

# RS Group plc

## Health and Safety Policy

At RS Group plc Health & Safety management is an integral part of our day-to-day activities. Good Health and Safety management safeguards not only our employees but others who may be affected by our activities. At all times, operations throughout the world will be carried out in such a manner that ensures our workforce are kept safe, look after each other and, at the same time, help achieve our TARGET ZERO goal.

All RS group businesses', contractors and joint ventures under our operational control will manage H&S in line with this policy.

### POLICY

- All RS Group employees and inducted contractors based on RS sites will support and commit to this policy.
- We will have a single Control Framework which includes group standards, which is consistently deployed and referred to across the group.
- Training and communications are offered to help ensure employees are aware of their roles and responsibilities and to promote Health & Safety leadership.
- All businesses will comply with Health & Safety 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.
- Local operations will observe the Group framework and have local processes in place to ensure that operations are completed in accordance with all compliance obligations.
- We will measure our performance and set annual targets to continually improve both our safety performance. We will strive for zero accidents (Target Zero).
- We will manage safety through a framework of safety forums and meetings which will be led by Senior Leaders.
- Governance will be achieved via local Management teams and will escalate up to and include the Board of Directors.
- We will include safety performance in the appraisal, one to one's and general communication with all our employees, but especially the leadership community.
- We will take action to review our performance and share learning and best practice across our Group.
- Health & Safety performance and 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 policy on a regular basis.



Simon Pryce  
CEO

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