



MAY/2025

ESG ACTION PLAN UPDATE

2024/25



**MAKING AMAZING
HAPPEN FOR A
BETTER WORLD**

ESG IS CORE TO THE WAY WE DO BUSINESS



MAKING AMAZING
HAPPEN FOR A
BETTER WORLD

PURPOSE

VISION BEING FIRST CHOICE FOR ALL OUR STAKEHOLDERS: OUR PEOPLE, CUSTOMERS, SUPPLIERS, COMMUNITIES AND SHAREHOLDERS

VALUES



ENVIRONMENT



ADVANCING SUSTAINABILITY

Developing sustainable operations and product and service solutions for our customers and suppliers.



SOCIAL



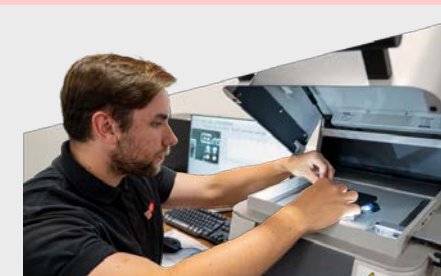
EMPOWERING OUR PEOPLE

Creating an inclusive and engaging environment where everyone is proud and excited to come to work and can perform at their best, develop and thrive.



CHAMPIONING YOUTH & COMMUNITIES

Inspiring the next generation of engineers and innovators and supporting our communities worldwide to improve people's lives and create a more sustainable world.



GOVERNANCE



DOING BUSINESS RESPONSIBLY

Ensuring the highest ethical and environmental standards throughout our business and global value chain.



OUR 2030 ESG ACTION PLAN

AND A KEY ENABLER OF OUR STRATEGY



ESG SUPPORTS OUR VISION TO BE FIRST CHOICE WITH ALL OUR STAKEHOLDERS



Our collaboration with RS has resulted in a significant improvement in both safety and operational efficiency.”

**Specialist Engineer
Siemens Gamesa Renewable Energy**



We’re proud to be part of a company that takes sustainability seriously. But we know that real change takes more than just one company. It’s about all of us, working together and taking responsibility for the world we’ll pass on to future generations.”

**Chair of Bloomers - RS Group
Employee resource group for young people**

FOR OUR PEOPLE

Creating a high performance, inclusive and engaging culture

FOR OUR CUSTOMERS

Developing sustainable products and service solutions and helping to address skills gaps with future engineers and technologists



FOR OUR SHAREHOLDERS

Delivering consistent and sustainable economic returns that benefit people, planet and profit





FOR OUR SUPPLIERS

Guidance to advance product sustainability and positioning with customers, while raising ESG standards across our supply chain

FOR OUR COMMUNITIES

Improving lives, inspiring future generations and supporting a more sustainable world

STRONG PERFORMANCE THIS YEAR ACROSS OUR ESG ACTION PLAN

OUR 2030 ESG ACTION PLAN - GLOBAL GOALS		PERFORMANCE HIGHLIGHTS 2024/25		
ENVIRONMENT	<div>ADVANCING SUSTAINABILITY<p>Developing sustainable operations and product and service solutions for our customers and suppliers.</p></div>	64% <p>reduction in Scope 1 and 2 emissions since 2019/20¹</p>	82% <p>of our packaging has >50% recycled content, an increase of 16% pts since 2023/24²</p>	26% <p>reduction in Scope 3 transport emissions intensity since 2019/20³</p>
	<div>EMPOWERING OUR PEOPLE<p>Creating an inclusive and engaging environment where everyone is proud and excited to come to work and can perform at their best, develop and thrive.</p></div>	72 <p>employee engagement score down from 75 in 2023/24</p>	37% <p>of our senior leaders are women and 10% are ethnically diverse</p>	36% <p>reduction in our all accident frequency rate⁴ since 2019/20</p>
	<div>CHAMPIONING YOUTH & COMMUNITIES<p>Inspiring the next generation of engineers and innovators and supporting our communities worldwide to improve people's lives and create a more sustainable world.</p></div>	913k <p>young engineers and innovators supported since 2020/21</p>	£963K <p>raised to support The Washing Machine Project to improve lives since 2020/21</p>	30% <p>of our employees volunteered to support their local communities in the last two years</p>
GOVERNANCE	<div>DOING BUSINESS RESPONSIBLY<p>Ensuring the highest ethical and environmental standards throughout our business and global value chain.</p></div>	48% <p>of employees had their annual incentive aligned to carbon reduction targets</p>	38% <p>of suppliers by spend have set science-based targets</p>	75% <p>of RS PRO suppliers are Sedex members</p>

