

ENABLING THE TRANSITION



DELIVERING VALUE TOGETHER



MAKING AMAZING
HAPPEN FOR A
BETTER WORLD

Welcome from our Chief Sustainability Officer

ENABLING THE TRANSITION TO A SUSTAINABLE FUTURE

Andrea Barrett
Chief Sustainability Officer



Welcome to our first Climate Transition Plan. This plan is a critical step in addressing climate risk, enabling long-term growth, and supporting our customers and suppliers through the industrial transition. It sets out how we empower our people to drive climate action, steward our suppliers to shape lower-carbon products and services, and meet our customers' rapidly evolving sustainability needs. By advancing this plan, we are doing the right thing for the planet while creating value for our stakeholders and strengthening our resilience.

Science-driven action is needed to avert the worst impacts of the climate crisis. This plan outlines how we will achieve net zero in our own operations and play a meaningful role in the industry transition. Our ambition is strong: cut our direct emissions by 75% by 2030 and reach net zero across our value chain by 2050. We have made significant progress, reducing Scope 1 and 2 emissions by 67% and product transportation emissions intensity by 34% from our 2019/20 baseline, and 74% of our strategic suppliers by spend have validated carbon reduction targets with the Science Based Targets initiative (SBTi). We are also strengthening our commitment to cut value chain emissions with a new SBTi-validated Scope 3 target.

Our ambition goes beyond decarbonisation. As a global distributor of industrial maintenance, repair and operations (MRO) products, we play a critical role in enabling the industrial transition. We use our scale and influence to promote sustainable business practices across our supply chain and to provide customers with trusted, more sustainable procurement choices through our Better World product range – a clear and growing differentiator.

As expectations for transparency, compliance, and low-carbon manufacturing grow, so does the need for sustainable, efficient, and ethical choices. Our approach helps customers meet these demands, while positioning RS as a strategic partner across transitional and emerging industries.

We are uniquely positioned to enable progress by embedding sustainability into our operations, products, and service solutions, supporting suppliers to advance their own commitments and helping customers deliver on decarbonisation and operational efficiency. This plan is embedded within our wider business strategy, governed by our Executive Committee (ExCo) and overseen at Board level, guiding decision-making, investment priorities, and performance management across the Group.

We recognise the dependencies that shape our pathway, particularly as a distributor with limited control over product design and manufacturing. Progress depends on the pace of decarbonisation across global logistics and manufacturing, reinforcing why partnership is fundamental. We will succeed by collaborating on lower-carbon product design, driving efficiency across complex supply chains, and supporting customers and suppliers through evolving sustainability opportunities.

This plan is more than a roadmap to our decarbonisation goals; it is a call to action for our value chain partners to accelerate the shift to a low-carbon economy, collectively creating more value for people, planet, and profit.

The message of this plan is clear: our strong ambition, action, and accountability are firmly embedded within our business model, creating greater value for all. Every step forward will be powered by partnership, innovation, and a shared commitment to building a better, more sustainable future.

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Reporting progress

This Climate Transition Plan is designed to accompany our existing suite of disclosures and policies. We report our year-on-year progress towards our climate-related targets in our Annual Report and Accounts, with additional detail in our ESG Report and at rsgroup.com/sustainability

Task Force on Climate-related Financial Disclosures (TCFD)

We continue to disclose against the 11 TCFD recommendations, including our quantitative scenario analysis for our five climate-related risks and opportunities (CRROs), in our Annual Report and Accounts. We have identified how our five CRROs correspond to our decarbonisation levers on pages 9 to 16.

Climate Transition Plan

DELIVERING ON OUR COMMITMENT TO ACHIEVING NET ZERO

Our ambition is to be net zero in our direct operations by 2030 and across our value chain by 2050. This requires delivering our science-based targets (SBTs) across Scope 1, 2, and 3 emissions by 2030 and using certified Gold Standard offsets only for residual, hard-to-abate emissions. To achieve this, in 2025/26 we updated our 2030 emissions targets for products, suppliers, and transportation. This includes setting a new, more ambitious Scope 3 emission target (below), which was validated by the SBTi in May 2026. These targets and their supporting initiatives drive our decarbonisation approach in line with the 2015 Paris Agreement to limit global warming to 1.5°C above pre-industrial levels. Collaboration across our customers, suppliers, and people is essential, and we are proactively advocating for our value chain partners to accelerate the transition.

Climate ambition	NET ZERO BY 2030 ACROSS OUR DIRECT OPERATIONS			NET ZERO BY 2050 ACROSS OUR VALUE CHAIN		
Decarbonisation levers	Decarbonising our sites	Switching to renewable energy	Creating a net zero fleet	Sustainable product and service solutions	Supplier sustainability	Product transportation
2030 targets ¹ ✔ SBTi validated	75% reduction in Scope 1 and 2 emissions ✔	100% renewable electricity	NET ZERO company car fleet	51.6% reduction in Scope 3 emissions per £m value added ✔	Engage our strategic suppliers to set science-based targets (SBTs)	40% reduction in product transportation emissions intensity
Strategic value	Driving operational excellence by improving efficiency and resilience, and reducing costs and carbon	Reducing emissions and energy costs and increasing business resilience	Reducing environmental impact and delivering a more sustainable service for customers	Meeting customer demand for products and solutions that enable decarbonisation; driving growth in low-carbon customer segments	Leading suppliers to advance sustainability in their operations, products, and logistics to enhance customer value	Optimising our supply chain to remove cost and carbon, and provide a more efficient and sustainable distribution service to customers
Actions to date ²	– 23 energy efficiency projects at our sites (e.g. building management systems, air source heat pumps, rapid roller doors, and LED lighting)	– Solar panels on five sites, producing 38% of electricity consumed on these sites	– Continued transition of our fleet to electric and hybrid vehicles, and HGVs to alternative fuels	– Better World product range with c. 33,000 products from 350+ product families, 167 suppliers, available in 30 countries	– Supplier ESG action plan key to strategic supplier approach – Supplier ESG Handbook, scorecards, events, and quarterly business reviews	– Supply chain optimisation and decarbonisation: regional deliveries, distance reduction, modal shifts, and carrier engagement
Progress to date	67% reduction in Scope 1 and 2 emissions since 2019/20	92% renewable electricity use in 2025/26	60% of company cars are electric or hybrid in 2025/26	37% reduction in RS PRO product emissions in-use carbon since 2019/20	74% of strategic suppliers by spend set SBTs with SBTi in 2025/26	34% reduction in product transportation emissions intensity ³ since 2019/20
Enablers and dependencies	Access to technologies Government policies and incentives Energy grid decarbonisation Future availability of Gold Standard certified offsets Manufacturing efficiencies Product eco-design Customer adoption of renewable electricity Favourable macroeconomic environment					

1. From a 2019/20 baseline. 2. As at 31 March 2026. 3. Tonnes of CO₂e due to transport emissions per tonne of product sold.

About RS Group

CREATING VALUE BY ENABLING THE TRANSITION

RS Group plays a critical role in the global industrial sector, bringing both opportunity and responsibility. Our customers rely on us for products, technical expertise, and operational reliability to keep essential industries running. Our scale and influence give us a strong ability to support customers' transition to a low-carbon future, while driving our own sustainable growth.

As CEO, and with the oversight of the Board, I am accountable for ensuring this Climate Transition Plan is embedded into our strategy, capital allocation, and performance expectations. It is core to how we manage risk, strengthen resilience, and position RS to succeed in a rapidly evolving market.



Simon Pryce
Chief Executive Officer (CEO)

Our greatest opportunity for impact is enabling our customers and suppliers to operate more efficiently, safely, and sustainably. Demand for transparent, credible sustainability benefits continues to increase, and customers are looking for strategic partners who can help them modernise for a more efficient, low-cost, low-carbon future.

Through our optimised distribution model and our broad range of technical products and service solutions that support electrified and energy efficient industrial operations – including our Better World products range – we are strengthening sustainable and responsible MRO procurement.

This strategy supports RS's long-term financial resilience, as evidenced by our climate scenario analysis. We are backing our ambition with disciplined, targeted investment, including annual capital expenditure to reduce emissions and energy costs at our sites. Combined with operational efficiencies and growth in sustainable products and low-carbon sectors, our Plan is designed to deliver long-term value for RS and our stakeholders.

