



**GROUP**

# Modern Slavery Act Transparency Statement 2023

## 1. Our Business and Background

RS Group plc is a global omni-channel provider of industrial and electronic products and solutions. We offer more than 700,000 industrial and electronic products, sourced from over 2,500 leading suppliers, and provide a wide range of value-added services to over one million customers. With operations in 32 countries, we trade through multiple channels and ship over 50,000 parcels a day. Further information can be found on our website [www.rsgroup.com](http://www.rsgroup.com).

Under section 54 of the UK Modern Slavery Act 2015, all incorporated businesses with over £36m in annual turnover and conducting business in the UK are required to publish a slavery and human trafficking statement.

## 2. Our Approach

We will not allow any form of slavery or human trafficking to take place in any part of our business. We will not use child labour (in line with the ILO Minimum Age Convention), nor will we use forced labour.

We recognise that slavery, forced and/or compulsory labour and the trafficking of persons for any purpose is a serious global issue and we are taking steps to ensure that this does not take place in our supply chains. Details of the steps we have already made, and our future steps are set out below in this statement.

## 3. Our Framework

### Risk Assessment

In March 2023, a geographical risk assessment was completed, using the Modern Day Slavery Index. This has enabled us to identify our higher risk geographies, which we will use to inform our next actions to be taken, for example ensuring awareness training is targeted appropriately according to risk. We maintain a Group Responsible Procurement Framework that examines risks within the supply chain, including Modern Slavery.



## Code of Conduct, Policy Framework and Awareness Training

We operate a Group-wide [Anti-Slavery and Human Trafficking Policy](#) to inform our employees, contractors, supply chain and other stakeholders of our commitment to address Modern Slavery.

The policy gives guidance on identifying and reporting Modern Slavery and is reviewed annually to ensure that it is up to date with current legislation and best practice.

Our [Group Code of Conduct](#) also highlights our stance on Modern Slavery and provides advice on what to do if Modern Slavery is suspected within the workplace or supply chain.

All senior leaders and people managers across the Group were required to read and confirm their acceptance of the Code of Conduct, with a requirement that they ensure that all employees in their teams understand the Code of Conduct, during the financial year ended 31<sup>st</sup> March 2023.

## Supply Chain

We have a complex supply chain, sourcing products from thousands of suppliers and also working with manufacturers to produce RS branded products via our RS PRO business.

As part of our commitment to high ethical and environmental standards we seek to extend our global policies and standards to our suppliers and other business partners. The Group's Ethical Trading Policy sets out our minimum requirements and is intended to ensure that RS Group sources products in an ethical and consistent manner while working with suppliers to improve their social and environmental practices.

We are also members of Sedex to help provide assurance that our supply chain is working to high standards, particularly in relation to labour and human rights.

This includes audits on some suppliers which are identified as higher risk and seeking assurances from our supply chain via our Ethical Trading Declaration. We also ask all of our RS PRO suppliers to become Sedex members.

In addition, we hold events with our suppliers as part of our ESG action plan. More details can be found in our [ESG Supplier Handbook](#).

## Governance

We have a dedicated, full time, Head of Compliance and Ethics who is responsible for delivering our Compliance and Ethics Programme and maintaining the delivery of our Modern Slavery objectives. We also have a regular Responsible Procurement Steering Group to bring together subject matter experts in our company to discuss ethical issues within the supply chain, set standards, policies and processes for our Responsible Procurement agenda.

## Whistleblowing and Investigating Concerns

We encourage everyone who works for RS Group to report suspected breaches of our Code of Conduct as soon as possible via our Speak Up whistleblowing process. There are a number of ways people can do this, including via our external confidential reporting service. Speak Up operates under a non-retaliatory policy; everyone who raises a concern in good faith is treated fairly, regardless of the outcome of any subsequent investigation.

Speak Up is also made available to all of our suppliers, via a dedicated email address.

The Speak Up programme is overseen by the Audit Committee and operated by senior executives. Where a case can be looked into, it is thoroughly and robustly investigated and is monitored to verify that any corrective action plan or remediation has been conducted.



## 4. Next Steps 2023/2024

In the coming year we aim to:

- Review higher risk activities and geographies in our supply chain to identify mitigating actions that will reduce the risk of Modern Slavery
- Continue to raise awareness around Modern Slavery and forced labour in our organisation and supply chain
- Include Modern Slavery within our compliance and ethics workshops

This statement was approved by the Board of RS Group plc on March 23rd, 2023.

David Egan

A handwritten signature in black ink, appearing to read 'D. Egan', written in a cursive style.

Acting Chief Executive Officer  
For and on behalf of the Board of Directors