1. Scope 1 and 2 emissions have been updated to reflect improvements to our reporting methodologies with more detail provided in our basis of reporting. Progress includes emissions from acquisitions within all reporting years from 2019/20 to 2024/25. 2. Packaging recycled content metric updated to exclude wood from pallets. 3. Tonnes of CO₂e due to Scope 3 transport emissions per tonne of product sold. 4. Per 200,000 hours worked.



ADVANCING SUSTAINABILITY

DEVELOPING SUSTAINABLE OPERATIONS



COMMITTED TO A
NET ZERO
BUSINESS BY 2030

OUR NET ZERO PLAN

DECARBONISING OUR SITES



4%

reduction in premises energy use in 2024/25

↓ 41%
REDUCTION IN GROUP ENERGY
INTENSITY FROM 2019/20

SWITCHING TO RENEWABLE ELECTRICITY



93%

renewable electricity use in 2024/25

↑ 83% pts
INCREASE FROM 2019/20

CREATING A NET ZERO FLEET



86%

of our UK fleet are electric or hybrid
(39% across the Group)

↑ 3.5x
INCREASE IN UK FLEET ELECTRIC
OR HYBRID USE FROM 2019/20



ADVANCING SUSTAINABILITY

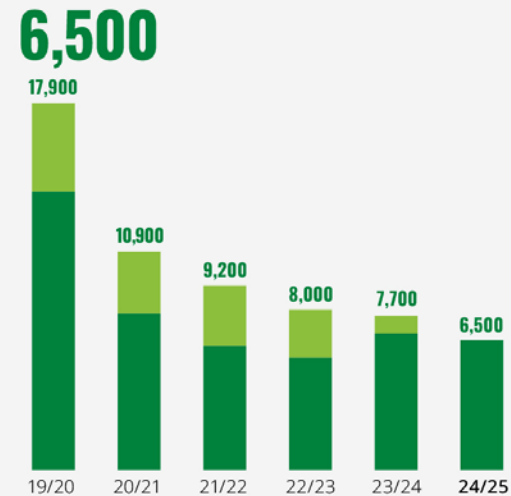
DEVELOPING SUSTAINABLE OPERATIONS



COMMITTED TO A
NET ZERO
BUSINESS BY 2030

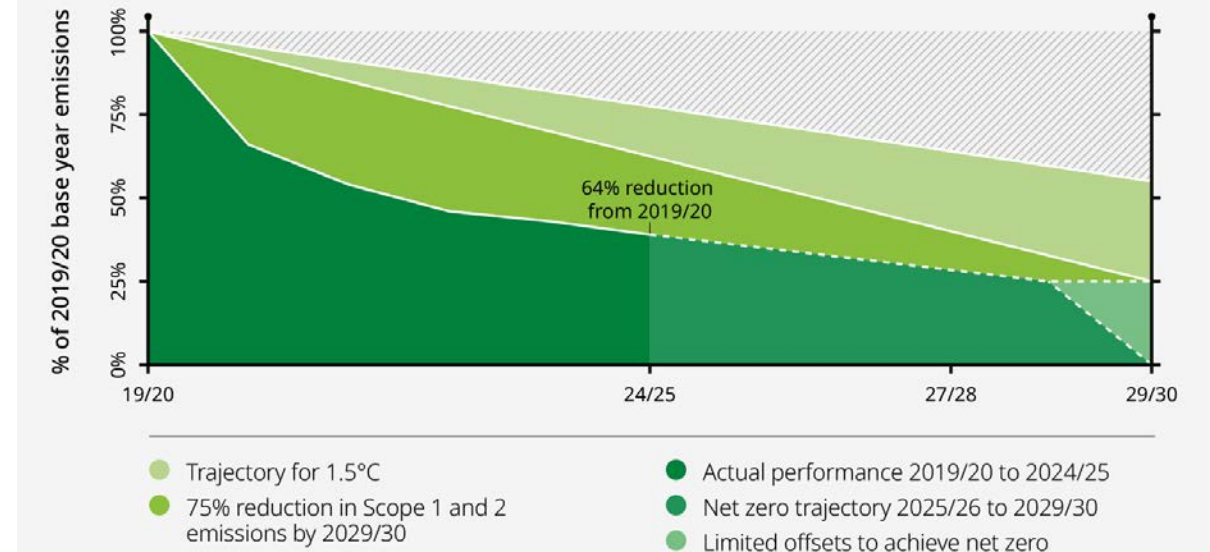
LEADING TO STRONG PROGRESS IN REDUCING OUR GROUP SCOPE 1 AND 2 EMISSIONS

Scope 1 and 2 (market-based) emissions (tonnes CO₂e)



- CO₂e (tonnes) including emissions from acquired businesses prior to RS ownership²
- CO₂e (tonnes) including emissions from acquired businesses from the point of RS ownership³

OUR PATHWAY TO NET ZERO IN OUR DIRECT OPERATIONS



Scope 1 and 2 emissions have been updated to reflect improvements to our reporting methodologies with more detail provided in our basis of reporting.
1. In year progress reduction is on a like-for-like basis with 2023/24 and excludes full year emissions from Trident and quarter one (Q1) emissions from Distrelec.
2. Progress includes emissions from acquisitions within all reporting years from 2019/20 to 2024/25.
3. Includes post-acquisition data from acquired businesses Trident Australia Pty Ltd (Trident) (completed in 2024/25), Distrelec B.V (Distrelec) (completed in 2023/24), domnick hunter-RL (Thailand) Co., Ltd. (DH) (completed in 2022/23) and Risoul y Cia, S.A. de C.V. (Risoul) (completed in 2022/23).