This Plan also reinforces our commitment to transparency, credible action, and continuous improvement. The external environment is evolving quickly, and we recognise that some of the dependencies shaping our pathway sit beyond our direct control. But prioritising sustainability remains good business – differentiating our offer, deepening strategic partnerships, and building resilience.

Looking ahead, we will remain focused on what we can control: executing our strategy with discipline, investing in the capabilities that matter, and partnering with our customers and suppliers to deliver brilliantly. By doing so, we will help accelerate the sector's transition, while reinforcing RS as a trusted, future-ready, first choice partner.

OUR PURPOSE

Making amazing happen for a better world

OUR VISION

To be first choice for all our stakeholders

CONNECTING CUSTOMERS AND SUPPLIERS

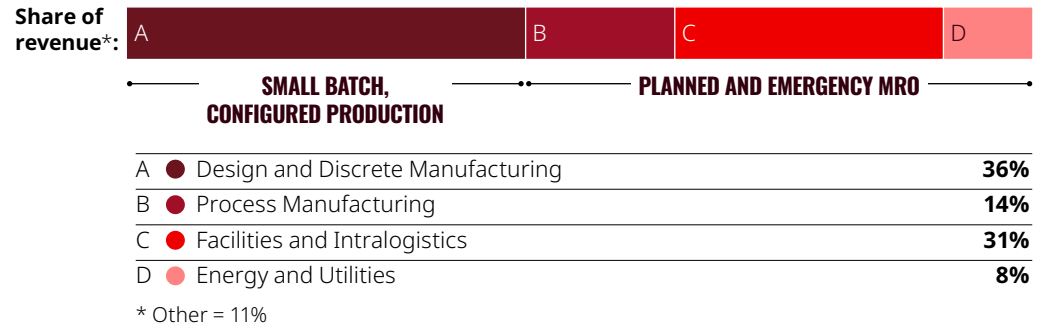
We are a high-service global product and service solutions provider for industrial customers, enabling them to operate efficiently and sustainably.

c. 1m
customers

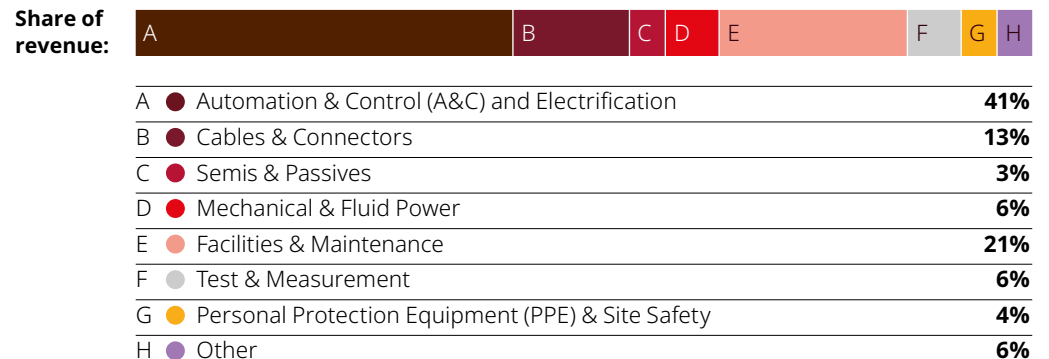
c. 8,500
employees

>2,500
suppliers

SUPPORTING CUSTOMERS ACROSS A RANGE OF INDUSTRIES



MULTIPLE PRODUCT CATEGORIES



How climate action enables our strategic progression

ENABLING GROWTH THROUGH THE LOW-CARBON TRANSITION



Sustainability is embedded in our business model and underpins our strategy. We believe progress is a shared responsibility – our customers hold us accountable, our suppliers enable us to achieve more, and our people help us deliver on our ambitious goals.

Guided by a purpose-led culture and our focused 2030 ESG action plan, we aim to be first choice for our stakeholders, while driving responsible, inclusive growth, and long-term sustainable value. Delivering on our credible and actionable Climate Transition Plan helps us achieve this vision.



Customers

Enabling customers to meet their own net zero ambitions, building trust in RS as a strategic partner, and supporting their transition, while generating commercial value

CDP A List award and Platinum EcoVadis medal



Products and suppliers

Inspiring suppliers through an industry-leading sustainable product framework and accessible ESG actions that make their products and services more attractive to customers

c. 33,000 Better World products from 167 suppliers; 74% of strategic suppliers by spend have SBTs



Services and solutions

Accelerating decarbonisation through value-added MRO solutions that promote efficiency and champion the circular economy

Bespoke conversions for ageing UK onshore wind turbines with 157 RS products, creating a scalable maintenance framework

People

Providing our people with the knowledge and skills they need to accelerate the transition for RS and our stakeholders

Launched Energy Management Dashboards to enable site action; ongoing climate-related training for key teams

Operational excellence

Advancing automation, energy efficiency, and sustainable logistics to provide a better service to our customers and reduce environmental impacts



67% reduction in Scope 1 and 2 emissions¹; 34% reduction in product transportation emissions intensity¹

Experience

Enhancing the procurement journey with verified sustainable products, offering choice and performance without compromising on cost



c. 33,000 Better World products from 350+ families, digitally tagged on RS websites in 30 countries



1. From a 2019/20 baseline.

Stakeholder engagement

ACT TOGETHER, ACHIEVE TOGETHER

Our Climate Transition Plan (CTP) is built on our vision to become first choice for all our stakeholders, enabling us to meet our strategic ambitions while creating value for each stakeholder group. It is more than a commitment – it’s an invitation for our stakeholders to work with us to achieve net zero. We focus on shared challenges and emerging opportunities, strengthened through regular engagement with key customers and suppliers. Together, we are collaborating to turn our climate ambitions and action into meaningful impact that drives greater value for all.

PEOPLE

We ensure employees have the knowledge, skills, and resources to drive our ambition.

What matters to our people

- Opportunities to drive the climate transition at RS
- Defined connection to strategy and strong leadership
- Development of future skills

How we engage

- Skills development
- Training and resources for customer and supplier engagement
- Campaigns to bring the transition to life across RS
- Cross-site Net Zero Working Group for knowledge sharing

What we have achieved

- 23 energy efficiency projects across our site network in 2025/26

Future opportunities

- Developing low-carbon skills to reinforce key customer and supplier partnerships

CUSTOMERS

We deliver more sustainable products, solutions, and distribution that differentiate RS.

What matters to our customers

- Cost-effective products that drive safe, sustainable, and efficient operations
- Trusted expertise, technically led solutions, and transparency

How we engage

- Strategic conversations and tailored engagement
- Better World Products (BWP) framework for informed, trusted product procurement
- Greener distribution service supported by sustainability leadership with suppliers

What we have achieved

- c. 33,000 products from 167 suppliers and 350+ families in BWP range

Future opportunities

- Improved product data labelling and transparency; growing BWP range

SUPPLIERS

We offer a leading framework and go-to-market opportunities for sustainable products.

What matters to our suppliers

- Clear expectations for ESG standards and Scope 3 data
- Tailored ESG support
- Commercial opportunities informed by customers’ needs

How we engage

- ESG key pillar of strategic supplier framework via supplier ESG action plan and ESG Supplier Handbook
- RS Connect and EMEA Supplier events, webinars, one-to-one conversations, and more
- Free EcoVadis Vitals assessment

What we have achieved

- Of strategic suppliers by spend, 74% have set SBTs and 88% have an EcoVadis rating

Future opportunities

- Support for strategic suppliers to meet ESG asks and generate commercial opportunities

COMMUNITIES

We invest in the engineers of tomorrow and reduce emissions in our local communities.

What matters to our communities

- Supporting skills development and sustainability projects for future engineers
- Driving social impact and sustainability in RS communities

How we engage

- RS products donated for student engineering projects
- Global social impact partnership with SolarAid to boost access to solar power
- Two dedicated employee volunteering days per year

What we have achieved

- 7,000+ students supported with £45,000 in RS products via RS Student Project Fund

Future opportunities

- Advancing future engineering talent globally and improving lives through SolarAid

SHAREHOLDERS

We generate superior value delivering consistent, sustainable returns on invested capital.

