruption program is comprised of the following ten components:

- Policies
- Oversight, autonomy and resources
- Commitment from senior management
- Third-party due diligence
- Incentives and discipline
- Training and communication
- Confidential reporting and investigations
- M&A diligence and integration
- Risk assessment
- Periodic testing and review.



# ANTI-CORRUPTION

## POLICIES

In support of Anixter's high ethical standards, its global compliance program provides guidance and training for Anixter employees worldwide on a variety of policies and topics, such as but not limited to, business ethics and conduct, anti-bribery and corruption, government contract compliance, fraud, conflicts of interest, prevention of workplace harassment and export compliance. The policies that reinforce Anixter's zero tolerance of bribery and corruption include, but are not limited to, the Ethics Policy, Anti-Bribery Policy, Government Contracts Policy, Global Fraud Policy and Conflicts of Interest Policy. See "Relevant Policies" on page 39 for more information about these policies.

Additionally, as part of Anixter's anti-corruption program, the company has implemented a business partner compliance program ([anixter.com/bpcompliance](https://anixter.com/bpcompliance)) that includes the Global Business Partner Anti-Corruption Policy ([anixter.com/bppolicy](https://anixter.com/bppolicy)) and a business partner due diligence screening process.

Anixter has adopted a Supplier Code of Conduct available at [anixter.com/suppliercode](https://anixter.com/suppliercode). This code incorporates the key Ten Principles of the United Nations Global Compact and specifies how Anixter expects its suppliers to conduct business. This code also emphasizes Anixter's zero-tolerance approach to bribery and any other form of corruption.

The Anti-Bribery Policy is an internal policy that applies to all Anixter employees worldwide. The Business Partner Anti-Corruption Policy applies to Anixter's suppliers, contractors, integrators, resellers, channel partners, consultants, professional advisers, joint venture partners, custom brokers, freight forwarders, sales agents and any other parties with whom Anixter does business (business partners). For a copy of Anixter's Business Partner Anti-Corruption Policy, visit [anixter.com/bppolicy](https://anixter.com/bppolicy).

Anixter's anti-corruption policies are designed to comply with anti-bribery and anti-corruption laws in the countries where Anixter operates or conducts business including, but not limited to, the U.S. Foreign Corrupt Practices Act and the U.K. Bribery Act. No bribe of any kind may be authorized, offered, given, requested or accepted in the course of doing business for Anixter. Anixter's policies also prohibit facilitation payments. Anixter's zero-tolerance approach to bribery and corruption is not limited to government officials; it also extends to bribes involving commercial parties.

The Anti-Bribery Policy, Business Partner Anti-Corruption Policy, the Overview Presentation and Supplier Code of Conduct are available in 11 languages.

All employees are familiar with the Blue Book, which drives the company's culture by outlining Anixter's core beliefs and guiding principles. Created over 50 years ago, the Blue Book continues to influence and shape Anixter's overall culture. The Blue Book is frequently quoted in companywide trainings and internal communications. For a copy of the Blue Book, visit [anixter.com/bluebook](https://anixter.com/bluebook).

All new employees globally are made aware of the Ethics Policy, Anti-Bribery Policy, Conflicts of Interest Policy and the Blue Book during their on-boarding process. They also receive the other policies if applicable to the employee's position.

## OVERSIGHT, AUTONOMY AND RESOURCES

The Audit Committee of the Anixter International Inc. Board of Directors oversees the global Compliance program, including the anti-bribery and corruption program. Anixter's Chief Compliance Officer, who reports directly to the company's CEO, updates the Audit Committee quarterly on the company's anti-bribery corruption compliance program and initiatives.

Anixter's Internal Audit Department reports to the Audit Committee of the Board of Directors. It provides independent and objective advisory services designed to add value and improve Anixter's operations. The department helps Anixter accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of enterprise-wide risk management, internal control systems and governance processes. The Internal Audit Department, in collaboration with other key departments, also provides oversight and guidance related to applicable laws, regulations and company policies to foster a positive and ethical work environment for employees.