7%
REDUCTION FROM 2023/24
(LIKE-FOR-LIKE BASIS)



64%
REDUCTION FROM 2019/20



ON TRACK
TO REACH OUR SBT OF
75% REDUCTION FROM
2019/20 TO 2029/30

CASE STUDY

One of the ways we are delivering operational excellence, as well as reducing our direct carbon footprint, is by transitioning our company car and van fleet to electric and hybrid vehicles and encouraging adoption among our people.

In 2024/25, we increased the proportion of company cars that are electric or hybrid for the Group to 39% (2023/24: 30%) and for the UK to 86% (2023/24: 82%).

39%

**OF GROUP COMPANY
CARS ARE ELECTRIC
OR HYBRID**

ELECTRIFYING OUR FLEET



ON OUR ROAD TO NET ZERO



ADVANCING SUSTAINABILITY

DEVELOPING SUSTAINABLE OPERATIONS



COMMITTED TO A
NET ZERO
BUSINESS BY 2030

PACKAGING, RECYCLING AND WASTE

RECYCLED PACKAGING

Reducing packaging tonnage by optimising carton sizes and selecting more recycled and recyclable alternatives



82%

of Group packaging
made from >50%
recycled content

94%

of packaging is
reusable or
recyclable



37%

REDUCTION IN PACKAGING
INTENSITY FROM 2019/20
(4% REDUCTION FROM
2023/24)

REDUCE, REUSE AND RECYCLING WASTE

Waste segregation, recycling and reuse remained a priority



84%

of Group waste
is recycled



8%

REDUCTION IN WASTE
INTENSITY SINCE 2019/20
(3% REDUCTION FROM
2023/24)

CASE STUDY

In 2024/25, our regional distribution centre in Beauvais, France, implemented initiatives to reduce product waste, particularly for items that cannot be sold as new or returned to suppliers.

A cornerstone of this effort is RS France's dedicated second-hand platform, where eligible products are offered to customers at a discounted rate for up to six months. If unsold, these items are then made available to industry brokers or responsibly processed by specialist recycling partners.

Thanks to this circular approach, we successfully diverted over £600k worth of products from waste in 2024/25 alone, demonstrating both environmental responsibility and commercial impact.