What matters to our shareholders

- Execution of business strategy
- Strong ESG approach, leveraged for value creation
- Robust governance of climate risks and opportunities

How we engage

- Annual General Meeting (AGM), investor roadshows, meetings, conferences, and regulatory announcements
- Ongoing dialogue with analysts and investors on critical climate actions

What we have achieved

- CDP A List; Sustainalytics Global Top 50; MSCI AA; S&P Global Sustainability Yearbook

Future opportunities

- Continue to report and engage on our CTP with shareholders

The commercial opportunity of sustainability

EMPOWERING CUSTOMERS FOR THE CLIMATE TRANSITION

Sustainability remains a top priority for our high-value global customers, who expect partners to help them meet environmental goals, navigate regulatory requirements, and strengthen responsible procurement. Sustainability shapes decision-making among our largest industrial accounts, and our strong ESG strategy, transparent reporting, and leading ratings are powerful differentiators that help us grow with them.

We play a vital role in the global industrial sector by supporting the transition to a low-carbon future. Through our Better World product range, we deliver credible, efficient, and sustainable products. As a trusted MRO partner, we streamline procurement, reduce costs, and enhance processes, while collaborating with suppliers to uphold high standards and drive innovation across the value chain without compromising quality or value.

DRIVING EFFICIENCY FOR THE RENEWABLES SECTOR

We support the UK renewables sector with fast access to MRO products, digital tools, and tailored procurement. Our supplier partnerships deliver innovative solutions that reduce downtime, improve safety, manage costs, and enhance reliability.

[+ Read about our wind turbine conversions](#)

Customer carbon reporting

We are responding to evolving customer demand for carbon reporting. In 2025/26, we trialed carbon reporting (covering products and distribution) for select EMEA corporate accounts. We will continue to develop product CO₂ data to support data transparency and sustainable procurement decisions.

Our customer segments	Their sustainability needs	How we are responding
Process manufacturing E.g. Food and beverage; chemicals; plastic and rubber	<ul style="list-style-type: none"> Greener technologies (Internet of Things (IoT), AI, automation, renewables) for resilient production lines Resource-efficient (low-energy, carbon and waste) products, materials and operations Scope 3 data and reporting ESG regulatory compliance 	<ul style="list-style-type: none"> A&C and electrification products that support resource, cost and carbon reduction, and promote efficiency Greener distribution service (sites, fleet, packaging, logistics) Supplier transparency (EcoVadis, Sedex, traceable compliance-ready data)
Discrete manufacturing E.g. Machine and panel builders; electrical equipment	<ul style="list-style-type: none"> Supply chain transparency (traceability, supplier performance, Scope 3) High levels of product compliance and safety Resource-efficient products and operations Sustainable products and materials; greener tech 	<ul style="list-style-type: none"> Product traceability and compliance Supplier ESG credentials Greener distribution service Sustainable MRO products and solutions with product-level emissions data
Facilities & intralogistics E.g. Facilities & maintenance and contractors; retail and entertainment	<ul style="list-style-type: none"> A&C and electrification supporting energy efficiency Sustainable products and materials Greener technologies (IoT, smart metering, AI, automation, renewables) Minimal waste and packaging 	<ul style="list-style-type: none"> Greener distribution service Sustainable MRO products and solutions Championing future engineers and innovators through employability skills, product donations, and competitions
Energy & utilities E.g. Utilities; power generation; telecommunications	<ul style="list-style-type: none"> Energy efficiency and decarbonisation kits for engineers MRO solutions for ageing infrastructure and new low-carbon industries Supply chain transparency and compliance Social value and just transition 	<ul style="list-style-type: none"> Greener distribution service Bespoke MRO products and services Product traceability and compliance Supplier ESG credentials Championing future of engineers and innovators through employability skills, donations, and competitions

How our ESG approach attracts and retains high-value customers:

- Trusted, verified sustainable products via claims-based Better World framework
- Optimised regional distribution network for low-carbon deliveries
- Robust supplier due diligence, product compliance, and data transparency
- MRO product solutions that support operational efficiency and reduce cost, risk, and emissions simultaneously
- Strong and reliable ESG performance, ratings, and reporting

£260m

of revenue supported by ESG credentials¹

64%

of procurement professionals consider sustainability to be important in procurement decisions²

1. Based on revenue analysis of April 2025 – March 2026 of corporate and key customers against ESG priorities.
 2. Based on a sample of 681 responses across UK & Ireland; 2026 RS and CIPS Indirect Procurement Report.

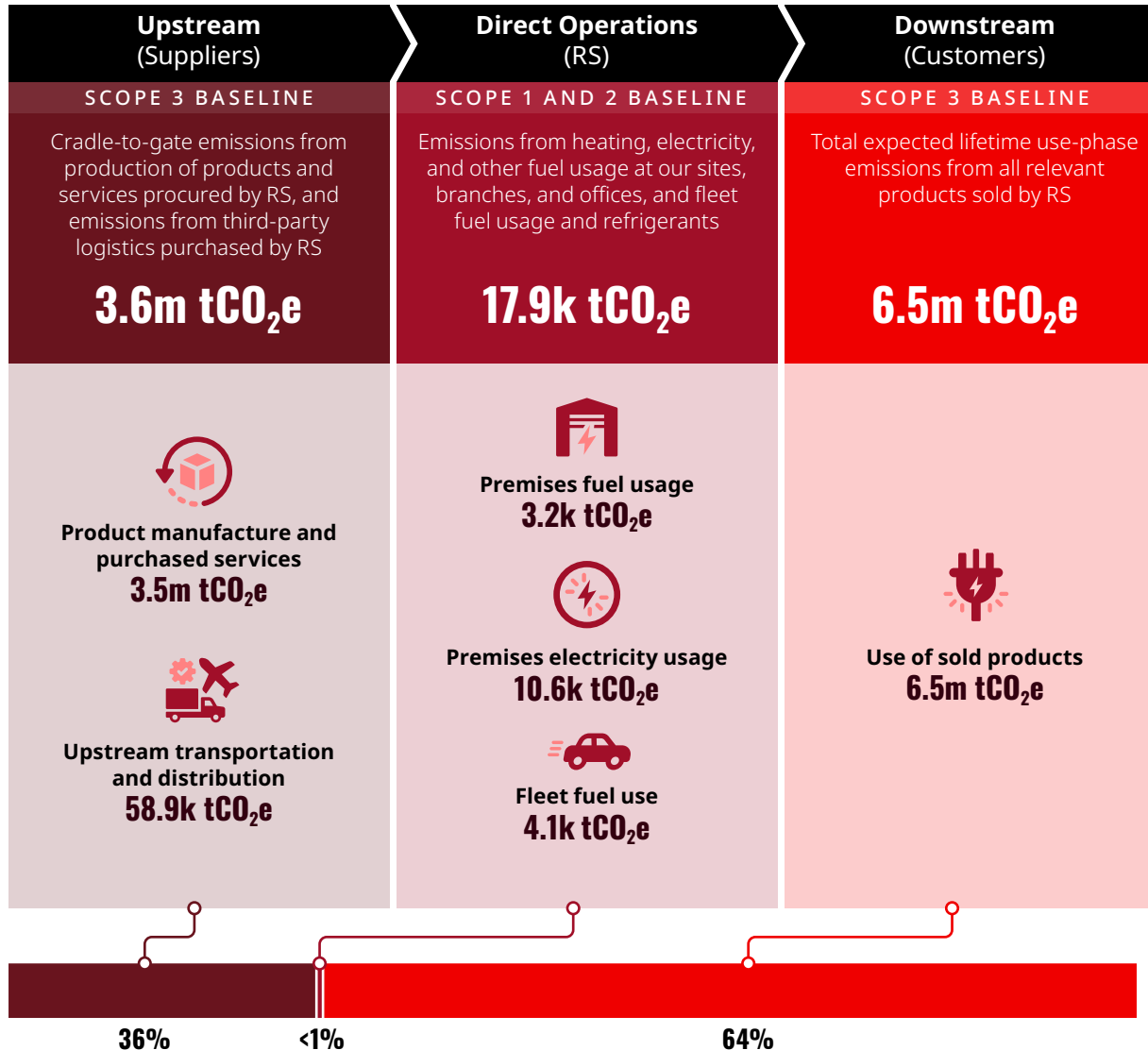
Our baseline carbon footprint

REDUCING BASELINE EMISSIONS ACROSS OUR VALUE CHAIN

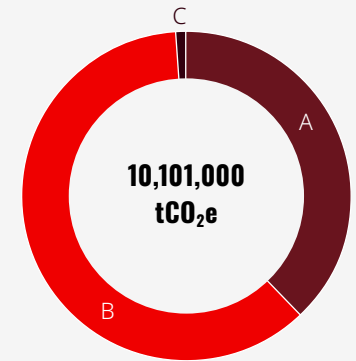
We use a 2019/20 baseline year to set and measure progress against our net zero targets. There are key emissions hotspots within our value chain, which have informed our CTP with our carbon reduction targets focused on our most significant emissions categories. We have already made significant progress against our baseline.

