

Environmental Policy

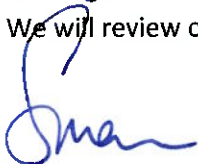
This policy sets out RS Groups commitment to continuously improve environmental performance and to protect the planet. Environmental matters are a key aspect of the Group's business activities and this policy applies to all RS Group businesses, employees, contractors and to joint ventures under the Group's operational control.

At RS Group, advancing sustainability is one of the Groups four Global ESG goals as part of its 2030 ESG action plan – For a better world

Our strategic focus is to proactively limit our environmental impacts to tackle climate change and ensure our business grows sustainably. Integrated environmental targets will be set at a business level, against the ESG policy.

POLICY

- All RS Group employees and inducted contractors based on RS sites will support and commit to this policy.
- RS Group will have a control framework with Group standards consistently deployed across the Group and aligned with our ESG environmental reduction targets.
- Training and communications are offered to help ensure employees are aware of their roles and responsibilities and to promote environmental leadership.
- All businesses will comply with environmental legislation, regulations and other applicable legal requirements as a minimum standard. Or if RS policy or business targets are stronger than local legislation that will be supported.
- The Group includes environmental and climate change-related considerations in its business decisions, promotes efficiency programmes across the Group and works to minimise the environmental impacts of its business activities.
- RS Group is committed to offering and promoting environmentally friendly and sustainable products and services to its customers and to including environmental and sustainability criteria in purchasing decisions with suppliers.
- Protect and promote the biodiversity of ecosystems and to raise awareness of biodiversity
- RS Group is committed to enhancing the sustainability of its business and specifically to:
 - Conserving energy and natural resources, preventing pollution and environmental incidents and promoting sustainable transportation, production and consumption.
 - Reducing scope 1,2 and 3 emissions, aligned to our ESG emissions reduction targets.
 - Reducing total waste and waste intensity, increasing recycling, minimising Incineration and landfill and to offering product end-of-life take-back and recycling options where appropriate.
 - Reducing total water-use and intensity across all sites.
 - Reducing packaging use and to increasing recycled and recyclable packaging.
 - Ensuring all sites have environmental management systems in place, where appropriate certified to ISO 14001:2015 and other appropriate standards.
- RS Group measures its performance and sets annual and longer-term targets to continually improve environmental performance.
- Environmental performance and environmental management is reviewed by the Board and Senior Management Team and communicated to employees through forums led by senior leaders.
- We will review our commitment and this policy on a regular basis.



Simon Pryce
CEO