Anixter's Executive Compliance Committee ("ECC") is led by the Chief Compliance Officer and is comprised of the regional compliance officers and senior leaders from various departments within the company. The ECC administers the compliance program, oversees and assists in implementing the compliance program initiatives and monitors the effectiveness of the compliance program. The ECC meets at least twice a year and will hold additional meetings as needed.



## ANTI-CORRUPTION

Regional compliance committees are responsible for identifying risk and compliance matters within their respective regions, and for overseeing the regional compliance initiatives. These committees are comprised of senior leaders from various departments within the company. The committees meet at least twice a year and are led by regional compliance officers who are in-house regional attorneys. The regional compliance officers are also members of the Executive Compliance Committee.

### COMMITMENT FROM SENIOR MANAGEMENT

Company policies, including the Ethics Policy and Anti-Bribery Policy, clearly state Anixter's commitment to conducting business ethically and with integrity and include Anixter's zero-tolerance approach to bribery and corruption. These are endorsed by our president and CEO, Bill Galvin, and chairman of the board, Sam Zell. Commitment to the company's culture of ethics and integrity and compliance program is supported by Anixter managers who include topics such as bribery and corruption, and ethics and integrity in their leadership-driven discussions with their teams throughout the year.

### THIRD-PARTY DUE DILIGENCE

Anixter expects its business partners to act professionally and ethically at all times in carrying out their services and contractual obligations to Anixter or on Anixter's behalf to an Anixter customer or any other third party. Business partners must undergo a qualification and screening process if the business partner is (1) located in or doing business in a "high-risk country" identified by Anixter or (2) performing services for or on behalf of Anixter in one of the "high-risk categories" identified by Anixter regardless of country. Red flags identified during this process are referred to a regional compliance officer for review and further investigation. Business partners that refuse to participate in the screening process or an investigation will not be approved to do business with Anixter.

### TRAINING AND EDUCATION

Performance and evaluation tools remind managers that ethics and integrity must be considered during performance evaluations. Anixter investigates all suspected incidents of corruption and violations of company policies. These investigations can result in disciplinary action, which could include termination.

## TRAINING AND COMMUNICATION

Employees are required to complete training explaining Anixter's Anti-Bribery and Corruption Policy and other compliance program policies. All new hires receive these assignments, along with the "Blue Book - Living the Anixter Culture" module, upon beginning their employment with Anixter.

Live training sessions on compliance program policies and topics are also conducted throughout the company. These sessions are tailored to the group attending the session and are presented by management or a member of the legal department.

The compliance program policies are posted in various locations on Anixter's intranet site and are easily accessible by employees. News about and updates to the compliance program are communicated to employees via companywide newsletters and email blasts.

To help business partners better understand Anixter's zero-tolerance approach to anti-bribery and corruption, they are encouraged to review the "Understanding Anixter's Business Partner Anti-Corruption Policy" presentation available at [anixter.com/bpoverview](http://anixter.com/bpoverview) (the "Overview Presentation"). This Overview Presentation summarizes Anixter's expectations of its business partners to comply with its zero-tolerance approach to bribery and corruption.



# ANTI-CORRUPTION

## CONFIDENTIAL REPORTING AND INVESTIGATIONS

Anixter's employees, business partners and other third parties can ask questions or report possible ethics or bribery and corruption violations through the Business Integrity Line. Anixter has partnered with an independent third party to host and track such reports made via telephone or online. Where allowed by local laws, these reports can be made anonymously. Reports made at [anixter.ethicspoint.com](http://anixter.ethicspoint.com) are managed and responded to by members of the legal, human resources and internal audit departments, as appropriate. Anixter does not tolerate any form of retaliation against employees who in good faith report a concern regarding illegal or unethical activities. The anti-retaliation policy is emphasized by the Safe to Speak FAQs document that is available in 11 languages and posted on its intranet sites.

Investigation reports are provided to executive management and the Audit Committee on a quarterly basis.