>£600k

**WORTH OF PRODUCTS
PREVENTED FROM
GOING TO WASTE**



REDUCE PRODUCT WASTE

AND IMPROVE SUSTAINABILITY



**ADVANCING
SUSTAINABILITY**

ADVANCING SUSTAINABILITY IN OUR VALUE CHAIN



**COMMITTED TO A
NET ZERO
VALUE CHAIN BY 2050**

OPTIMISING LOGISTICS

TRANSPORTATION EMISSIONS



26% reduction

in product transportation carbon intensity since
2019/20 (unchanged from 2023/24)

1

GREENER TRANSPORT MODES

2

**PRODUCTS CLOSER TO SUPPLIERS
AND CUSTOMERS**

3

OPTIMISED ROUTING



**ADVANCING
SUSTAINABILITY**

ADVANCING SUSTAINABILITY IN OUR VALUE CHAIN



**COMMITTED TO A
NET ZERO
VALUE CHAIN BY 2050**

DEVELOPING SUSTAINABLE PRODUCT AND SERVICE SOLUTIONS FOR OUR CUSTOMERS

BETTER WORLD PRODUCTS



c. 30,000

Better World products

**From 132 suppliers across 345
product families in 30 countries**

“

Better World products address the growing market demand for sustainable solutions by providing transparency. It empowers customers to make more informed purchasing decisions, which supports their journey towards a more resource efficient future.”

**ABB
RS GROUP STRATEGIC SUPPLIER PARTNER**

CASE STUDY

We have identified sectors where we can make a tangible impact by encouraging suppliers to achieve Better World product credentials. Our first area of focus is suppliers of PPE and workwear products added to the Better World product range.

These products are essential but typically have short lifecycles. A shift towards sustainability will reduce waste and create a commercial opportunity with customers who have strong ESG commitments. So far, we have engaged 32 PPE and workwear suppliers to add 235 products to the range.

235

**PRODUCTS ADDED TO THE
BETTER WORLD RANGE**

BETTER WORKWEAR

FOR A BETTER WORLD





ADVANCING SUSTAINABILITY

ADVANCING SUSTAINABILITY IN OUR VALUE CHAIN



COMMITTED TO A
NET ZERO
VALUE CHAIN BY 2050

SUSTAINABLE SERVICE SOLUTIONS

SUSTAINABLE SERVICE SOLUTIONS



Sustainability solutions for MRO customers (e.g. energy, water saving and air quality surveys) promote operational efficiency, cut costs & reduce energy and carbon emissions.

Trial of sustainability MRO surveys for select customers in the UK and Ireland identified potential savings of c. £84,000 and around 150 tonnes CO₂e for 20 customers across 101 sites.

SERVING LOW-CARBON INDUSTRIES



We partner with the UK renewables sector to enable fast access to critical MRO products and solutions, which support asset longevity and efficient infrastructure in both offshore and onshore wind.

CASE STUDY

In 2024/25, we launched an initiative to supply spares and parts for aging wind turbines, addressing long-standing supply chain issues. Our bespoke catalogue, simplified product categorisation, increased product inventory and availability of high-failure items and our new obsolescence notification process set new standards in reliability and efficiency.

We started by identifying 10 strategic suppliers and expanding our catalogue with over 200 relevant spares and parts to support maintenance of aging turbines.

10

**STRATEGIC SUPPLIERS
AND 200 PRODUCT LINES**



KEEPING TURBINES TURNING

AND THE LIGHTS ON



EMPOWERING OUR PEOPLE

BECOMING FIRST CHOICE FOR OUR PEOPLE



ACHIEVE AND MAINTAIN AN

EMPLOYEE ENGAGEMENT

SCORE IN THE TOP 10% OF
HIGH-PERFORMING COMPANIES

ENGAGED EMPLOYEES



72

employee engagement score –
down by 3 points in 2024/25

4 VALUES

to guide behaviour and accelerate our
strategy

71%

RESPONSE RATE IN OUR MOST
RECENT ENGAGEMENT SURVEY

DIVERSE AND INCLUSIVE CULTURE



37%

of senior leaders are women

10%

of senior leaders are ethnically diverse



7% pts

INCREASE IN FEMALE LEADERS
FROM 2020/21

HEALTH & SAFETY



12%

increase in near miss reporting (per head)

28

sites certified to ISO 45001 or equivalent



38%

REDUCTION IN ALL-ACCIDENT
FREQUENCY RATE FROM 2019/20
(CURRENTLY 0.44)



CASE STUDY

In September 2024, we introduced our first global Employer Value Proposition: Go Beyond Amazing, which captures the essence of what it means to be part of RS Group. It's the foundation of our employer brand and is woven into our recruitment, onboarding and induction experiences. It reflects the promises we make to our people and celebrates the skills, capabilities and contributions that drive our success.

