

## General principles

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### – PROHIBITION OF ALL FORMS OF CORRUPTION AND TRADING IN INFLUENCE

- Rexel rejects corruption in all its forms and undertakes not to resort to unlawful conduct or action to obtain or grant undue advantages.

### – TRANSPARENCY AND DIALOGUE

The golden rule is transparency.

If an employee has any doubts, they should consult the appropriate persons and discuss freely with them before acting.

### – TRACEABILITY OF TRANSACTIONS

Any use of Rexel assets must be properly recorded and detailed.

The documentation must demonstrate, on the one hand, the appropriate nature of the services concerned and, on the other hand, the justification of corresponding payments.

It is even more advisable to store documentation in a satisfactory and sustainable manner.

The administrative and accounting traceability of each use of company assets must be seamless to ensure that no transaction could be perceived as concealment of unwarranted payments.

On principle, to offer, promise or give cash to anyone is prohibited.