

Corporate  
Responsibility  
Report  
2015

# Statement of Support

## TO OUR STAKEHOLDERS

I am pleased to reaffirm Anixter International's support of the Ten Principles of the United Nations Global Compact in the areas of human rights, labor, environment and anti-corruption.

In this annual Corporate Responsibility report, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

Sincerely yours,

A handwritten signature in black ink that reads "Robert J. Eck".

Robert J. Eck

President and Chief Executive Officer

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# A Sustainable Path<sup>SM</sup>



## EXPANDING OUR CORPORATE RESPONSIBILITY MESSAGE

In his first quarter state of the company video message to global employees, President and CEO Bob Eck reemphasized Anixter's ongoing commitment to corporate responsibility by highlighting its importance to both the organization and stakeholders.

This year, Anixter added a presentation segment on corporate responsibility led by the senior director of corporate sustainability and environmental product compliance in its Rapid Start class, a week-long employee orientation workshop. The 30-minute presentation introduces new employees to Anixter's Corporate Responsibility program by highlighting various accomplishments featured in the Corporate Responsibility report.

Since launching the Corporate Responsibility Web page on [anixter.com](http://anixter.com) in recognition of Earth Day 2014, Anixter has added additional content to the site, including comprehensive details on Anixter's Supplier Code of Conduct, Business Partner Compliance Program and Anti-Bribery and Anti-Corruption program. With increasing year-over-year page views and document downloads, the Web page is trending to exceed more than 5,600 unique visitors this year and the Corporate Responsibility report continues to be the site's most frequently downloaded item by stakeholders.



## HUMAN RIGHTS

Anixter is committed to treating all employees fairly, courteously, respectfully and with dignity by supporting a workplace that is free from demeaning, intimidating, offensive, abusive or harassing behavior. With company policies that clearly state a commitment to human rights and that are endorsed by president and CEO Bob Eck and Chairman of the Board Sam Zell, Anixter complies with applicable employment laws and regulations around the globe and does not tolerate unlawful discrimination of any kind.

## POLICIES AND PROGRAMS

### 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:

- Human Rights Policy
- 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
- Employee Personal Data Protection Policy and Notice
- Global Health and Safety Policy
- Nondiscrimination 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.

### 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.

### U.S. SUPPLIER DIVERSITY PARTNERSHIPS

Anixter is committed to the participation of small, minority, women-owned and disabled veteran business enterprises. Anixter will use reasonable efforts to provide opportunities whenever practical for subcontracting, purchasing or reselling, teaming arrangements and mentor-protégé programs.

To help its U.S. customers report on their indirect diversity purchases from Anixter, Anixter has continued to distribute electronic diversity reports each quarter as it has done since 1999.

## ACCOMPLISHMENTS

### CONFLICT MINERALS RULE

- In compliance with the Conflict Minerals Rule under the Dodd-Frank Act, Anixter successfully filed its Form SD and Conflict Minerals Report with the SEC in 2015 for the 2014 calendar year.
- Anixter's Conflict Minerals Policy Statement was the second most downloaded item by stakeholders from Anixter's Corporate Responsibility Web page in 2015.
- Anixter continued surveying suppliers for conflict minerals by using a risk-based approach to support its annual SEC reporting obligations.



### SUPPLIER DIVERSITY

- Within the U.S., Anixter spent more than \$84 million with over 645 small, minority, women-owned and disabled veteran business enterprises over the last 12 months.



## 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 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 working environment for all employees
- Condemning all forms of child exploitation and supporting the elimination of exploitative child labor.

## POLICIES AND PROGRAMS

### EMPLOYEES ARE HEARD

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 to 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 or investigate a report.

### EMPLOYEE COMMITMENT

Anixter's labor policies and programs are communicated through:

- Anti-Harassment Policy
- Anti-Retaliation Policy
- Global Business Ethics and Conduct Policy
- Workplace Violence and Response Policy
- Global Health and Safety Policy
- Employee Personal Data Protection 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.

### U.S. MILITARY VETERAN RECRUITING

Anixter is a military-friendly organization and actively recruits U.S. military veterans as they transition out of careers in the Army, Air Force, Navy, Coast Guard and Marines.

**U.S. MILITARY VETERANS HIRING**  
Anixter participated in three U.S. military veteran recruiting events that led to filling multiple full-time positions. Anixter's U.S. business units hired more than **40 U.S. military veterans** in 2015.

## ACCOMPLISHMENTS

### ANNUAL EMPLOYEE CERTIFICATION AND TRAINING

- Annual online training and certification acknowledging compliance with the Global Business Ethics and Conduct Policy was issued to all employees.
- Annual information security awareness training is required for all U.S. employees.
- Annual affirmation of adherence to Anixter's security policies is required for all global employees.



### HEALTH AND WELLNESS FAIRS

In 2015, Anixter held its annual health and wellness fairs at its Glenview, IL, headquarters and at its largest distribution facility in Alsip, IL. Available to more than 1,100 employees, these fairs included basic healthcare screenings, educational information and free flu shots offered by 22 local wellness and healthcare providers.



## HEALTH AND SAFETY

The Health, Safety and Environmental program is designed to create, implement and maintain a healthy and safe working environment for all employees, visitors and contractors. Everyone at Anixter is part of this program.