## M&A DILIGENCE AND INTEGRATION

Prior to an acquisition, Anixter conducts a due diligence review that includes reviewing the targeted company's anti-corruption compliance program and controls. Anixter also looks for prior anti-corruption issues or violations. Post-acquisition integration efforts include effectively communicating and implementing training on Anixter's compliance program, including all policies and procedures.

## RISK ASSESSMENT

The Internal Audit Department reviews business practices for anti-corruption risks during the audits they conduct throughout the year. Also, business partners that represent a greater risk, such as those in high-risk countries or high-risk categories, identified by the company, are required to complete Anixter's business partner qualification process. This qualification process includes due diligence screening. Business partners who are approved are continuously monitored by the company.

## PERIODIC TESTING AND REVIEW

The anti-corruption program is monitored by a combination of audits, reviews, risk assessments and internal investigations. The internal audit, global shared services, finance and legal departments are engaged in these processes.

An annual ethics questionnaire is distributed every January to all directors, officers, senior management and members of select departments and functions and is available in 11 languages. Any report of possible violations of the company's compliance program raised in a questionnaire is promptly investigated. The questionnaire will be distributed again in January 2019.

To further monitor the compliance program, Anixter distributes and analyzes a culture survey. This survey is issued every two years and was last conducted in 2017. The survey was distributed to a random selection of approximately 25 percent of active employees worldwide. Participation is voluntary and all responses are anonymous. The results of this survey were reported to the Audit and Executive Compliance committees.



# ANTI-CORRUPTION

## RELEVANT POLICIES



### GLOBAL BUSINESS ETHICS AND CONDUCT POLICY

- Reflects current industry best practices, emphasizes zero tolerance of bribery and restates commitment to anti-retaliation
- Earliest version distributed in 1998; last revised in 2013
- Posted on intranet and external sites
- Available in 11 languages
- Distributed with training at least every two years to all employees.



### GLOBAL ANTI-BRIBERY AND ANTI-CORRUPTION POLICY

- Provides guidance on what bribery and corruption are and how to avoid them
- Revised in 2015; first adopted in 2012
- Posted on intranet sites
- Available in 11 languages
- Distributed with training at least every two years to employees.



### GOVERNMENT CONTRACTS POLICY

- Provides guidance for meeting ethical and legal obligations as a supplier to U.S. federal, state and local governments
- Adopted in 2011
- Posted on intranet sites
- Available in English
- Distributed with training to employees involved with U.S. government contracting in the U.S., United Arab Emirates, Japan and Germany.



### GLOBAL TRAVEL AND ENTERTAINMENT

- Emphasizes prohibition of entertainment and gifts to government personnel
- Adopted in 1999; last revised in 2014
- Posted on intranet sites
- Available in three languages
- Distributed with training to all employees who travel and entertain on behalf of Anixter.



### GLOBAL FRAUD POLICY

- Provides guidance on preventing, identifying and detecting fraud and instructions regarding appropriate action in cases of suspected violations
- Adopted in 2014
- Posted on intranet sites
- Available in English
- Distributed with targeted live training to members of the Finance organization.



### GLOBAL CONFLICT OF INTEREST POLICY

- Identifies the most common types of activities that may result in a conflict of interest and the disclosure and approval process for each type of activity
- Adopted in 2014
- Posted on intranet sites
- Available in 11 languages
- Distributed to all employees globally with targeted live training.