Since launch, the response has been powerful. We've seen a 106% increase in organic search traffic and a 3.5% rise in job applications – clear signs that our message is resonating and our culture is attracting the talent we need to thrive.

106%

INCREASE IN ORGANIC SEARCH TRAFFIC

WHERE TALENT

MEETS PURPOSE





CHAMPIONING YOUTH & COMMUNITIES

INSPIRING THE NEXT GENERATION OF INDUSTRIAL INNOVATORS AND SUPPORTING OUR COMMUNITIES



4 QUALITY
EDUCATION



5 GENDER
EQUALITY



9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION

BUILDING SKILLS AND
FOSTERING INNOVATION WITH

1 MILLION

YOUNG ENGINEERS
AND INNOVATORS

INSPIRING FUTURE ENGINEERS AND INNOVATORS



913k

young engineers and students
supported from 2020/21

c. 5,200

educational institution partners



15%

INCREASE IN YOUNG ENGINEERS
SUPPORTED FROM 2023/24

SOCIAL IMPACT PARTNERSHIPS



46k

lives improved through The Washing
Machine Project (TWMP) from 2020/21

£963,000

raised for TWMP from 2020/21



53%

INCREASE IN FUNDRAISING
FROM 2023/24

SUPPORTING LOCAL COMMUNITIES AND VOLUNTEERING



30%

employees volunteered in last 2 years

£142,000

donated to local charity and community
initiatives



7% pts

INCREASE IN EMPLOYEE
VOLUNTEERING FROM 2023/24



CASE STUDY

Through our RS Student Project Fund, we've invested £46k in 2024/25 to support student-led initiatives across EMEA, offering products, prize funds and skills development opportunities. This initiative empowers future engineers and innovators by supporting hands-on learning and collaboration.

Among the supported projects were Women in Robotics UK, which developed Launchbox workshop kits to inspire young women and non-binary individuals to explore robotics and the FemEng society at the University of Glasgow, which hosted a week-long wind farm design competition. The event brought students together with industry leaders to explore the technical, commercial and social dimensions of renewable energy.

£46K

**INVESTED THROUGH
STUDENT PROJECT FUND**

A photograph of a young woman and a young man working together on a robotics project. The woman is on the left, looking down at a circuit board. The man is on the right, wearing glasses and also looking at the circuit board. They are in a workshop or lab setting. The text 'INVESTING IN' is overlaid in large white letters on the left side of the image.

INVESTING IN

TOMORROW'S ENGINEERS



DOING BUSINESS RESPONSIBLY

STRONG GOVERNANCE, ETHICS AND COMPLIANCE – ACROSS RS AND OUR VALUE CHAIN



EMBEDDING ESG OBJECTIVES IN EMPLOYEE AWARDS AND SUPPLIER OBJECTIVES

EMBEDDING ESG STANDARDS AND INCENTIVISING PROGRESS



ECOVADIS

platinum medal for third consecutive year

8

ESG metrics in our scorecard – carbon is a key metric in our annual incentive

48%
↑

OF EMPLOYEES HAD THEIR ANNUAL INCENTIVE ALIGNED TO CO₂ REDUCTION IN 2024/25

RESPONSIBLE SUPPLY CHAIN



38%

of our suppliers by spend have set SBTs

55%

of our suppliers by spend have an EcoVadis rating

64%

of our suppliers by spend have a signed Ethical Trading Declaration

75%

of RS PRO suppliers are Sedex members

↑

+23% pts
INCREASE IN SUPPLIERS WITH SBTs FROM 2019/20



**DOING BUSINESS
RESPONSIBLY**

CASE STUDY

At the SPS exhibition in Nuremberg (December 2024), RS highlighted the importance of collaboration in advancing sustainability across value chains. We shared how our 2030 action plan embeds ESG into core operations, aligning with Siemens' newly launched EcoTech Framework and Better World product claims system – both showcased during the session.