+ See page 8 for our trajectory towards net zero in our direct operations

In alignment with the SBTi, we are focused on cutting emissions as much as possible and intend to use certified Gold Standard offsets only for any additional residual, hard-to-abate emissions. We do utilise an internal shadow carbon price to inform our decarbonisation strategy, which is aligned to current international prices at US\$50 per tCO₂e. This is applied to key emissions categories to produce a quarterly report for the ExCo and wider business leaders to drive greater accountability in emissions reduction. Further detail of our calculation process is available in our latest CDP disclosure.



Baseline emissions by business activity



A ● Product manufacture, services, and logistics
3,500,000 tCO₂e
36%

B ● Products in-use
6,500,000 tCO₂e
64%

C ● Other activities
101,000 tCO₂e
<1%

Our highest-emitting activities sit within our value chain, positioning RS as a key business partner to drive industry-wide decarbonisation by engaging suppliers to join the Better World products range and supporting customers to operate more efficiently (see pages 14 and 15).

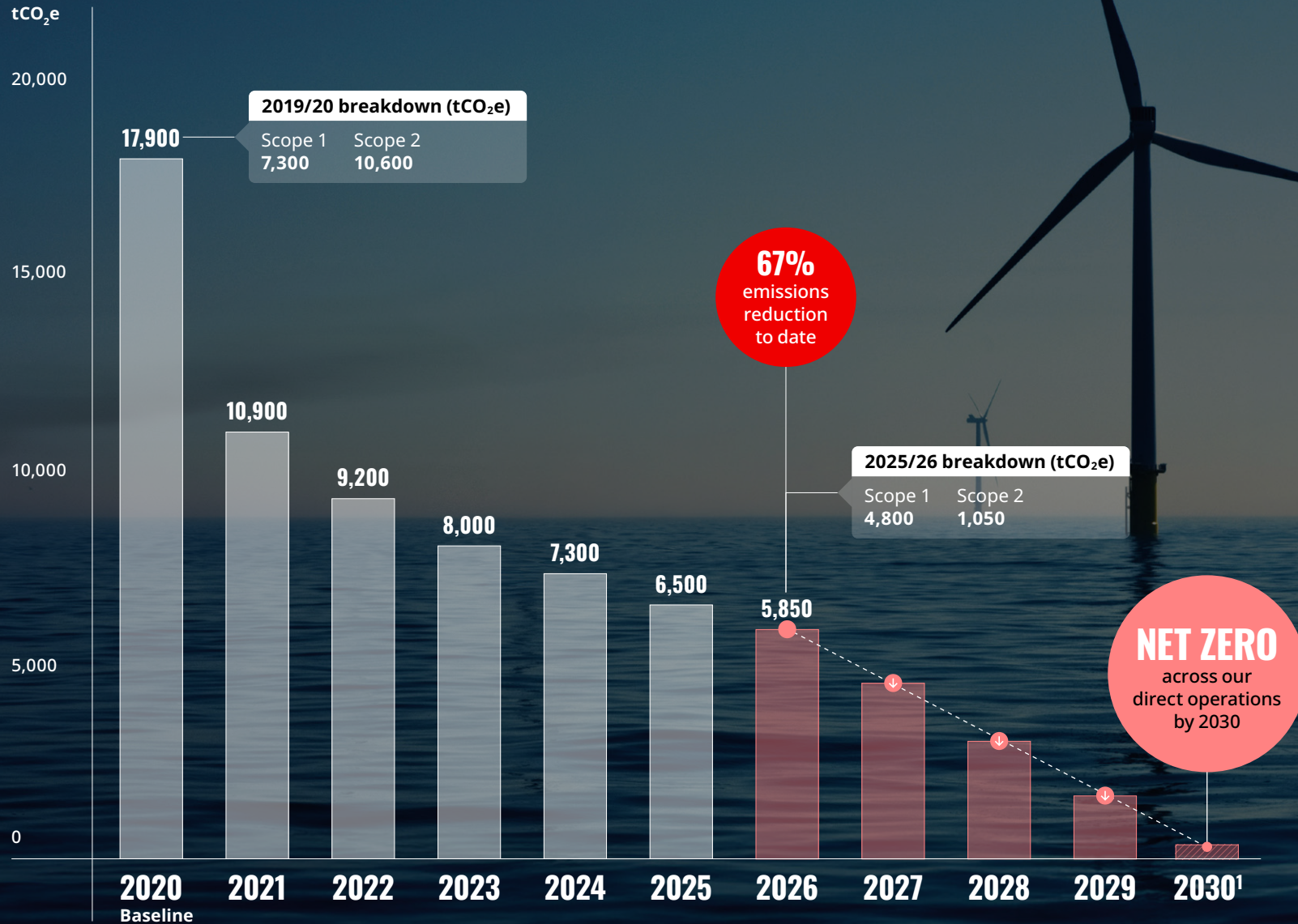
We recalculate our baseline emissions at least every five years, or as needed to reflect material changes to our business or improvements in our reporting methodologies. Read more at rsgroup.com/sustainability




OUR PATHWAY TO NET ZERO IN DIRECT OPERATIONS

Our ambition is to be net zero in our direct operations by 2030. We are targeting a 75% reduction in our direct emissions (Scope 1 and 2) by 2030 and we are making strong progress to date. This has been achieved through energy efficiency measures and low-carbon technology projects, such as insulation and air-source heat pumps. Through solar installations, renewable electricity, and transitioning our fleet, we have achieved a 67% reduction in absolute Scope 1 and 2 emissions as of 2025/26.

We are committed to transparency as we accelerate growth. We include new acquisitions in our ESG reporting from the date we take ownership, as long as their data is ready and reliable. If not, we will work towards putting the appropriate reporting systems in place and report their data in the next year's report, backdated to when they joined us, so our figures reflect the full picture. Our ESG team is continuing to support operational teams at our acquired businesses to develop decarbonisation plans.

+ Read more, including a full breakdown of our Scope 3 emissions, on page 21 of our 2026 ESG Report



Key  Actual emissions  Projected emissions  Residual emissions

1. Including limited, Gold Standard offsets for any residual, hard-to-abate emissions.

Decarbonisation levers

DECARBONISING OUR SITES

Ambition


Driving greater automation, sustainability, and energy efficiency at our distribution sites – supporting operational excellence and enhancing customer service, while lowering our footprint.

Strategic value

Driving operational excellence by improving efficiency and resilience, and reducing costs and carbon.

2030 target

75%

reduction in absolute emissions from our own operations from a 2019/20 baseline 

Metrics¹

67%

reduction in Scope 1 and 2 emissions

44%

reduction in premises energy intensity

29%

reduction in gas consumption

 SBTi validated

Actions to date (across site network)

- Widespread LED lighting installation
- Sub-metering, real-time energy monitoring, and new building and energy management systems to support continued electrification
- Heating, ventilation, and air conditioning (HVAC) upgrades, insulation, and destratification fans
- Conversion and removal of gas systems to low-carbon alternatives
- Rollout of rapid roller doors and electric forklifts
- Audits and/or analysis completed of all sites to determine priority actions for energy efficiency
- Decarbonisation leads identified for all sites to drive collective action and knowledge sharing through Net Zero Working Group

Dependencies and enablers

- Technology advancement to accelerate energy-efficient upgrades
- Continued investment capacity
- Government policies and sustainability regulation mandating building decarbonisation and commitments to meet country-specific net zero targets (e.g. UK)

1. 2019/20 – 2025/26.
2. Leadership in Energy and Environmental Design (LEED).