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
- Quality Management System
- Continuous location management education
- Equipment safety training
- Electronic notification and mandatory staff training on policy modifications
- Certification or compliance to: ISO 9001:2000 Quality Management System, ISO 14001:2015 Environmental Management System and OHSAS 18001 International Occupational Health and Safety Management System
- Business Integrity Line and other communication mechanisms.

# ACCOMPLISHMENTS

## OPERATING SAFELY

- Anixter's global Health, Safety and Environmental (HS&E) 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.

## AUDITS AND CERTIFICATIONS

- Internal and external compliance audits were successfully completed at two international locations for ISO 14001:2004 Environmental Management System and one U.K. location for the Five Star British Health and Safety Certification. As a result of the audits, all locations maintained their certifications.

## WORKPLACE VIGILANCE

- On a quarterly basis, the HS&E senior director continuously monitors global operations and reviews the global safety action list with management. This allows Anixter to address any current concerns and prioritize future actions.

## FACILITY INSPECTIONS

Anixter used an external auditor to voluntarily complete human element inspections at **12 global facilities**. These inspections focused on fire protection systems, sprinklers, sprinkler control valves and hot work areas. Additional facilities will be reviewed in 2016.



## ONGOING TRAINING AND EDUCATION

This year, the HS&E teams:

- Provided HS&E oversight on five continents and nine languages
- Distributed 13 compliance reinforcement newsletters
- Completed 150 compliance site audits
- Trained 37,633 employees in group settings, 4,146 online and 616 through written tests.



## CORPORATE SUSTAINABILITY

Through its Corporate 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 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 using outsourced third-party carriers and internal fleet vehicles that operate in the most environmentally efficient manner possible and by enforcing a global no idling policy at warehouse locations.

## ACCOMPLISHMENTS



### 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:

1. The 167,000-square-foot corporate headquarters located in Glenview, IL, attained the U.S. Environmental Protection Agency's (EPA) ENERGY STAR certification in 2014 and 2015.
2. The 61,000-square-foot annex office building located next to our headquarters in Glenview, IL, attained U.S. Green Building Council LEED® (Leadership in Energy and Environmental Design) certification in 2014 and EPA ENERGY STAR certification in 2014 and 2015.
3. The 21,000-square-foot multitenant facility in St. John's, Newfoundland attained LEED Silver in 2014.
4. The 195,000-square-foot facility in Edmonton, Alberta, attained LEED Silver in 2011.
5. The 457,000-square-foot Alsip, IL, facility attained LEED certified in 2007.

#### ENERGY-EFFICIENT LIGHTING

Depending upon the duration of lease terms and payback calculations, facilities' 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.

#### ADVANCED LIGHTING CONTROL SYSTEMS

This year, Anixter operated 15 international warehouse buildings that used advanced wireless control systems and high-efficiency dimmable fluorescent fixtures that through October saved more than 587,400 kilowatt hours of energy when compared to the previous systems' energy consumption baseline data.



## CORPORATE SUSTAINABILITY: ACCOMPLISHMENTS

### 2015 LED LIGHTING INSTALLATIONS

As energy prices continue to decrease, Anixter is rapidly increasing the use of energy-efficient LED lighting and advanced wireless technologies to manage energy consumption and lighting controls within its buildings.

This year, the following six Anixter locations were retrofitted or built to completely use LED lighting for warehouse illumination and advanced lighting control systems:

1. Reno, NV – 249,400-square-foot warehouse
2. Phoenix, AZ – 65,000-square-foot warehouse
3. Memphis, TN – 93,300-square-foot warehouse
4. Alsip, IL – 457,000-square-foot warehouse
5. Cranbury, NJ – 282,200-square-foot-warehouse (target Q4 2015/Q1 2016)
6. Mexico, City, Mexico – 191,190-square-foot warehouse (Anixter's first international location to use LED lights.)

These combined building LED lighting systems are projected to save more than 1.1 million kilowatt hours of energy annually.



### HISTORIC LED LIGHTING INSTALLATIONS

Anixter buildings that have previously converted to LED lighting in prior years include the 58,000-square foot Windsor, CT, warehouse, the 59,000-square-foot Detroit, MI, warehouse, and the entire LEED Certified 61,000-square-foot Glenview, IL, annex office building. In addition, the parking lot lamps at the Glenview, IL, headquarters and annex office buildings were also converted to LED lighting. The LED lighting installations within the buildings have saved more than 117,500 kilowatt hours of energy through October. The Glenview parking lot lamps, while not separately measured, are expected to save more than 200,100 kilowatt hours of energy annually based upon the replacement of the previous lighting system.

### ONGOING DATA CENTER EFFICIENCIES

Anixter continues to consolidate and virtualize servers in its data center, which currently uses 30 physical servers to host more than 650 virtual guest devices. After upgrading mainframe processors, speed and capacity were increased without altering power consumption.

Due to the decrease in data center cooling requirements, Anixter continues to successfully use an air conditioning auto changer that rotates the shutdown of one of three air conditioning units each month.

### U.K. ENERGY AUDITS

To meet the requirements set forth by the U.K. Environment Agency and Department of Energy & Climate Change's Energy Savings Opportunity Scheme (ESOS), Anixter U.K. successfully had energy audits performed on six buildings in 2015. The audits reviewed each building's energy consumption and energy efficiency and presented recommendations for improvement. The ESOS audit recommendations are currently under review by management for implementation consideration. The next ESOS audit will be conducted in four years.