# FINANCIAL OVERVIEW

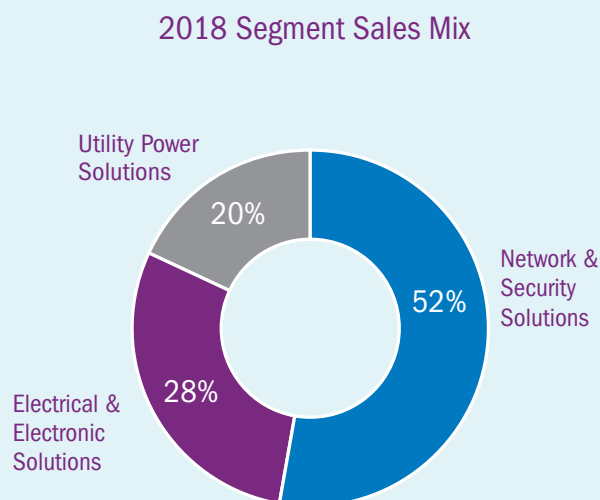
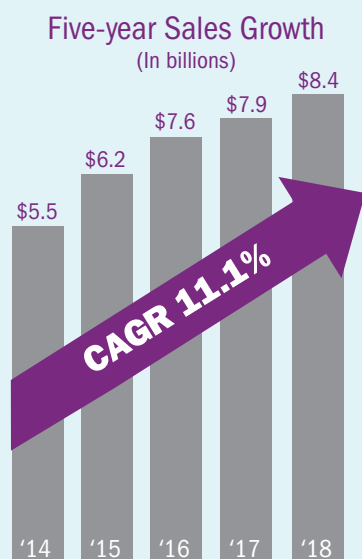
## FINANCIAL OVERVIEW

Fiscal Year	2018	2017	2016	2015	2014
(In millions, except per share and percentage amounts)					
Net Sales	\$8,400.2	\$7,927.4	\$7,622.8	\$6,190.5	\$5,507.0
Operating Income	\$309.7	\$312.9	\$295.5	\$267.1	\$304.0
Operating Margin	3.7%	3.9%	3.9%	4.3%	5.5%
Net Income From Continuing Operations	\$156.3	\$109.0	\$121.1	\$96.9	\$163.4
Adjusted Diluted Income From Continuing Operations Per Share*	\$5.83	\$5.16	\$4.93	\$4.46	\$5.17
EBITDA	\$368.5	\$376.6	\$341.7	\$293.8	\$324.7
Adjusted EBITDA	\$410.9	\$403.3	\$405.2	\$366.4	\$354.4
Adjusted EBITDA Margin	4.9%	5.1%	5.3%	5.9%	6.4%
Cash Flow From Operations	\$137.7	\$183.8	\$279.1	\$92.5	\$110.0
Capital Expenditures	\$42.4	\$41.1	\$32.6	\$26.7	\$34.2
Working Capital	\$1,543.0	\$1,483.0	\$1,424.6	\$1,571.6	\$1,559.3
Total Assets	\$4,653.1	\$4,252.2	\$4,093.6	\$4,142.0	\$3,580.8
Total Debt	\$1,251.8	\$1,247.9	\$1,378.8	\$1,642.9	\$1,202.0
Stockholders' Equity	\$1,570.4	\$1,459.0	\$1,292.2	\$1,179.4	\$1,133.0
Adjusted ROTC**	23.9%	25.2%	25.5%	25.6%	22.0%
Debt-to-total Capital	44.4%	46.1%	51.6%	58.2%	51.5%
End-of-year Stock Price, Per Share	\$53.88	\$76.00	\$81.05	\$60.39	\$88.18

This table includes certain financial measures computed using non-Generally Accepted Accounting Principles as defined by the SEC. We believe that by reporting such information, both management and investors are provided with meaningful supplemental information to understand and analyze our underlying trends and other aspects of financial performance. For further information, see Management Discussion & Analysis in the Company's Form 10-K incorporated herein.