Climate-related risk

- Distribution sites: Impact of extreme heat and extreme weather

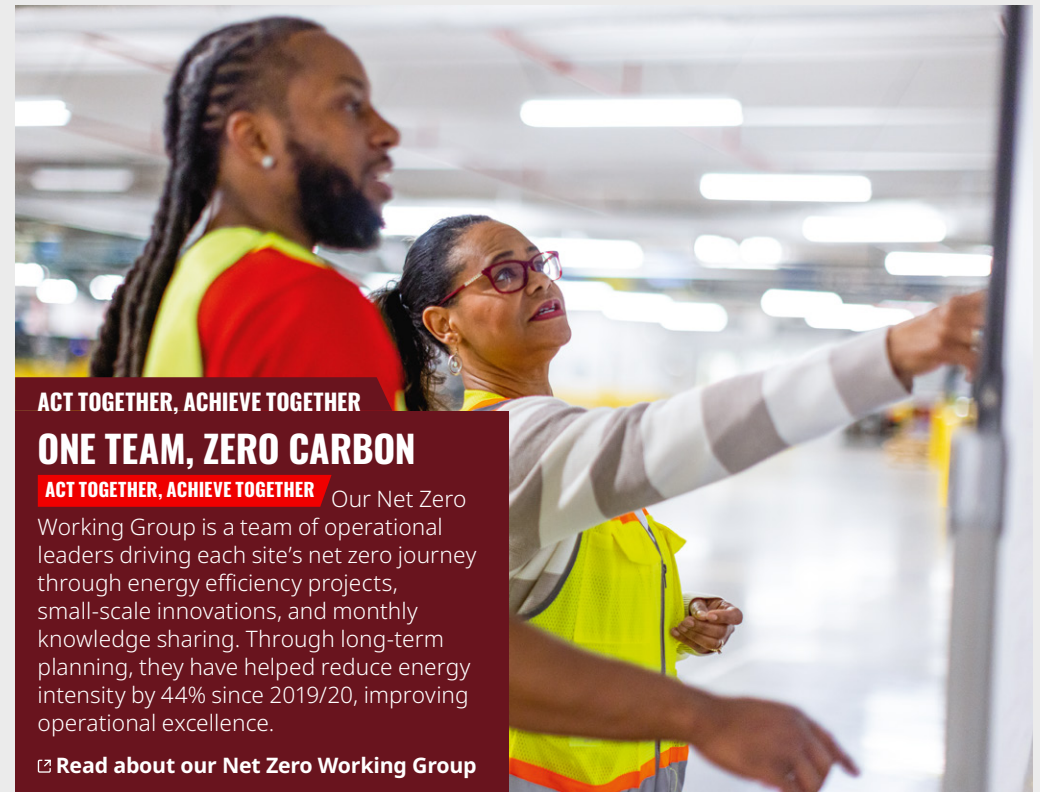
What's next

- Continuing enhancement of key sites and relocation of Ireland and Italy distribution centres to new highly automated, efficient and sustainable sites with LEED² certification, and decarbonisation built into planning and construction process

Net zero project investment of

£2 million p.a.

across our site network, driving reduction in emissions, electricity consumption, and site operating expenditure, while promoting energy resilience through on-site solar installations



ACT TOGETHER, ACHIEVE TOGETHER

ONE TEAM, ZERO CARBON

ACT TOGETHER, ACHIEVE TOGETHER

Our Net Zero Working Group is a team of operational leaders driving each site's net zero journey through energy efficiency projects, small-scale innovations, and monthly knowledge sharing. Through long-term planning, they have helped reduce energy intensity by 44% since 2019/20, improving operational excellence.

 **Read about our Net Zero Working Group**

Decarbonisation levers continued

NET ZERO IN ACTION

By targeting our most emissions-intensive distribution sites and prioritising projects that have the most decarbonisation impact, we have achieved a 67% reduction in carbon emissions from our direct operations since 2019/20. The projects highlighted here illustrate the cumulative effect of singular changes, supporting our ongoing effort to achieve net zero in our direct operations by 2030.

Insulation

Targeted areas to reduce heat loss and improve energy efficiency

- 📍 Corby, Fort Worth
- + c. 5-10% savings in emissions from reduced gas

Decarbonised fleet

Transition of diesel/petrol to electric/hybrid for cars and vans; diesel to hydrotreated vegetable oil (HVO) fuel for RS Safety Solutions lorry fleet, reducing fossil fuels

- 📍 Global, RS Safety Solutions (HGVs)
- + 60% of global company car fleet electric or hybrid

LED lighting

Upgrades to lighting to more energy-efficient LEDs, reducing energy consumption

- 📍 Corby, Fort Worth, Monterrey
- + c. 5-10% savings in electricity

Air-source heat pump

Modernised, efficient heating system using outside air to provide heating

- 📍 Bad Hersfeld, Beauvais
- + 30% savings in emissions from reduced gas

Solar installation

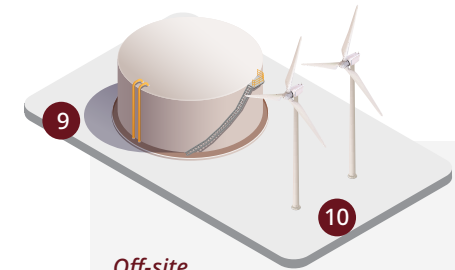
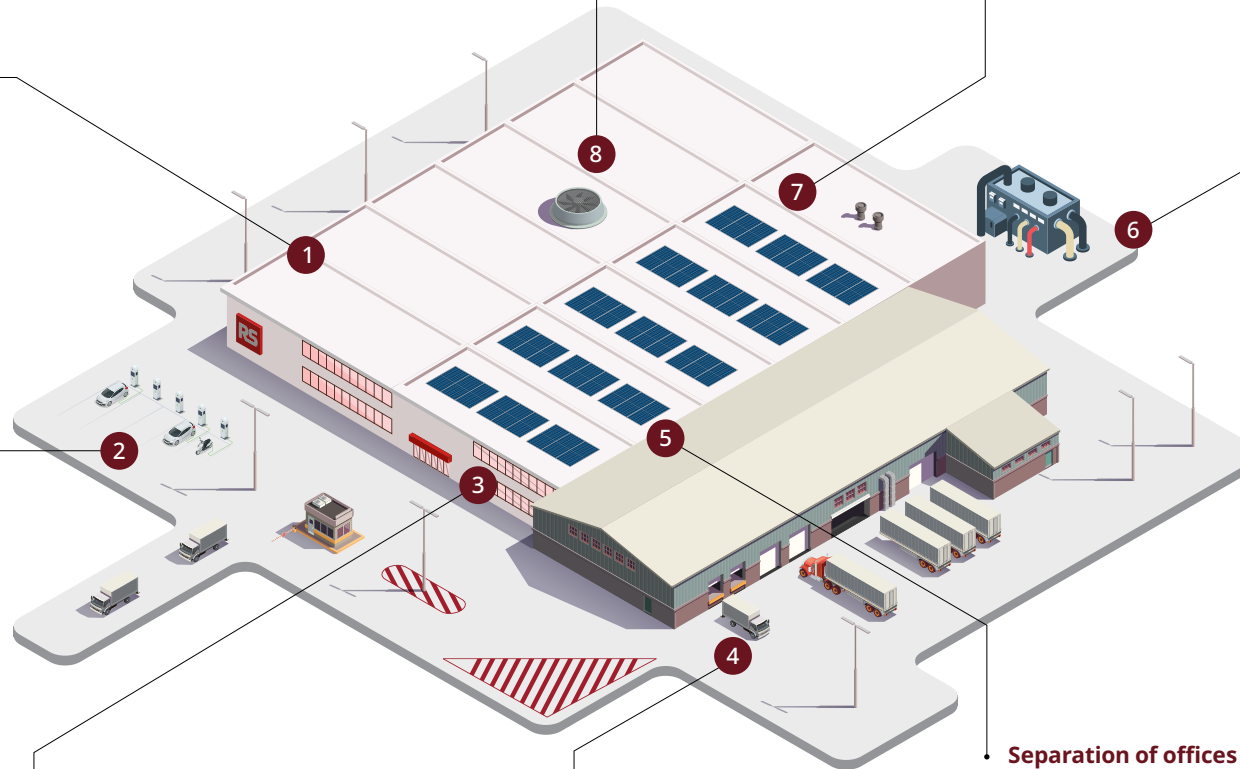
Generating electricity from on-site solar

- 📍 Five sites across Australia, Germany, South Africa, Spain, and Switzerland
- + 38% of electricity usage met through solar at these sites

Electrification of heating and water

Switching heaters and boilers from gas to renewable electricity

- 📍 Aberdeen, Glasgow
- + 90% savings in emission from reduced gas



Off-site

9

Biogas

Purchasing natural gas with added biogas content to substitute natural gas

- 📍 Beauvais
- + 25% savings in emissions from reduced gas

10

Renewable electricity

Procuring electricity generated from renewable sources

- 📍 Global
- + 92% of global electricity consumption from renewable sources

Rapid roller doors

Installation of rapid roller doors to reduce heat loss, improving energy efficiency

- 📍 Beauvais
- + 25% savings in emissions from gas

Separation of offices and warehouse

Separation of people working in offices from warehouse environment, to reduce site energy consumption

- 📍 Cardiff
- + 30% savings in emissions from reduced gas

Key

- 📍 Locations
- + Benefit

Decarbonisation levers continued

SWITCHING TO RENEWABLE ENERGY

Ambition

Prioritising solar installation at our sites, and/or sourcing renewable electricity from the grid where solar isn't feasible.