### ENERGY STAR PRODUCTS

Anixter continues to successfully recycle and replace obsolete global printers with energy-efficient ENERGY STAR rated products. For example, over the last year the U.S. Enterprise Content Management Team and the Central and Latin America (CALA) business units collectively replaced more than 80 printers across the network.

### 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 powers roughly half the facility. Due to recent solar panel enhancements, the location successfully attained **27 percent** of its energy from the rooftop solar panels which is a record. **This is 12.5 percent higher than the original 2012 solar energy consumption target of 14.5 percent.**

## ACCOMPLISHMENTS



## WASTE

### REDUCING LANDFILL WASTE

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 tonnages to continuously change. To help manage these changes, Anixter has successfully outsourced various disposal services over the last several years to specialized waste brokers that help reduce landfill waste, lower operating costs and increase recycling tonnages. Over the last 12 months, Anixter had 199 global locations successfully outsourced to waste brokers.

### MATERIAL RECYCLING FACILITIES

Four U.S. locations use specialized single stream material recycling facilities that use a combination of manual and automated equipment to extract recyclables from the trash. The combined average recyclable recovery rate from the four facilities is 94 percent, which based on the annualized projection of waste tonnage as reported by Anixter's waste broker will result in more than 129,300 pounds of recyclables being recovered annually.

### GLOBAL RECYCLING SNAPSHOT

By city:

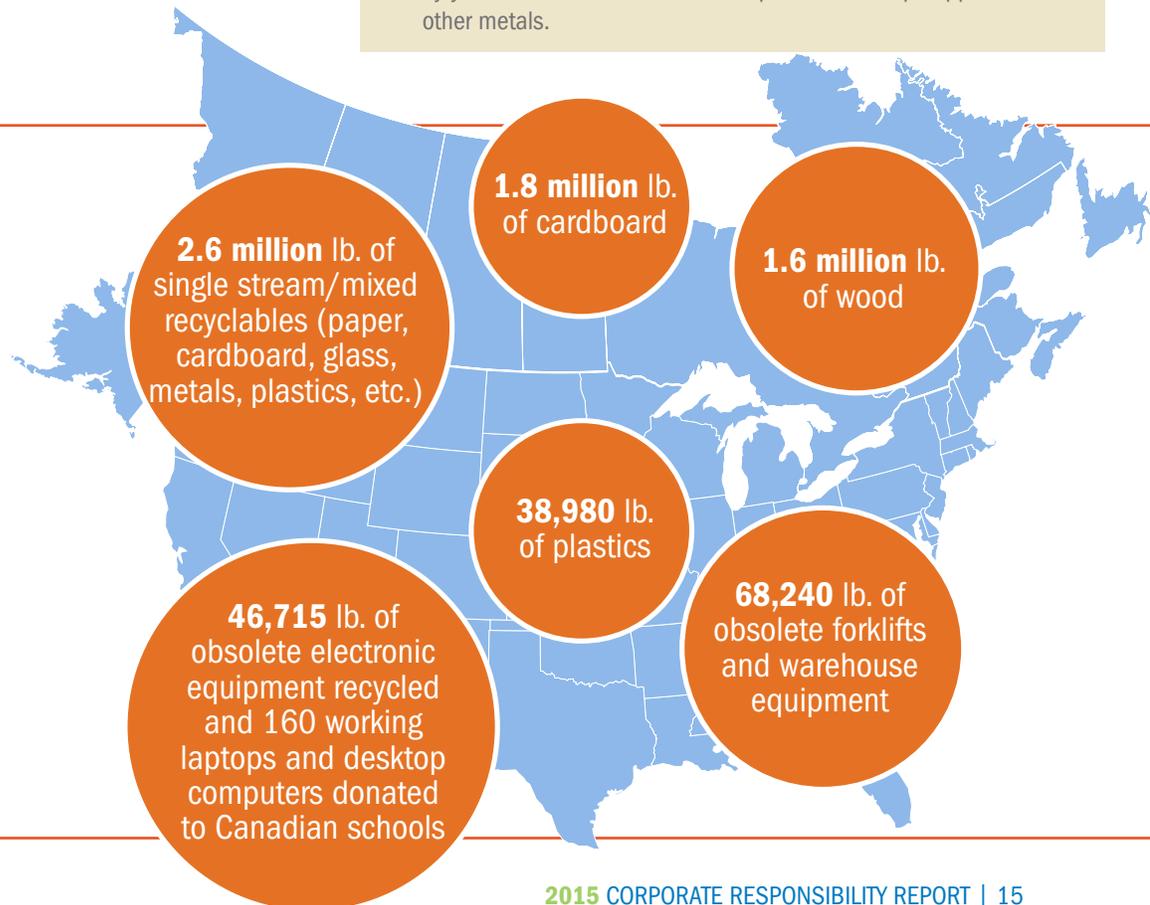
- The Brisbane, Australia, location will successfully recycle by year-end roughly 71,590 pounds of paper, obsolete electronics, cardboard and wood.
- The Dubai, UAE, location will successfully recycle by year-end roughly 24,180 pounds of paper, cardboard and plastics.
- The Willebroek, Belgium location will successfully recycle by year-end roughly 117,600 pounds of paper, plastics, cardboard and wood.