The discussion emphasised the need for transparency in data and certification to support informed, confident purchasing decisions. RS's Better World guidelines help customers identify sustainable alternatives, while our partnership with Siemens continues to drive shared learning and accelerate progress toward a greener future.

55%

**OF SUPPLIERS BY SPEND
ARE ECOVADIS RATED**

STEWARDSHIP PROGRESS

**SUPPLIER ESG
IN ACTION**



OUR APPROACH IS RECOGNISED BY LEADING ESG RATINGS



We are delighted that RS was included in the S&P Global Sustainability Yearbook for a second time, which places us in the top 15% of companies in our industry”

ANDREA BARRETT
CHIEF SUSTAINABILITY OFFICER



Climate change leadership score: A



AA rating

Member of
**Dow Jones
Sustainability Indices**
Powered by the S&P Global CSA

Constituents



Platinum medal



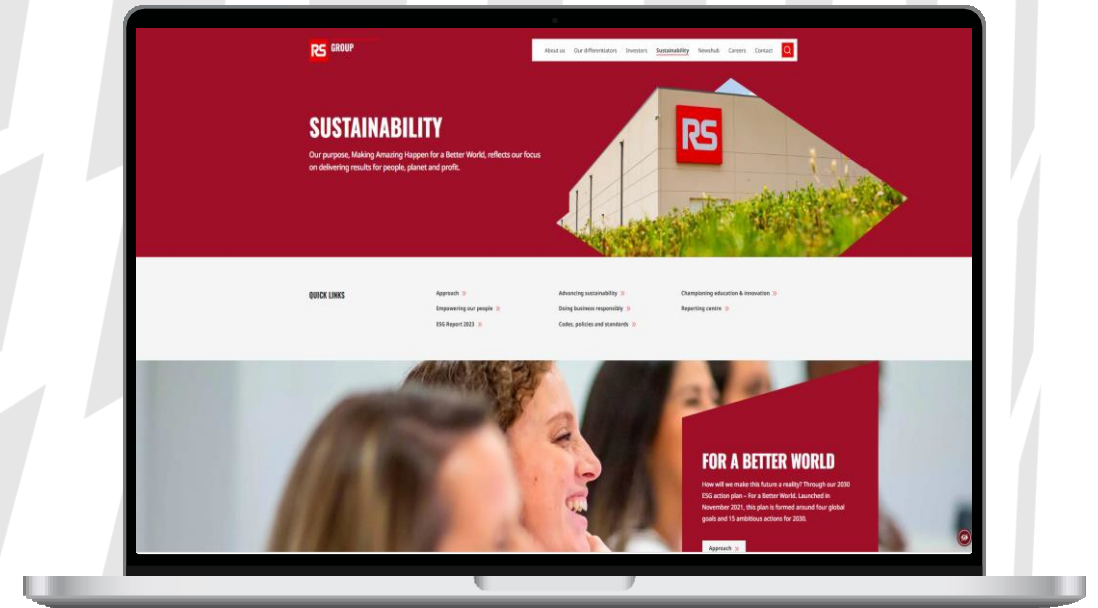
4.5 (negligible risk)