Strategic value

Reducing energy costs and increasing business resilience.

2030 target

100%

of Group electricity from renewable sources by 2029/30

Metrics

92%

% renewable electricity use

5

sites with solar installed

38%

% electricity from on-site generation at sites with solar installed

Actions to date

- Focusing first on maximising on-site solar installation, supplementing this with renewable electricity procurement where required
- Solar power installed at five sites across Australia, Germany, South Africa, Spain, and Switzerland
- Progressing solar installation at Risoul sites across Mexico
- Group Energy Management Policy in place to procure green electricity for all sites where possible

Dependencies and enablers

- Availability of low-cost and consistent renewable energy
- Major economic shifts and market trends enabling continued capacity for investment in decarbonisation of buildings
- Government policies, sustainability regulation, and commitments to meet country-specific net zero targets

Climate-related opportunity

- Distribution sites: Reduced emissions and energy costs through solar generation

What's next

- Continued solar installation at key sites, including Risoul in Mexico

Site solar installation expected to

DOUBLE

as part of continued investment through 2026/27

ACT TOGETHER, ACHIEVE TOGETHER

A BRIGHTER FUTURE FOR SITE SUSTAINABILITY

Our Risoul site in Monterrey, Mexico has committed to the installation of a photovoltaic solar system featuring 420 rooftop panels. Covering the majority of the site's electricity needs, the system is expected to generate over 400 MWh of clean energy annually and save c. 180 tCO₂e annually. By eliminating reliance on the grid, this installation demonstrates our commitment to energy efficiency, carbon and cost reduction, and long-term sustainability.

[Read about saving energy at Risoul](#)



Decarbonisation levers continued

TRANSITIONING RS VEHICLES TO ELECTRIC/HYBRID

Ambition

Transitioning our fleet to electric and hybrid vehicles and encouraging adoption by our people.¹

Strategic value

Delivering a more sustainable service for customers.

2030 target

Net zero company car fleet

Metrics

60%

of Group company cars are electric or hybrid

99%

of UK fleet is electric or hybrid

52%

of global company vehicle fleet (including vans) is electric or hybrid

1. The RS fleet is comprised predominantly of company cars with a small number of vans and HGVs for product deliveries in select markets.

Actions to date

- 60% of Group company car fleet and 99% of UK fleet is electric or hybrid as of 2025/26
- RS Safety Solutions transitioned to HVO fuel for their HGV logistics fleet in the UK, resulting in 420 tCO₂e reduction in 2025/26
- Risoul in Mexico switched 106 vehicles to hybrid
- RS Locals in the UK transitioned 13 light commercial vehicles to electric
- EV charging ports installed on 32 sites for employee use

Dependencies and enablers

- Technology advancement to reduce cost and improve availability and driving range of EVs and hybrid cars in all markets
- Infrastructure development to enable widespread EV use, such as accessible charging ports
- Major economic shifts and market trends enabling continued capacity for investment in the EV market, as well as other alternative fuels such as hydrogen and biofuel
- Government policies and sustainability regulation mandating EV transition and commitments to meet country-specific net zero targets

What's next

- Continued transition by prioritising electric or hybrid leases, installing EV charging ports on sites, and incentivising employee participation

420 tCO₂e

saved from RS Safety Solutions transition to HVO fuel



ACT TOGETHER, ACHIEVE TOGETHER

DRIVING THE TRANSITION

Installing EV charging ports across our sites is essential to supporting the transition to hybrid and electric vehicles. To date, we have installed EV charging ports across 32 sites. In Australia, we collaborated with our Sydney landlord to install two 22kW EV ports, demonstrating how strong partnerships can accelerate infrastructure upgrades and deliver shared sustainability ambitions.



Decarbonisation levers continued

SUSTAINABLE PRODUCTS AND SERVICE SOLUTIONS

Ambition

Expanding our range of sustainable product and service solutions to help customers reduce costs, save resources, and achieve their environmental goals.

Strategic value

Meeting customer demand for products and solutions that enable decarbonisation and responding to growth in low-carbon customer segments.

2030 target

100,000

Better World products (BWP)

51.6% 

reduction in Scope 3 emissions per £ million value added


Metrics

c. 33,000

Better World products from 350+ product families available in 30 countries

£100 million

product revenue supported by Better World products

 SBTi validated

Actions to date

- As of 31 March 2026, the BWP range includes c. 33,000 products from 167 suppliers
- Digitally enabled search capabilities on product websites to enhance the sustainable procurement experience
- Partnering with UK renewables sector to develop bespoke catalogues to support safe, efficient, and sustainable maintenance
- Providing customers with more options for specific product types, such as personal protective equipment (PPE) and workwear
- Trialling Lifecycle Assessment (LCA) tool to generate LCAs and product carbon footprints for RS PRO products

Dependencies and enablers

- Government policies and incentives that promote low-carbon manufacture and sustainable product development, and drive customer demand for more sustainable products
- Supplier investment in product eco design and performance with education of suppliers to improve data capture and carbon accounting to increase availability and reliability of Scope 3 data
- Grid decarbonisation and development in product energy efficiency to reduce consumer energy consumption
- Customer prioritisation of sustainability in operational activities and MRO procurement with increase in total cost of ownership approach

Climate-related opportunity

- Products, solutions, and customers: Changes in customer segments and product demand

What's next

- Expanding BWP sales tool to wider markets beyond the UK and introducing cost-effective enabling solutions, utilising BWP to cut resource consumption, emissions and waste, while maximising efficiency for our customers

80%

of B2B buyers paid a premium for their most recent purchase of a sustainable product¹

1. The Visionary CEO's Guide to Sustainability 2025, Bain & Company.

ACT TOGETHER, ACHIEVE TOGETHER

BETTER WORLD PRODUCT CLAIMS-BASED FRAMEWORK

Our framework is built on globally recognised standards, ensuring that the Better World product claims are clear, credible, and trusted. Our range highlights products with **at least one** material sustainability improvement in at least one of these lifecycle stages:

- Made more sustainably: Products that are produced using more sustainable materials or processes
- Sustainable solution: Products that help you run your business more efficiently and sustainably
- Supports circularity: Designed for longer life, repair, reuse, or recycling to reduce waste

Each product is supported by robust evidence, ranging from LCAs, Environmental Product Declarations, product test reports, and/or one of 50+ leading global sustainability certifications and energy labels that we have identified.

“Our collaboration with RS around Better World products is very constructive. It gives us a common framework to highlight where our portfolio is evolving – for example through lighter designs and more recycled content – while continuing to offer repairable, long-lasting solutions. This is valuable for our mutual customers and fits well with Festo’s ESG priorities.”