By country:

- Seven of Anixter's largest U.K. locations will successfully recycle by year-end roughly 1.1 million pounds of cardboard, wood, paper, metal, obsolete electronic equipment and plastics.
- The Singapore facility will successfully recycle by year-end roughly 17,000 pounds of wood, cardboard, plastic and paper and over 25,600 pounds of obsolete electronic equipment.
- Brazil will successfully recycle by year-end more than 3,110 pounds of cardboard, metal, paper and wood.
- Chile will successfully recycle by year-end more than 3,880 pounds of cardboard, paper, plastics and wood.
- Colombia will successfully recycle by year-end more than 4,890 pounds of cardboard, paper and plastic.
- Mexico will successfully recycle by year-end more than 26,125 pounds of cardboard, plastics and wood.
- Peru will successfully recycle by year-end more than 8,970 pounds of cardboard, paper and wood.
- In 11 countries alone, Anixter collectively will successfully recycle by year-end more than 3.5 million pounds of scrap copper and other metals.

### NORTH AMERICAN RECYCLING SNAPSHOT

The North American operations maintain the largest square footage building footprint and total number of employees. This graphic provides a snapshot of key North American recycling volumes by using annualized projections based on fixed and intermittent service frequencies combined with industry guidelines and estimates for commodity weights and waste container capacity utilization as furnished by Anixter's waste broker.



Within North America, Anixter successfully implemented **11 new recycling programs** that will divert an estimated **270,200 pounds of cardboard** and single stream/mixed recyclables from landfills annually.

### SUPPLY CHAIN SOLUTIONS

Anixter's Supply Chain Solutions team provides customers internationally with various value-added services such as:

- 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 by customers, for performing the above services to help earn points for green building certification projects.
- Seven Anixter locations across five countries collectively diverted and recorded more than 27,700 lb. of cardboard, wood and plastics for customer specific green building projects.

### RECYCLING FLUORESCENT LAMPS

Anixter's recently transitioned outsourced fluorescent lamp maintenance and recycling program currently incorporates 31 U.S. buildings and will successfully recycle more than 700 lamps this year.

### REEL CONSOLIDATION

The Anixter-designed, reusable PARAPULL<sup>SM</sup> paralleling reels can accommodate various cut-to-length cables of the same gauge onto a single multichambered wooden reel. Because each PARAPULL reel is reused on average six times, their ongoing use helps preserve natural resources while eliminating empty reel disposal costs and waste from job sites that frequently end up in landfills. Customers using a single PARAPULL reel can eliminate between two to four individual wooden cable reels on a job site, which reduces shipping and handling costs while increasing contractor productivity. Anixter shipped more than 2,020 reusable PARAPULL reels to customers over the last 12 months.

### RECYCLING AUDITS

Anixter's internal ISO audit team reviewed 13 office and warehouse locations across North America to ensure the locations' recycling programs, which can consist of paper, cardboard, wood, metal, plastic and empty writing instruments, 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 using recycled content paper along with implementing location level paper recycling and shredding programs, Anixter seeks to limit its overall environmental impact. For example, 41 U.S. and Canadian locations collectively shredded and recycled more than 132,100 pounds of paper. It should be noted that a significant amount of recycled paper was generated this year due to the Glenview headquarters and annex locations repositioning of more than 500 employees between the two buildings.

### 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. For example, this year Anixter's Brazil, Chile, Mexico and Peru locations successfully reused more than 5,000 wooden pallets, 2,300 cardboard boxes and 940 wooden reels.

### RECYCLING PRINTER CARTRIDGES

By returning the empty printer toner and ink cartridges back to office supply providers for reuse, Anixter helps prevent thousands of pounds of plastic and metal from entering landfills annually. For example, Anixter's Tri-Ed business successfully collected and recycled more than 170 toner cartridges across its North American locations.

Over the last 12 months, Anixter processed more than **1.5 million custom cable cuts for customers from 150 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.



## ACCOMPLISHMENTS



### MATERIALS AND NATURAL RESOURCES

In 2015, the Anixter-developed and Anixter-supported next-generation WMX warehouse management system successfully incorporated more than 500 enhancements that improved performance, increased operational efficiencies and expanded user functionality in the 10 facilities across North America that currently use it. One such enhancement is called BOM (bill of material) Staging, which allows the WMX system to drive sequential tasks based upon task completion. BOM Staging allows cable to move through the various stages of the value-add processing areas, such as cable twisting or dying, in a paperless and seamless fashion.

As the WMX system was designed to quickly incorporate operational changes to meet customer or market demands, two of the central focus areas in 2016 will be to rollout a WMX Lite system in smaller and midsized facilities and add the WMX system into additional larger buildings.

### REDUCING CABLE REELS AT THE JOB SITE

Anixter's READY!<sup>SM</sup> Layer service offering 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, tree consumption.

READY! Layer provides further value when combined with Anixter's PARAPULL or PARASPIN<sup>SM</sup> services that use returnable reels. Over the last 12 months, U.S. locations have shipped more than 1,000 READY! Layer reels to customers' job sites.

### 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.

Over the last 12 months, Anixter shipped and retrieved over 1,470 reusable PARASPIN reels from customers' job sites.

