

2024

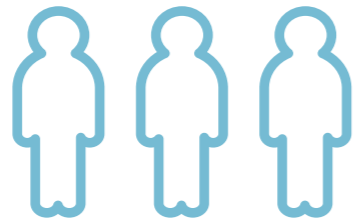


PEOPLE
PLANET
PURPOSE

By working with Purpose we hope to create the desire for our associates, customers and suppliers to choose to work with us daily, building a sustainable business and providing security for our families and community.

All together.

All together.



Our vision for the future is to be both an Employer of Choice and Partner of Choice to our Customers and Suppliers.

We understand that by having a strong Purpose in People and Planet helps to reinforce and grow our other strategic pillars of Customer and Performance.

**THIS IS
WHAT
WE'RE
DOING**

PEOPLE

The success of our organisation is closely tied to associate engagement.

Our aim: attract, develop and retain talent and to ensure that our culture promotes high levels of associate engagement, inclusion, and wellbeing. To enable our associates to adapt, dare and learn, we promote fair and individual career development and ensure that the right people are assigned to the right role providing excellence in what they do.

We expect: our associates to act according to our values, to the highest standards of honesty and integrity, as well as complying with all internal codes of practise and policies along with legal and regulatory requirements.

We commit: to improving mental health in the workplace, we are affiliated gold members of the Mental Health Charter. We provide training for Mental Health First Aiders and Champions around the business, encouraging an environment that engages and embraces the mental health agenda.

We will always ensure that we do not risk the physical or mental health and safety of our associates ensuring high standards of health and safety at work and demonstrating proper personal concern for the wellbeing of our associates.

We understand that our success as an organisation is closely tied to associate engagement, trust, growth, development, and teamwork, and we work to assess, measure, and support the personal and professional growth of our associates.

PEOPLE STATISTICS 2023

H&S (Riddor Reports)	3
Voluntary Turnover	10%
Perception of Feeling Valued	78%
Internal Moves	45%
Absence Through Sickness	3%
Work-life Balance	77%

**People Engagement
(Ipsos)**

84%

“If you are proactive and want to develop your skills there are opportunities to do so.”

Mariarca Meglio
Cash & Collections Administrator

DIVERSITY & INCLUSION

“ Mayflex aims to be a diverse organisation, welcoming to anyone and these opportunities are a great way to learn more about other people’s lives and cultures. ”

Amanda Griffiths
Director Of Sales

We understand that Diversity and Inclusion is not a one-time effort or training session, it is a commitment to continual learning, improvement, and action to do our part in ensuring that diversity and inclusion is an everyday reality. We provide training for Mental Health First Aiders and Champions around the business, encouraging an environment that engages and embraces the mental health agenda.

We are committed to embedding diversity and inclusion across the whole organisation.

We recognise and celebrate the value that a diverse workforce brings, and we are fully committed to the elimination of any unlawful and unfair discrimination.

To help foster an inclusive workplace, we provide ongoing diversity and inclusion training to all employees, not just our management teams.

We also believe that a more inclusive workplace, where people of diverse backgrounds, cultures and perspectives work together and support each other will enrich and create a better environment for everyone.

We aim to place inclusion at the heart of all we do.

Our Open Voices (OV) survey is completed every two years where we gain internal feedback from our associates on their thoughts and feelings on D&I through several defined questions to give use our D&I Index measure.

We have membership with 'Inclusive Employers'. This prioritises our understanding of the unique inclusion and diversity challenges within our organisation providing tailored, action-focused support from established leaders in the field.

Members of Inclusive Employers & the Mental Health Charter

2023 D&I Index

84%

PLANET

We are fully committed to placing the planet at the core of our business activities, striving to reduce our carbon footprint and accelerating Net Zero Emissions to be in line with and beyond that of the Paris Agreement, with a roadmap of how to achieve this.

We recognise the importance of protecting the environment and actively work towards putting environmental sensitivity at the forefront of our business decisions and operations.

To do this, we recognise that we not only need to ensure that we reduce our use of energy, but also work towards a circular economy and embed the importance of this within our culture.

We have a Sustainability team; People and Sustainability Manager, Ambassadors and Champions who ensure we know and understand our footprint, allowing us to plan how to reduce this efficiently through initiatives such as LED lighting, Energy Management Systems, Electric Cars, EV Charging and reducing travel with a hybrid working policy. We consistently look at ways in which we can ensure the waste we create is minimised and looking to the future we want



to ensure our products are circular through reducing, reusing, repairing, and recycling.