S&P Global

Sustainability yearbook inclusion

THANK YOU

READ MORE AT: rsgroup.com/sustainability



APPENDIX

ESG PERFORMANCE SCORECARD

On track or ahead

Slightly behind target – monitor closely

Not on track – further action required

Action	Ambition ¹	Metric	Status	Baseline (2019/20)	Progress since 2019/20	Current progress (2024/25)	Goal (2029/30)
Advancing sustainability							
Carbon	Reduce absolute emissions from our own operations by 75% by 2029/30	Scope 1 and 2 emissions – including emissions data from acquired businesses back to our 2019/20 baseline ^{2,3}	<div></div>	17,900	(64)%	6,500	4,475
	Reduce absolute emissions from our own operations by 75% by 2029/30	Scope 1 and 2 emissions – like-for-like with 2023/24 ²	<div></div>	13,900	(55)%	6,300	N/A
Packaging	Reduce packaging intensity by 45% by 2030	Tonnes packaging/£m revenue ^{2,4}	<div></div>	2.47	(37)%	1.55	1.36
	100% of packaging widely reusable or recyclable by 2030	% of packaging by weight	<div></div>	80%	+14% pts	94%	100%
	Our packaging is made with 50% recycled content by 2030	% of packaging by weight	<div></div>	N/A	N/A	82%	100%
Waste	Reduce waste intensity by 50% by 2030	Tonnes waste / £m revenue ^{2,4}	<div></div>	1.50	(8)%	1.38	0.75
	Achieve zero waste to landfill in our direct operations by 2030	% waste to landfill	<div></div>	6%	(1)% pt	5%	0%
	Recycle >95% of our waste by 2030	% waste recycled	<div></div>	79%	+5% pts	84%	>95%
Transport	Reduce our Scope 3 transport emissions by 35% per tonne of sold product by 2030	Tonnes of CO ₂ e from Scope 3 transport emissions/tonne of product sold ^{2,4}	<div></div>	1.66	(26)%	1.23	1.08
Products & solutions	Develop innovative and sustainable product and service solutions for all our customers	Number of products included within the Better World range	<div></div>	c. 20k (2022/23)	N/A	c. 30k	100k
Supplier carbon	Engage 67% of our suppliers by spend to set science-based targets by 2025	% of suppliers by spend to set SBTs	<div></div>	15% (2020/21)	+23% pts	38%	67% (2024/25)
Empowering our people							
Engagement	Achieve and maintain an employee engagement score in the top 10% of high-performing companies	Employee engagement score ²	<div></div>	72	-	72	82 (top 10%)
Leadership diversity	Ensure our team is reflective of the customers, suppliers and communities we serve and create an inclusive and engaging environment where everyone is proud and excited to come to work and can perform at their best, develop and thrive	% of female leaders ²	<div></div>	N/A	N/A	37%	N/A
		% of ethnically diverse leaders ²		N/A	N/A	10%	N/A
Health and safety	Aim for zero accidents involving our people	All accident frequency rate (per 200,000 Hrs) ²	<div></div>	0.69	(36)%	0.44	0

1.

All ambitions are from a 2019/20 baseline to 2029/30 unless otherwise stated.

2.

Independent limited assurance for 2024/25 by ERM CVS.

3.

Scope 1 and 2 emissions from recent acquisitions included in prior year data back to 2019/20 baseline and updated to reflect improvements to our reporting methodologies, with more detail provided in our ESG basis of reporting: [rsgroup.com/sustainability](#).

4.

KPIs are on a constant exchange rate basis and are updated to reflect changes in reporting methodology and/or emissions factors.

ESG PERFORMANCE SCORECARD

On track or ahead

Slightly behind target – monitor closely

Not on track – further action required

Action	Ambition ¹	Metric	Status	Baseline (2019/20)	Progress since 2019/20	Current progress (2024/25)	Goal (2029/30)
Championing youth & communities							
Education	Support one million young people with educational technologies, learning content and skills development opportunities	No. of young people supported	<div></div>	255k (2020/21)	+258%	913k	1 million
Social impact partnerships	Support our social impact partners to develop solutions that improve lives – including supporting The Washing Machine Project (TWMP) to help 100,000 people in need	Amount raised for TWMP	<div></div>	£0	-	£963k	N/A
		Total number of lives impacted through our support to TWMP	<div></div>	0	-	46k	100k (2024/25)
Volunteering	Inspire 50% of our colleagues to volunteer to support their communities and build new skills	% of employees volunteering within the last two years	<div></div>	3% (2021/22)	+27% pts	30%	50%
Doing business responsibly							
Incentivising ESG progress	ESG related targets included in our employee rewards programme	% of ESG targets in annual bonus	<div></div>	N/A	N/A	10-15%	N/A
Responsible supply chain	Evaluate our suppliers against our high ethical and environmental standards. Set ESG objectives for strategic suppliers.	% of suppliers by spend signed new ethical trading declaration	<div></div>	29% (2021/22)	+35% pts	64%	100%
		% of suppliers spend with EcoVadis membership	<div></div>	40% (2021/22)	+15% pts	55%	80%
		% of RS PRO suppliers by spend with a Sedex membership	<div></div>	30% (2021/22)	+45% pts	75%	90%

1. All ambitions are from a 2019/20 baseline to 2029/30 unless otherwise stated.