## CORPORATE SUSTAINABILITY: ACCOMPLISHMENTS

### E-TRAVEL AND EXPENSE REPORTING

In 2015, Anixter's paperless travel and expense management system expanded to the EMEA region and also began incorporating Anixter's Tri-Ed and Power Solutions business units. Based on year-to-date report submissions through October, Anixter anticipates that the system will process more than 32,380 international employee transactions, resulting in the estimated elimination of more than 161,900 sheets of paper and more than 24,300 envelopes. Due to the ongoing success of the program within the North America and EMEA regions, the paperless travel and expense management system will be implemented in Anixter's CALA region in 2016.

### 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 or are remanufactured. For example, over the last 12 months, Anixter accomplished the following:

- Anixter's Canadian locations spent 51 percent and five Anixter U.K. locations collectively spent 67 percent of their total office supply expenditures on products that contained green attributes as identified by partner suppliers.
- 99 percent of Anixter Canada's and 83 percent of Anixter U.S.' total paper expenditures were on a minimum of 30 percent recycled content paper or higher.
- Anixter's global locations continued to use remanufactured toner cartridges instead of new OEM cartridges, where available. In addition to being a greener alternative, doing so also saves money. For example, the U.S. alone saved more than \$55,000 through October.
- By working with its primary U.S. office supply partner, Anixter changed the packaging for small to mid-sized office supply orders from being shipped in cardboard boxes to post-consumer recycled paper bags two years ago. This year, Anixter's U.S. locations will have successfully received more than 1,200 bag deliveries.

### REDUCING MAINFRAME PRINTING VOLUMES

Anixter continues to decrease the use of hard copy reports by increasing the use of electronic imaging, which reduces toner and paper consumption from mainframe printers. In the first five months of this year, Anixter generated 122,148, or 16 percent, fewer print images than it did for the same period in 2014. In addition, Anixter successfully decreased toner usage by 19 percent during this same five month comparison period.

### EBUSINESS

Anixter's eBusiness 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 eBusiness highlights include the following:

- **Electronic data interface (EDI).** By year end, Anixter will have successfully processed more than 1.9 million global EDI transactions of which over 795,700, or roughly 42 percent, will result 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. This year, Anixter will have successfully processed more than 113,000 paperless invoice transactions through these networks.
- **e-Delivery.** By year end, Anixter's email invoice and statement notification program will have successfully eliminated more than 954,700 paper invoices from more than 58,800 international customer accounts.

### RECYCLED CONTENT PACKAGING MATERIALS

Anixter's U.S. warehouses, which collectively process the largest outbound line volume in its global network, shipped more than 2.1 million pounds of corrugated boxes, packing paper and paper tape made from recycled content ranging from 40 to 100 percent.



**99 percent** of Anixter Canada's and **83 percent** of Anixter U.S.' total paper expenditures were on a minimum of **30 percent** recycled content paper or higher.

## ACCOMPLISHMENTS



# TRANSPORTATION

### LONGER COMBINATION VEHICLES

Anixter's global transportation team successfully leverages 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 U.S. Environmental Protection Agency'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. For example, Anixter Canada's transportation team successfully used three LCV carriers to transport more than 10,300 shipments over 2.2 million miles through September.

### GPS NAVIGATION AND VEHICLE MONITORING SYSTEMS

Anixter continues to connect select fleet vehicles to real-time GPS navigation systems that provide real-time route planning and various vehicle performance metrics to help increase fuel economy, lower carbon emissions and improve driver productivity. Anixter currently operates more than 70 global fleet vehicles connected to vehicle monitoring systems.

### CARRIER GREEN SCREENING

Anixter's international transportation team continues to screen third-party transportation carriers for green programs as an evaluation metric for trade lane bid submissions. This year, 20 carriers' green programs were evaluated and used to support decision-making criteria for bid submissions to manage Anixter's U.S. export shipments into the Asia Pacific region.

### COMMUTER BENEFITS PROGRAM

Since 2009 in the U.S., Anixter has offered 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.

### 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. The Anixter Power Solutions team will add no idling signs to an additional 33 buildings over Q4 2015/Q1 2016.

### SMARTWAY CARRIERS

More than 90 percent of Anixter's preferred U.S. and international transportation spend is with the U.S. Environmental Protection Agency's certified SmartWay carriers for products shipped into and out of the U.S. SmartWay carriers focus on reducing emissions and fuel consumption.

### SHIPMENT CONSOLIDATION

Anixter successfully used third-party transportation partners to collect, consolidate and ship more than 217 million pounds of products to Anixter and customer locations around the world. By leveraging multimodal transportation to consolidate supplier shipments, Anixter reduces operating expenses, increases material visibility and lowers carbon emissions.





## CHARITABLE AND SOCIAL RESPONSIBILITY PROGRAMS

Around the world, Anixter is powered by employees that have the talent and dedication to address the most challenging problems. But their efforts go beyond business and into the communities where they work and live. Anixter believes it's important to support global communities so employees can support and solve the problems for the causes and charities they care about.

The Anixter Cares program is powered by these people and supports various charity organizations such as the Red Cross, Red Crescent Societies, American Cancer Society, American Diabetes Association and Habitat for Humanity. Anixter also provides company-matching gifts to higher education within the U.S. and Canada and offers time off for employees to volunteer at nonprofit organizations.

## ACCOMPLISHMENTS

In 2015, donations generated through Anixter Cares included:



Contributions were made to institutions of higher learning and charities addressing the areas of poverty, education, medical and disaster relief.

