



GROUP

Conflict Minerals and Materials of Concern Policy 2022

1. Introduction

The term 'conflict minerals' is used to describe raw materials or minerals, the mining and processing of which provide a significant source of funding for those involved in perpetrating violence and atrocities, and result in the continuation of such conflicts.

The most common minerals are tin, tantalum and tungsten (known as the 3Ts), and gold.¹ These are used in a wide range of electronic products in many industry sectors. Examples could include batteries, power tools, capacitors, resistors, connectors, relays, and portable electronics.

There are other materials, not defined as conflict minerals, but which are, in some cases, produced by child labour or lead to other human rights abuses.

RS Group supports the efforts of human rights organisations to end violence and atrocities associated with the trade in conflict minerals. We are committed to ethical practices and seek to keep our supply chain and products free from conflict minerals and other unethically produced materials.

2. Purpose and Scope

The purpose of this policy is to set out:

¹ Collectively these may be referred to as 3TG.



- RS Group's commitment and approach to addressing conflict minerals
- RS Group's commitment and approach to addressing other minerals not covered by the term but over which there is an ethical sourcing concern
- Our expectations of our suppliers
- How to raise any concerns you may have

This policy covers all RS Group entities and employees

3. Commitment, approach and supplier expectations

As a global omni-channel provider of product and service solutions for designers, builders and maintainers of industrial equipment and operations we offer 650,000 products sourced from a large number of suppliers located across the world, RS Group is inevitably far from the source of the supply chain for the products we distribute.

We are committed to ethical practices, and regular risk-based monitoring of our new and existing suppliers is part of our ethical trading approach. We seek to keep our supply chain and products free from conflict minerals and other unethically sourced materials and we will consider suspending or discontinuing engagement with any supplier where we identify a reasonable risk in this regard.

We require suppliers to:

- Make all reasonable efforts to avoid the use of materials which either directly or indirectly finance armed groups or others who violate human rights
- Have due diligence processes in place to identify and verify the sources of minerals contained in their products
- Provide, on request, the materials status of any products supplied using the Responsible Minerals Initiative's relevant Reporting Template, including, but not limited to:
 - Conflict Minerals Reporting Template (available [here](#))
 - Extended Minerals Reporting Template (available [here](#))

or any other Reporting Template that RS Group determines as appropriate to specific materials of concern.

We welcome dialogue from suppliers and customers regarding their compliance in relation to conflict minerals and materials of concern and seek to raise awareness of these important issues.

This policy is an integral part of our wider ESG strategy (available [here](#)) and our aim to make amazing happen for a better world.



4. Raising concern

We are committed to an open and accountable culture where employees and others can express concerns in the knowledge they will be taken seriously and treated fairly without retaliation. If you are a Group employee you must report any incidence or suspicion of Conflict Mineral use or use of unethical sourcing practices for any other material or product in any part of our business or supply chain to your Line Manager, to the Chief Information Security and Compliance Officer, or the Head of Group Compliance and Ethics. If you are a supplier or third-party provider to an RS Group Company you should report any suspicion to your primary account manager or business contact with the Group.

Alternatively, employees, suppliers or third-party providers can report any concerns using the RS Group's "Speak Up" whistleblowing process. We encourage openness and will support anyone who raises genuine concerns via the firm's whistleblowing policy, even if they turn out to be mistaken.

Our Speak Up policy and facility encourage reporting of concerns about an illegal act or a breach of our Code of Conduct. As well as employees, suppliers and other business partners can confidentially report any serious concerns by email to: SpeakUp@RS-Components.com. Reports are treated in accordance with our Speak Up policy, acknowledged and acted upon as appropriate.

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