Festo

Strategic Supplier Partner



Decarbonisation levers continued

ENABLING THE TRANSITION THROUGH BETTER WORLD PRODUCTS

Our Better World product range is our flagship sustainability initiative, featuring products with clear, verifiable sustainability claims that use more sustainable materials, improve operational efficiency and sustainability, and/or are designed with circular principles in mind. Among our 1.2 million products, we offer Better World products across all seven categories:

A&C and Electrification

Reliable solutions for monitoring, regulating, and optimising industrial processes with precision and efficiency, helping to reduce energy, carbon, and other natural resources like water

Mechanical & Fluid Power

High-quality industrial solutions designed for superior compressed air efficiency, durability, and control, enabling lower operating costs and a reduced environmental footprint

PPE & Site Safety

Durable garments and accessories combining trusted safety protection, quality, and more responsible manufacturing practices

Facilities & Maintenance

Industrial consumables offering quality, protection, and reduced environmental impact

Cables & Connectors

Versatile solutions with a reduced environmental impact to help keep systems connected, secured, and protected

Test & Measurement

Intuitive tools designed to provide dependable analysis and robust quality assurance, helping industries extend product life and reduce environmental impacts

Semis & Passives

Devices that enable energy-efficient, low-carbon technologies that improve performance, reduce waste, and support customer decarbonisation



ACT TOGETHER, ACHIEVE TOGETHER

SUSTAINABLE ADHESIVES THAT MAKE A DIFFERENCE

Category:
Facilities & Maintenance

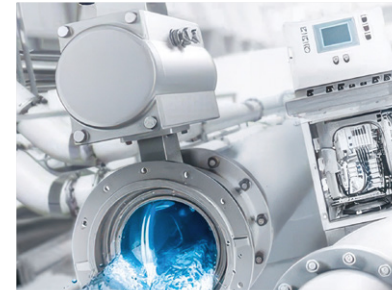
Criteria:
Made more sustainably

Claim:
Made from more sustainable materials

Evidence:
LCA¹

tesa is simplifying sustainable tapes categories by redesigning tapes and adhesives with lower-impact materials, while maintaining high performance. Their products meet Better World product criteria for recycled, biobased content and recyclability, achieving up to a 40% carbon footprint reduction while reducing single-use plastic waste.

[View the range here](#)



ACT TOGETHER, ACHIEVE TOGETHER

SMARTER, LONGER-LASTING AUTOMATION SOLUTIONS

Category:
Mechanical & Fluid Power

Criteria:
Supports circularity

Claim:
Repairable by the end user

Evidence:
Repairability documents, availability of replaceable parts

Repairability has long been a core feature of many Festo products, extending lifetimes through accessible spares. The Better World criteria highlights how lighter successor designs and increased recycled content improve material efficiency, cut waste, and support circular, lower-carbon production.

[View the range here](#)



ACT TOGETHER, ACHIEVE TOGETHER

DRIVING RELIABILITY, EFFICIENCY, AND LOWER EMISSIONS

Category:
Mechanical & Fluid Power

Criteria:
Sustainable solution

Claim:
Saves energy

Evidence:
Test reports, carbon calculator

Schaeffler embeds sustainability across eight product families, with X-life and Lifetime Solutions reducing friction, extending component life, and lowering emissions. This is supported by automation and carbon footprint insights that help customers choose more efficient, reliable, and sustainable solutions.

[View the range here](#)

¹ Not available for all products, can be requested on demand.

Decarbonisation levers continued

SUPPLIER SUSTAINABILITY

Ambition

Collaborating with our suppliers to drive carbon reductions across the value chain, including sourcing, designing, manufacturing, and shipping products more sustainably.

Strategic value

Leading suppliers to advance sustainability in their operations, products, and logistics to enhance customer value.

2030 target

Engage all our

STRATEGIC SUPPLIERS

by spend to set science-based targets (SBTs)

Metrics

74%

of strategic suppliers by spend with SBTs

41%

of all suppliers by spend with SBTs

Actions to date

- ESG is one of the pillars of our strategic supplier approach, supported by our Supplier ESG action plan with five key priorities: Ethical Trading Declaration, Better World product participation, EcoVadis or Sedex assessments, carbon reduction and SBTi validation, and key ESG ISO certifications
- Engaged with over 160 suppliers to date to target development of more sustainable products for inclusion in the Better World product range
- Ongoing supplier engagement through regular meetings, supplier events, quarterly business reviews (QBRs), and supplier ESG communications
- ESG Supplier Handbook updated regularly, supported by video designed to engage suppliers on material ESG topics
- Introduced the free EcoVadis Vitals assessment in 2025/26, enabling suppliers without an existing rating to begin their ESG journey with a clear set of priority actions

Dependencies and enablers

- Education and engagement of suppliers to improve data capture and carbon accounting to increase availability of reliable Scope 3 data
- Industry collaboration to promote best practice, adoption of net zero commitments, and decarbonisation of manufacturing
- Technology advancement to drive accessibility of low-cost energy efficiency solutions for suppliers of any size and revenue
- Government policies and regulations mandating decarbonisation of manufacturing

What's next

- Continuing rigorous supplier engagement approach through an annual programme of supplier events, webinars, industry forums, and regular one-to-one discussions to encourage alignment to our net zero ambitions



ACT TOGETHER, ACHIEVE TOGETHER

SUSTAINABLE SUPPLIER INNOVATION

We are partnering with suppliers like **HellermannTyton** to drive sustainable innovation through bio-based products across the industrial value chain, like their new biodegradable cable ties, and to set SBTs aligned to RS climate ambitions.

[Read about this collaboration](#)

Scope 3 journey

As a critical business partner in the industrial value chain, we leverage our position to promote responsible practices among suppliers. One of the challenges faced by every industry is the maturity of Scope 3 data – with 99% of our emissions generated in the value chain, we are continuously collaborating with our suppliers and customers to improve our data accuracy and methodology.

We have moved from revenue-based estimates to activity-based calculations that better reflect real impacts, including logistics emissions modelled using shipment distance and transport mode, and product emissions based on industry lifecycle datasets. This shift provides more credible, granular insights at product level, enabling action, measuring progress more accurately, and strengthening the CO₂ reporting we provide to customers.

Part of our journey is engaging our top strategic suppliers to help them progress their sustainability agendas, particularly sustainable product development and CO₂ data and reporting. We offer ESG expertise and enhanced go-to-market opportunities for suppliers who prioritise sustainability, encouraging responsible business practices through targeted events, QBRs and our ESG Supplier Handbook. By promoting carbon reduction and sustainable product development, our supplier ESG progress provides value-added opportunities and strengthens trust and collaboration across the value chain.

[Read more in our 2026 ESG Report](#)

Decarbonisation levers continued

PRODUCT TRANSPORTATION

Ambition

Cutting the distance our products travel by sourcing, storing, and shipping closer to customers and suppliers, and switching to less carbon-intensive modes of transport.

Strategic value

Optimising our supply chain to remove cost and carbon, and provide a more efficient and sustainable distribution service to customers.

2030 target

40%

reduction in carbon emissions per tonne of sold products shipped

Metrics

34%

reduction in product transport intensity since 2019/20

Actions to date

- In 2025/26, we reduced the intensity of product transportation emissions by 11% from 2024/25 and by 34% from 2019/20
- Modal shifts (from air to road and sea)
- Regional supply chain restructuring to source, store, and ship more products locally and regionally
- Supply chain optimisation through expanded inventory capacity, streamlined transport routes, and strategic delivery networks
- Consolidating orders within Europe at distribution sites, before transporting to customers via a local road-based carrier
- Opening partner fulfilment centres in Asia Pacific to bring us closer to customers and reduce long-distance shipping and stock replenishment

Dependencies and enablers

- Technology and infrastructure advancements to accelerate decarbonisation of transport sector, including improved availability and cost of alternative fuels, and widespread EV charging ports
- Government policies and regulations mandating decarbonisation of transport sector
- Collaboration with distribution suppliers to encourage and enable the transition to alternative fuels and EVs with aligned commitments
- Available capital for distribution suppliers to invest in transport decarbonisation

Climate-related risk

- Logistics: Technology transition and rising fuel costs

What's next

- Continuing focus on local sourcing, regional stocking, and further modal shifts (prioritising road over sea and air)



ACT TOGETHER, ACHIEVE TOGETHER

OPTIMISED LOGISTICS FOR SUSTAINABLE DISTRIBUTION

We employ a range of initiatives that have helped to achieve a 34% reduction in product transport emissions intensity from 2019/20. This includes cross docking, local sourcing, electric fleets, and modal shifts. We are working closely with our distribution suppliers to overcome industry-wide challenges, promoting alternative fuels, electric fleets, and stronger consolidation capabilities to reduce unnecessary transport.