### BUILDING DREAMS

In 2014, Anixter joined other leading organizations to support Raise Your Hand Chicagoland. In 2015, Anixter continued its support during Habitat for Humanity's year-long Building On! event and accepted a crystal recognition award for its participation. In all, more than 70 Anixter employees built homes around the Chicagoland area throughout the year.

"Over the last three years, Habitat for Humanity in the greater Chicagoland area has increased the number of individuals served at a faster pace than the total growth rate of all the Habitat for Humanity affiliates in the U.S.," said Ted Dosch, Anixter's executive vice president and chief financial officer and a board member chair for Chicagoland Habitat.

### INSPIRING TOMORROW'S ENGINEERS TODAY

Recognizing that tomorrow's workforce needs scientists, technology experts, engineers and mathematicians, Anixter teamed up with the Kohl Children's Museum in Glenview, IL, to inspire kids via its Tinkering Tuesday program.

Anixter engineers and technical experts designed and developed the interactive learning activities — with input and guidance from Kohl museum educators — and participated in Tinkering Tuesday demonstrations at the museum throughout 2015. Children learned about circuits, sound waves over wire, zoom and thermal lens cameras.

### A CULTURE OF GIVING BACK

Employees around the globe support various charitable causes in countless ways — beyond their generous financial support. Here are a few examples:

- In October, 87 Anixter employees crossed the finish line at the annual JPMorgan Chase Corporate Challenge in Chicago to support the not-for-profit organization Get IN Chicago, which

works on solutions to reduce youth violence. As part of the Challenge, Anixter also collected 140 pairs of shoes for Share Your Soles, which distributes them to those in need in some of the world's most impoverished areas.

- Employees in Costa Rica recently joined other CALA teams in launching an Anixter Cares fundraising initiative to support WorldVision's efforts to end poverty in the region. With 16 employees contributing monthly, the total money raised for WorldVision in 2015 exceeded \$2,300 to provide the care and well-being of six children.
- More than 175 Tri-Ed team members mobilized during a North American sales meeting to get backpacks filled with new school supplies for 450 needy children. Sponsored by Tri-Ed and coordinated by Mission 500, a global non-profit organization dedicated to serving the needs of children and families, the backpacks were delivered to children throughout the U.S.
- As part of the American Diabetes Association's Tour de Cure ride, team Anixter joined more than 1,400 bike riders to raise more than \$12,200, and in doing so, Anixter landed on the top 10 list of corporate team donations over \$10,000. Nineteen Anixter employees joined the ride, choosing routes ranging from 10 to 100 miles.
- Since 2011, Anixter U.S. locations have collected empty pens, markers and highlighters for recycling. These recycled instruments have generated funds that are donated to support various clean drinking water projects ranging from digging and maintaining wells across sub-Saharan Africa and Southeast Asia to pollution prevention projects in the U.S. Including our 2015 shipment, Anixter's employees have collectively recycled more than 6,890 writing instruments to help these causes.

For more information on Anixter Cares visit [anixter.com/anixtercares](http://anixter.com/anixtercares).

# LEVERAGING ENVIRONMENTALLY FRIENDLY TECHNOLOGIES

Anixter leverages its global leadership position to advance environmentally friendly technologies to further support our customers, strategic partners and internal operations.

## VIRTUAL ENGAGEMENT CENTER

Anixter offers seminars using a highly interactive online tool to connect customers with manufacturer partners across the globe. Seminars traditionally were held in different cities around the world, which required customers and manufacturers to be at the same physical location at the same time. Moving to a virtual environment saves participants time and expenses while eliminating the environmental impact associated with traveling. This year, more than 1,000 customers attended Anixter's Virtual Engagement Center to keep pace with leading edge industry trends and products all from the convenience of their homes or offices.

## ONGOING 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 eliminated. This year, Anixter successfully attained more than 46,000 course completions from the 748 courses offered to employees.

## VIDEOCONFERENCING

Anixter has 42 videoconferencing units globally. Plus, roughly 100 employees use desktop cameras and conferencing software to connect with co-workers, suppliers and customers around the world. Over the last 12 months, Anixter staff held over 1,900 video conferences averaging 45 minutes each. Videoconferencing eliminates travel and its associated carbon emissions while lowering expenses and increasing employee productivity.



Through Anixter University, Anixter creates and offers courses in a university-like setting to educate customers globally on the best practices to effectively evaluate data center energy consumption. Course examples include power distribution and thermal management. Topics covered include, but are not limited to, energy-efficient design, metering and monitoring of power using the PUE metric established by The Green Grid and how best to separate hot exhaust air from chilled supply air. Anixter delivered more than 400 Anixter University presentations worldwide and also made some of the curriculum available to customers in the Virtual Engagement Center.

## INFRASTRUCTURE AS A PLATFORM, DATA CENTER HEALTHCHECK<sup>SM</sup>



Infrastructure as a Platform (IaaS) 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 can identify product solutions and best practices that can enable customers to attain energy savings by deploying state-of-the-art infrastructure. A subcomponent of the IaaS program is our Data Center HealthCheck service. Experts from Anixter's global Technology Support Services and Infrastructure Solutions Lab<sup>SM</sup> evaluate the current data center operations of customers looking for energy savings, using industry best practices as well as documented standards of compliance such as AHRAE, IEEE and TIA. They then provide recommendations for improving operational efficiency, which oftentimes can bring a 4 to 12 percent reduction in energy consumption. In 2015, Anixter completed more than 70 Data Center HealthChecks.