We plant a tree in the name of every new associate, to embed the culture from the outset. All our new associates are also trained during their induction on our footprint and how they can help, as well as yearly refresher training for all associates as well as monthly communication on our goals.

I feel proud to work at a company like Mayflex that proactively wants to do something and reduce the impact that we have.

Kirsty Graham
Demand Manager

We aim to reduce our scope 1&2 emissions by

73%

between 2019-2030.

COMMUNITY

We are proud to have our Mayflex Community Fund, partnering with the Heart of England Community Foundation.

We support community investments and educational programmes, and our volunteering and philanthropy is driven through the People Operations team.

To promote a culture of responsibility and giving across our company, we encourage our associates to participate in charity events where we offer corporate contributions to individual and group fundraising activities.

Our volunteering policy enables our associates to use a day a year to volunteer for a cause that is close to their heart. In addition, we organise corporate volunteer events during the year.

We donate annually to the Heart of England foundation.

2024 is dedicated to Diversity, Equity and Inclusion focussing specifically on ethnic minority communities around social mobility among young people and development of professional careers.

We offer Charitable Giving via Payroll Giving with company matched contributions (max £20 per month) Payroll Giving Quality Mark awards are presented annually.

We continue to strive to support community causes with both time and funding.

“ It is great that Mayflex allows us to contribute to the local community where you are able to see the benefits. ”

Josie Dennington
Internal Sales Account Manager

1/1

All associates receive a day a year to volunteer to local projects.



MATURITY ASSESSMENT

Our non-financial maturity assessment

Our purpose statement and metrics enable us to communicate our purpose, the outcomes, and the value this brings to our associates, customers, suppliers, and our community. Our metrics are reviewed quarterly and published annually to ensure consistency and accountability of our purpose statements.

Maturity Assessment	Measures	Measurement	2021	2022	2023	Business Target	Optimised	Advanced	Performing	Developing
Embedding our Purpose Statement	Awareness of our Purpose	quarterly communications	New measure for 2022	>4	>4	>4	4	3	2	1
	Issues raised via grievance	Annual %	1	3	2	<1%	0-1	1-2	2-3	3+
	Whistleblowing	Annual %	1	0	0	<1%	0-1	1-3	2-3	3+
	Dismissals for misconduct	Annual %	2	3	1	<1%	0-1	1-4	2-3	3+
	H&S	Riddor Reports	0	1	3	<1%	0-1	1-5	2-3	3+
Talent Attraction and Retention	People engagement score	% Measured every 2 years (OV Survey)	86%	86%	84%	>80%	>80	70-80	50-70	<50
	Voluntary turnover Percentage	%	9%	14%	10%	<10%	<10	10-15	15-20	>20
	Turnover of associates < 3 yrs.	%	27%	26%	21%	<15%	<15	15-20	20-30	>30
	Stay Interview NPS	%	New measure for 2022	79%	42%	>70%	70+	30-70	0-30	<0
Learning & Development	Associate perception of feeling valued	% Measured every 2 years (OV Survey)	78%	78%	78%	>80%	80+	70-80	50-70	<50
	Learning and development hours per head	hours	3.2	11.4	16	>30 hours pp	>30	20-30	10-20	0-10
Employee wellbeing	Internal Moves	%	39%	35%	45%	>50%	>50	35-50	20-35	<20
	Awareness	monthly communications	10	12	11	12	12	9	6	3
	Absence through sickness Percentage	%	3%	2%	3%	<3%	<3	4	5	>5
Diversity & Inclusion	Work-life balance	% Measured every 2 years (OV Survey)	76%	76%	77%	>80%	>80	70-80	50-70	<50
	Mental Health Charter	Bronze Silver Gold Platinum	Gold	Gold	Gold	Platinum	Platinum	Gold	Silver	Bronze
	Women	%	43%	45%	45%	>40	>40	25-40	10-25	<10
	Ethnicity	%	New measure for 2022	No accurate data	limited data	>15	>15	10-15	5-10	<5
	Pay Gap (median)	%	7.6% higher	9% higher	5% Higher	<UK average 12.5% lower	12.5	12.5-25	25-50	>50
	Training D&I	number of associates trained	New measure for 2022	100%	85%	100%	100	80-100	60-80	<60
	D&I Index	% Measured every 2 years (OV Survey)	83%	83%	85%	>80%	80+	70-80	50-70	<50
	Voluntary Turnover <30year age	%	New measure for 2022	26% 2022 Benchmark	16%	decrease from previous year	>1%	0.5-1%	0-0.5%	>0
Voluntary Turnover Women	%	New measure for 2022	17% 2022 Benchmark	9%	decrease from previous year	>1%	0.5-1%	0-0.5%	>0	
Community	Awareness of community initiatives	quarterly communications	New measure for 2022	4	4+	4	4	3	2	1
	Community contribution £	annual contributions	New measure for 2022	>£10K	<20>10	>30K	>30K	20-30	10-20	<10
	Volunteer time days	1 per person		>30>60	20	100 volunteer days	>100	60-100	30-60	<30
	Charitable giving	Bronze Silver Gold Platinum	New measure for 2022	Silver	Silver	Platinum	Platinum	Gold	Silver	Bronze
	Workplace Experiences	number per year	1	1	4	>4	4	3	2	1
Sustainability	Awareness	quarterly communications	New measure for 2022	>4	7	>4	4	3	2	1
	Associate Perception	% Measured every 2 years (OV Survey)	80%	80%	80%	>80%	80+	70-80	50-70	<50
	Activity on Sustainable Development through concrete initiatives	One concrete initiative a quarter	New measure for 2022	4+	4+	4>	4	3	2	1
	EcoVadis Score	Bronze Silver Gold Platinum	Bronze	Bronze	Silver	Gold	Gold	Silver	Bronze	None
	Training	Sustainability training for all new associates & 1 refresher a year	New measure for 2022	20%	91%	100%	100	80-100	60-80	<60
Carbon Emissions (Scope 1 & 2)	Reduction of 10% a year scope 1&2	New measure for 2022	11%	TBC	>10% (Mayflex)	>10%	7-10	4-7	0-4	