[Read about sustainable deliveries](#)

Governance and accountability

BUILDING CAPACITY FOR LONG-TERM IMPACT

Empowering people for the planet

Our people are fundamental to delivering our CTP. Achieving our net zero ambition depends on passionate and talented people, a diverse range of skills, and a shared understanding of the principles that underpin a low-carbon future. We have linked ESG targets to employee incentives, with nearly half our workforce aligned to our Scope 1 and 2 emissions goals – and in 2025/26, we exceeded the highest performance level. Linking our clear ambitions to a strong sustainability strategy helps us attract people who want to work for a values-driven organisation.

We are committed to embedding a culture that empowers our people to champion sustainability, while developing the technical skills, expertise, and knowledge needed to drive the climate transition. We embed sustainable thinking into everything we do, encouraging everyone to make every day better. This collective commitment ensures that our people are not only contributors to our CTP, but key enablers of meaningful, long-term change.

Strengthening the green skills pipeline

Beyond our people, we are investing in the talent pipeline to empower our industry to thrive in the climate transition. We are conducting research to understand the skills gaps facing the MRO sector and to better connect customers and suppliers with young people that are business-ready, supported by our skills development programmes and partnerships with leading educational institutions.

68% of engineering and technology students will choose this as a career.¹ By bridging the gap between university and the workplace, we ensure the next generation of engineers and industrial innovators have the skills to tackle the industry's greatest challenges, including

the climate transition. Strengthening young peoples' technical and professional skills helps the industry attract future-focused talent, while building long-term advocacy and brand loyalty among tomorrow's customers.

1. Graduate Outcomes – Engineering and Technology, EngineeringUK, March 2024.

POWERING A BRIGHTER FUTURE WITH SOLARAID

In 2025/26, we launched our new global social impact partnership with SolarAid, whose mission is to light up every home, school and clinic in Sub-Saharan Africa, where 600 million people rely on unsafe lighting alternatives. Over three years, we will provide £1 million in support – through product and corporate donations, matched funding, gifts in kind, and fundraising – to help 150,000 people access safe, affordable solar power.

SolarAid focuses on delivering affordable, reliable, clean energy to the lowest income households, reducing e-waste by training local technicians to repair solar units and creating a local sustainable market by working with women entrepreneurs.

For RS and our partners, this collaboration creates meaningful opportunities: sharing technical expertise, supporting maintenance and repair capability, cause-related marketing campaigns, and showcasing leadership in electrification and sustainable innovation. These activities not only expand community access to clean energy but also strengthen the skills, repair ecosystems, and technological foundations needed for a resilient, low-carbon MRO future.



ACT TOGETHER, ACHIEVE TOGETHER

FUNDING FUTURE CLIMATE SOLUTIONS

By 2029/30, we want to support one million young people with educational technologies, learning content, and skills development opportunities to support future engineers and innovators.

To invest in the next generation, who will be driving future carbon reduction efforts, we provide hands-on opportunities and product sponsorships for student-led projects, prioritising projects with a defined sustainability benefit.

£118k

in RS products donated through the RS Student Project Fund since 2020/21

Since 2020/21, we have invested £118k in RS products through our Student Project Fund, including:

- Project Hydrive in Poland to design, build, and race a solar electric car, promoting sustainable energy sources and modern, environmentally friendly transport technologies
- Optimising hydrogen fuel cells in the UK to build small mobility propulsion systems that only produce water as a byproduct, instead of harmful outputs
- E-waste solar power storage solutions in South Africa to re-purpose lithium-ion cells, averting harmful e-waste and integrating a cleaner infrastructure for a substantial national solar industry

Governance and accountability continued

ENSURING GOVERNANCE AND ACCOUNTABILITY

Accountability

Governance

The ExCo, led by our CEO, holds ultimate responsibility for developing, delivering, and monitoring progress on our CTP, including related policies, initiatives, and disclosures. The Board provides close oversight, ratifying key targets and investments, and monitoring progress on the CTP through regular updates.

Strategy

All functions and regions integrate climate action into strategies, plans, KPIs, and initiatives, embedding ESG across global strategic and financial planning and delivery. Our ESG and Group financial control teams updated our climate scenario analysis in 2025/26, extending forecasts to 2050 based on modelling financial impacts.

Risk management

We employ an integrated risk framework that assigns clear ownership, controls, and metrics to each climate risk, embeds ESG considerations into core decision-making and due diligence, and ensures ongoing oversight from site teams through to the Board.

Metrics and targets

Progress towards our SBTs is tracked internally on a quarterly basis and reported externally on an annual basis through our robust reporting suite and stakeholder engagement plan.

Assurance


In 2025/26, the Group engaged Grant Thornton UK LLP to provide independent limited assurance over selected sustainability data. Their full (unqualified) assurance report can be found on our website at [rsgroup.com/sustainability](https://www.rs-group.com/sustainability)

Speak Up

Speak Up, our dedicated whistleblowing process, is a way for our people, customers, and suppliers to raise concerns regarding ethical or legal concerns without fear of victimisation. Available globally, we provide internal channels and an external independent reporting service that can be used to make reports anonymously.

[Learn more at rsgroup.com/sustainability](https://www.rs-group.com/sustainability)

2025/26 ESG ratings

Framework	Our achievement
	A LIST included
	PLATINUM EcoVadis rating
	TOP 50 Global top 50 ESG companies
	AA MSCI ESG rating
	GLOBAL SUSTAINABILITY YEARBOOK included for 2025
	CONSTITUENTS of DJSI Europe

Annual ESG reporting suite

Our core governance disclosures, along with annual progress towards our targets and details of our wider ESG approach, can be found in our reporting suite, as follows. All documents can be accessed at [rsgroup.com/sustainability](https://www.rs-group.com/sustainability)



Annual Report and Accounts

- Incentives and performance management
- Skills, competencies, and training



ESG Report

- Incentives and performance management
- Skills, competencies, and training
- ESG governance structure
- Roles, responsibilities and accountability
- Regulatory framework alignment



ESG basis of reporting

- Methodology for collecting and calculating non-financial data, including our carbon emissions and our accounting process for acquisitions

ENBD	Total energy consumption (GWh)
	Total (premises) energy consumption (MWh)
	% energy use that is electricity
	% energy use from renewable sources
	% electricity use from renewable sources
	% electricity use from own renewable generation
	Energy Intensity (MWh / £m revenue)
FLBT	Total number of company vehicles
	% of global company vehicle fleet that is electric or hybrid
	% of global company car fleet that is electric or hybrid
	Outside of Scopes emissions (Business CO ₂ , due to HGV fuel usage)

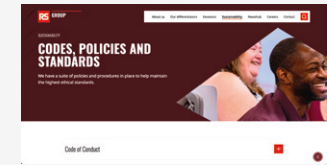
ESG data centre

- Full suite of ESG metrics with historic data since 2019/20 baseline



TCFD Report

- Disclosure against the 11 TCFD recommendations, including our climate scenario analysis and resulting climate-related risks and opportunities



Codes, policies and standards

- Policies and procedures in place to help maintain the highest ethical standards, including our Group Environmental Policy, Group Code of Conduct, and Ethical Trading Declaration

ACT TOGETHER, ACHIEVE TOGETHER

Our Climate Transition Plan combines our ambition, actions, and accountability as we work to accelerate a more resilient, sustainable future for the industrial sector. We have made strong progress to date, demonstrating leadership through validated science based targets, transparent reporting, and meaningful emissions reductions across our operations. At the same time, we are meeting our customers' and suppliers' needs for a strategic MRO partner who aligns to their sustainability and responsibility objectives, while leveraging new opportunities to support developing low carbon industries to thrive. This enables strategic resilience and growth for both RS and our partners and means we are truly acting together to achieve the transition together.

Our role in the transition

This plan outlines how we use our position as a global MRO distributor – drawing on our scale, partnerships, and expertise – to drive efficiency, sustainability, and positive change across the industrial value chain. Delivering net zero together requires more than our own commitments – our success will be defined by meaningful collaboration, shared innovation, and collective ownership of the transition.

Our call to action

We invite all our stakeholders to join us in driving practical, measurable impact. Whether by developing net zero skills, innovating lower carbon products, strengthening data transparency, or exploring new opportunities to reduce emissions, every contribution counts and helps set you apart with your stakeholders.

Together, we can deliver a climate transition that strengthens our industry, supports sustainable growth, and creates long term value for all. To get involved, contact ESGenquiries@rs.rsgroup.com