## LEVERAGING ENVIRONMENTALLY FRIENDLY TECHNOLOGIES

### VIRTUAL LAB AND SOLUTIONS BRIEFING CENTERS

Virtual lab tours provide an alternative to live customer visits where cost, time and distance make it problematic to visit demonstration facilities in Glenview, Indianapolis, Atlanta, Boston, London, Sao Paulo or Mexico City.

Even though a live lab visit provides a better customer experience, subject matter experts who are available for live visits also host the virtual visits. Presentations detailing industry trends may also be covered during a virtual tour of the lab facilities located in Glenview, IL. The video-conferencing bridge offers HD-quality video and audio between the lab and the customer's site. After investing \$1 million in the Infrastructure Solutions Lab<sup>SM</sup> located at Anixter's headquarters in Glenview, IL, it is now equipped to provide virtual tours around the globe.

### DIGITAL MARKETING

Anixter began its digital marketing initiatives four years ago by focusing on the promotion of Anixter, its brand and positioning, and products and services over various digital channels such as Web, mobile, social and email. Part of the digital marketing strategy has been the migration of traditional print materials into digital formats for use by internal sales representatives and external 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 more than **134,000 parts** with accompanying product specification sheets in digital format for easy access on **anixter.com**. These specification sheets represent **93 percent** of all global downloads from **anixter.com**.

### ANIXTER CANADA'S UNIQUE CUSTOMS OPERATIONS

Anixter electronically clears all of its own products that ship to Canada from anywhere around the world. This gives Anixter a distinct advantage in that the custom clearance transaction is faster. Having the "self-clearance" designation ensures that the clearance process does not have to pass through the hands of an outside custom broker.

In addition to improving the speed of transaction, it also improves the visibility and the accountability of every import Anixter brings into Canada. For example in calendar year 2014, Anixter Canada imported 44,992 shipments, valued at more than \$258 million containing 94,600 lines of entry. The single biggest highlight of the self-clearance process is that the Canada Customs and Revenue Agency completed two separate Post Verification Audits of the Anixter process and rated the compliance at the top of the class.

In addition to handling the importing, Anixter's transportation team is responsible to ensure that compliance is maintained for U.S. customs. Export paperwork for shipments moving outside Canada is centralized with the department and handed 5,083 shipments and 12,838 lines of entry in 2014.



## 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 evolving 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 internal training of the environmental product compliance staff
- Advancing the use of technology to help fulfill the above.

# ACCOMPLISHMENTS

## GLOBAL COMPLIANCE SYSTEM

Anixter's Environmental Product Compliance (EPC) team has successfully incorporated over 1 million active global parts and attributes into its EPC database. This facilitates the management of the associated suppliers' part-level compliance declarations that have passed Anixter's predefined screening criteria. Obtaining these declarations has been a primary focus for 2015 through various risk-based data collection initiatives.

The EPC database provides global users with the ability to view each part's compliance status relative to the European Union (EU) RoHS (Restriction of Hazardous Substances) directive and the EU REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) regulation based upon supplier-provided Declarations of Conformity and statements of compliance.

The system's functionality also includes the ability to analyze and store supplier responses to Anixter's annual conflict minerals surveys by using the Conflict Minerals Reporting Template (CMRT) created by the Conflict-Free Sourcing Initiative (CFSI).

Even though the EPC database had been hosted off-site for the past three years, this year Anixter brought the software in-house to manage it locally on its servers within its corporate data center. Advantages for doing so include, but are not limited to the following:

- Anixter can monitor the software on a 24x7 basis because the software is hosted in a known environment.
- Redundancy safeguards are built into the larger IT infrastructure. Safeguards include in-house battery back-up, an on-site diesel generator to provide power in the event of an outage and an off-site secondary data center for use in the event of a natural disaster or other type emergency situation. Both data centers are monitored real-time and are subject to regularly scheduled disaster recovery exercises.

## ONGOING CONFLICT MINERALS ACTIONS

Anixter used the CMRT to collect conflict minerals information from top-tier suppliers by using a risk-based approach in 2015 for calendar year 2014 procurement activities. The CMRT was sent to the largest global suppliers and only supplier responses that successfully passed Anixter's conflict minerals due diligence screening process were loaded into the EPC database.

The U.S. EPC team provided content that helped create Anixter's:

- Company level CMRT customer response
- SEC Form SD
- Conflict Minerals Report.

## PROJECT TRACKER ENHANCEMENTS

Anixter's Project Tracker, which interfaces with the EPC database and Anixter's mainframe system, was further enhanced to allow global users the ability to automatically generate email requests to suppliers to obtain compliance documentation. In addition, the Project Tracker gives users the ability to automatically generate email responses inclusive of the respective product compliance status in response to each customer-specific product inquiry.

The Project Tracker was also enhanced to provide increased speed and efficiency to users outside the U.S. Reporting functions were also added to the Project Tracker to generate various performance based reports and milestone metrics.

## ADDRESSING GLOBAL REGULATIONS

- In 2015, Anixter's Environmental Product Compliance team helped more than 1,300 customers address various international product compliance obligations for products purchased from Anixter.
- Anixter continued to enhance its screening tools and reporting capabilities to monitor the compliance status of in-scope products against various international regulations.