The data highlights opportunities to

accelerate positive impact

and mitigate negative impact and guides future decisions around where to allocate and invest in resources.

MAYFLEX IS PART OF SOMETHING BIGGER

A global network of major distribution companies supported by multi billion turnover Sonepar Group.

Sonepar is an independent family-owned group with global market leadership in the B2B distribution of electrical products, solutions and related services.

We select products and solutions offered by manufacturers that are best suited to the local needs of our customers. Depending on the country, we have between 25,000 and 100,000 products for different needs, made available in the right place at the right time.

Three key characteristics guide Sonepar's social responsibility goals, strategy and actions. Sonepar has a family shareholding base that takes a long-term approach to business, reinforces its independence and emphasises a stable and reasonable dividend policy. By leveraging this unique combination of driving forces, Sonepar can make strategic decisions aimed at lasting, socially responsible growth, without giving in to short-sightedness or economic fluctuations.

As the world leader in the distribution of electrical products and related solutions and services, Sonepar is an influential player throughout its value chain. The group encourages its suppliers to innovate and transition towards green products. It also focuses on shaping customers' behaviour by

providing transparent, educational information about the social and environmental impact of products, as well as delivering targeted advice. With operations in 42 countries and 45,401 associates strong, the Group builds close relationships with its customers and local know-how, making it a leader in its industry.

True to the legacy of its founding Chairman, Henri Coisne, an aviator with the Free French Forces during World War II and later a business court judge, Sonepar has upheld its business values that focus on people, boldness and integrity throughout its ecosystem for over 50 years.

Challenges and priorities of Sonepar's CSR policy.

Pillar	Strategic focuses and SDGs	Priority commitments
Environment	<p>Reduce our impact throughout the value chain</p>	<ul style="list-style-type: none"> Take action on climate change Limit greenhouse gas (GHG) emissions Develop the circular economy Innovate with a Green Offer
Social and human capital	<p>Developing a responsible business model within our ecosystem</p>	<ul style="list-style-type: none"> Retain talent and develop skills Promote quality of life in the workplace and associate engagement Promote diversity and inclusion Guarantee associates' health and safety Source ethically and responsibly Respect and promote human rights
Governance and integrity	<p>Defend sustainable operational efficiency by protecting the Group and its stakeholders</p>	<ul style="list-style-type: none"> Implement robust and long-term governance Ensure and promote compliance and business ethics Protect data, combat cybercrime Maintain a robust crisis management system



€32.44bn
GROUP SALES 2022



44,000
ASSOCIATES



40
COUNTRIES



170
DISTRIBUTION BANNERS

PEOPLE
PLANET
PURPOSE

All together.