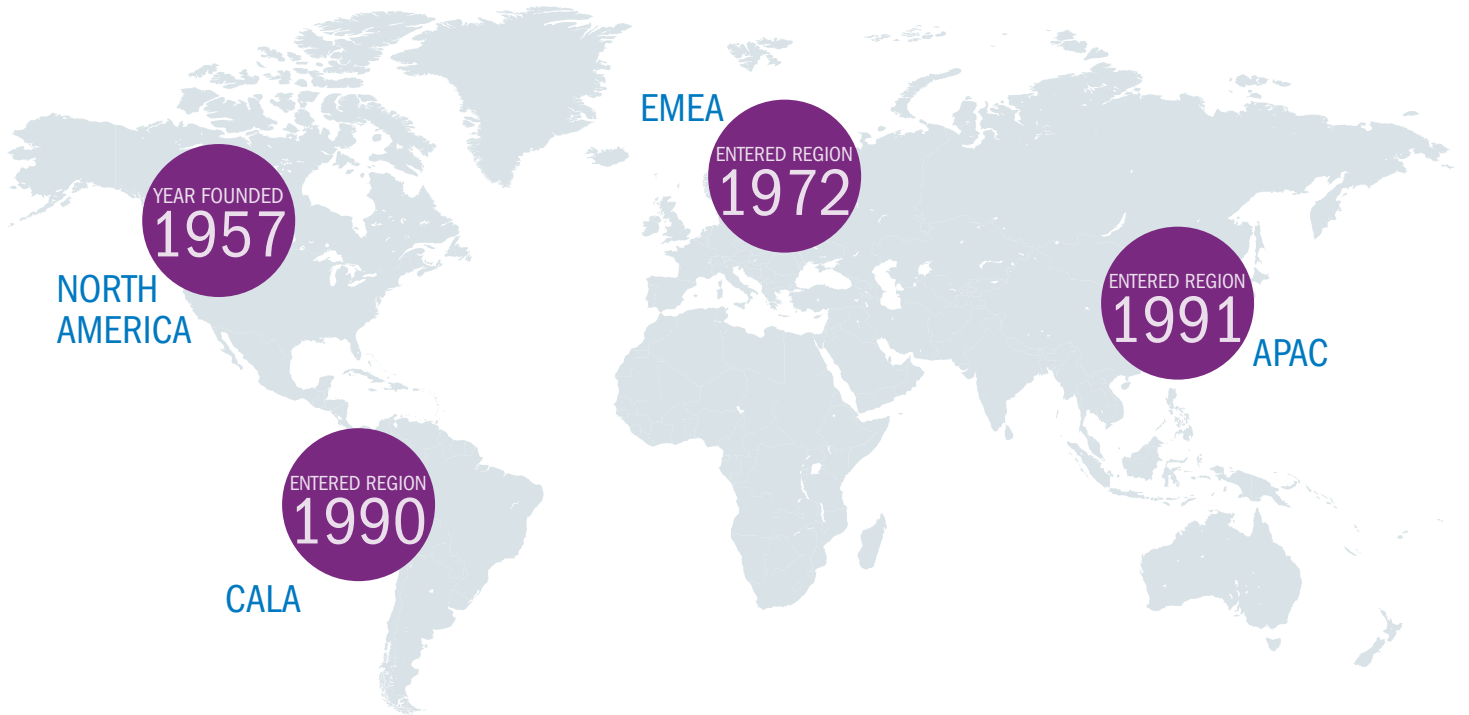
\* Adjusted for items impacting comparability of results to include amortization of intangible assets.

\*\* Adjusted return on tangible capital (ROTC) is defined as operating profits, excluding intangible amortization and items impacting comparability of results identified in our earnings releases, divided by average tangible capital.



# ABOUT ANIXTER

## CORPORATE SNAPSHOT



## GLOBAL REACH. LOCAL ADVANTAGE.

With Anixter, you get a true local partner around the world. No other distributor of our kind can claim an in-country presence in approximately 50 countries and in over 300 cities.

We do business in more than 35 currencies and 30 languages, which means we are uniquely positioned to help facilitate your project in the local environment, reduce risks and keep costs down.



**About Anixter:** [anixter.com/aboutus](http://anixter.com/aboutus)  
**Legal Statement:** [anixter.com/legalstatement](http://anixter.com/legalstatement)

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**Anixter International Inc.**  
2301 Patriot Boulevard  
Glenview, Illinois 60026  
1.224.521.8000

1.800.ANIXTER | [anixter.com](http://anixter.com)



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