## ANTI-CORRUPTION

Anixter is proud of its reputation as a fair, honest and ethical company. All Anixter directors, officers, employees, contractors 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 Anixter's Global Business Ethics and Conduct Policy (Ethics Policy), Global Anti-Bribery & Anti-Corruption Policy (Anti-Bribery Policy) and Business Partner Anti-Corruption Policy. The policies clearly communicate zero tolerance to bribery and other forms of corruption.

## ANTI-CORRUPTION

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. Anixter upholds all laws countering bribery and corruption wherever it operates. Anixter's ZERO tolerance on bribery and corruption prohibits bribes of any kind to be authorized, offered, given, requested or accepted in the course of doing business for or on behalf of Anixter.

[anixter.com/anti-corruption](http://anixter.com/anti-corruption)

### GLOBAL ANTI-CORRUPTION PROGRAM HIGHLIGHTS

Countering bribery and corruption is one of the primary focus areas of Anixter's global compliance program.

Anixter's anti-corruption program consists of:

- Policies and procedures
- 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.

Company policies, including the Ethics Policy and Anti-Bribery Policy, clearly state Anixter's commitment to conducting business ethically and with integrity and includes Anixter's zero tolerance approach to bribery and corruption. This is endorsed by President and CEO Bob Eck and Chairman of the Board Sam Zell.

The Ethics Policy and Anti-Bribery Policy are applicable to the directors, officers and employees of all of Anixter's subsidiaries globally. These policies are available in 11 languages: Dutch, English, French, German, Italian, Japanese, Mandarin, Portuguese, Russian, Spanish and Turkish. For a copy of Anixter's Ethics Policy and Anti-Bribery Policy visit [anixter.com/ethics](http://anixter.com/ethics).

### ANTI-BRIBERY AND ANTI-CORRUPTION POLICES

The Anti-Bribery Policy and Business Partner Anti-Corruption Policy and related training were revised and reissued in 2015. The Anti-Bribery Policy is an internal policy that applies to Anixter's global employees. 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](http://anixter.com/bppolicy).

### BUSINESS PARTNER COMPLIANCE

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.

In 2015, Anixter began offering business partners the Business Partner Anti-Corruption Policy Overview Presentation (Overview Presentation) as a tool to help them better understand Anixter's Business Partner Anti-Corruption Policy. For a copy of Anixter's Business Partner Anti-Corruption Policy Overview visit [anixter.com/bpoverview](http://anixter.com/bpoverview). This Overview Presentation summarizes Anixter's expectations of its business partners to comply with its zero tolerance approach to bribery and corruption.

In 2015, Anixter rolled out a Supplier Code of Conduct available at [anixter.com/suppliercode](http://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.

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

## ANTI-CORRUPTION

### ZERO TOLERANCE

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. Anixter's anti-corruption policies are designed to comply with all anti-bribery and anti-corruption laws in countries where Anixter operates or conducts business including, but not limited to, the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act and Brazil Clean Company Act.

### BUSINESS INTEGRITY LINE

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.

### THE BLUE BOOK

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 45 years ago as the company went public, its influence continues to shape the 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](http://anixter.com/bluebook).

New employees receive a copy during their onboarding and are assigned the online training module "Blue Book - Living the Anixter Culture."

"Integrity is doing the RIGHT thing, even if nobody is watching. We would rather lose money, a customer, a supplier or an order than violate our ethics policy, our integrity, or the law."

- The Blue Book

## 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 sites
- Available in 11 languages
- Distributed with training annually to all employees



### Global Anti-Bribery Policy 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 to all employees globally in 2015; annually thereafter



### 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 every two years, most recently issued in 2015, to employees involved with U.S. government contracting in the U.S., United Arab Emirates, Japan and Germany

## ANTI-CORRUPTION

### OVERSIGHT & AUTONOMY

The Executive Compliance Committee held three meetings in 2015. At each meeting, the committee discussed the company's overall compliance program, including the components of the anti-corruption program.

Regional compliance committees are responsible for identifying risk and compliance matters within their respective regions. These committees are comprised of senior management from the Human Resources, Credit, Finance, Operations, Purchasing and Sales departments. The committees meet at least twice a year and are led by regional compliance officers who are regional attorneys.

In 2015, Anixter's Chief Compliance Officer presented four quarterly updates on the company's anti-corruption compliance program and initiatives to the Audit Committee of the Board of Directors of Anixter International Inc.

### MONITORING

The 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 this process.

In 2015, the Ethics & Compliance Office, along with the CALA regional compliance officer and the CALA Regional Compliance Committee conducted a bribery and corruption risk assessment focused on the CALA region. A review of business practices of the subsidiaries in this region was conducted. The results of the assessment will be reported to the Executive Compliance Committee.

### Culture Survey

To further monitor the compliance program, Anixter distributes and analyzes a culture survey. This survey was conducted again in 2015. The results of this survey were reported to the Executive Compliance Committee and Audit Committee.

### Ethics Questionnaire

The Annual Ethics Questionnaire was distributed in January 2015 to all directors, officers, senior management and members of select departments and functions and was available in 11 languages. All recipients who received the questionnaire completed it in a timely manner. This questionnaire will be distributed again in January 2016.

### Anti-Retaliation

Anixter promotes its anti-retaliation policy with the rollout of the Safe to Speak FAQs document that is available in 11 languages and posted on its intranet sites.

Countering bribery and corruption is one of the primary focus areas of Anixter's global compliance program.

## RELEVANT POLICIES (CONT.)



### 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

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

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