UNITED NATIONS GLOBAL COMPACT COMMUNICATION ON PROGRESS

July 2026

To our valued stakeholders,

Statement of continued support:

I am delighted to confirm that RS Group Plc reasserts its support of the Ten Principles of the United Nations (UN) Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

In this annual Communication on Progress, we set out the actions we have taken and initiatives we have instigated to continually improve the integration of the UN Global Compact and its principles into our business strategy, culture and daily operations. We commit to share this information with our stakeholders using our primary channels of communication.

Yours sincerely

Simon Pryce, CEO

Introduction:

Over the past year, we have continued to embed environmental, social, and governance (ESG) principles at the core of our strategy, business model, and value chain – reflecting our clear commitment to delivering long-term value for all stakeholders while contributing positively to people and the planet. Our 2030 ESG action plan, For a Better World, remains central to this ambition, driving tangible progress through collaboration with our customers, suppliers, and partners.

Our purpose is to make amazing happen for a better world, which challenges us to create sustainable value while helping industry address some of the world's most pressing social and environmental challenges. This work is rooted in our values, which shape the decisions we make and the way we engage with stakeholders across our value chain: we are one team, who deliver brilliantly, by doing the right thing, to make every day better.

As we move beyond the halfway point of our journey, we are pleased with the strong progress we have made. We have deepened the integration of sustainability into how we operate and engage with stakeholders, while strengthening our role as a trusted partner in driving a more sustainable and resilient global industrial sector. Our company values continue to guide us, particularly our commitment to 'do the right thing', underpinned by the principles of the UN Global Compact.

Strong governance is fundamental to delivering on these commitments. Our Group Code of Conduct, which is reviewed and communicated annually, sets clear expectations across governance, environmental, and ethical matters, supporting our people and partners in upholding the highest standards of integrity. This is reinforced by our Ethical Trading Declaration and supplier-focused programmes, which establish clear expectations and drive accountability across our supply chain through ongoing screening, engagement, and collaboration. Together, these efforts are helping to embed responsible and sustainable practices at scale, supporting the delivery of our ESG goals.

All related policies and statements are available at rsgroup.com/sustainability/codes-policies-and-standards/ and https://www.rsgroup.com/sustainability/reporting-centre/.

1. Human Rights Principles

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses

1.1 Human Rights Principles

We remain firmly committed to protecting and advancing human rights across our operations and global supply chain. This commitment is embedded within our 2030 ESG action plan, For a Better World, and underpinned by internationally recognised frameworks, including the Universal Declaration of Human Rights and the International Labour Organisation Core Conventions. These principles are reflected in our Group Code of Conduct and supporting policies, which guide how we operate and do business and can be viewed at rsgroup.com/sustainability.

As a global business working with more than 2,500 suppliers, we recognise the responsibility and opportunity we have to drive higher ethical and sustainability standards across our value chain. Over the past year, we have continued to strengthen supply chain transparency and improve labour practices, while using our position in the industry to influence and support responsible action among our partners.

Our structured supplier engagement approach ensures that ESG expectations are clearly established and consistently reinforced. Guided by our supplier ESG action plan and ESG Supplier Handbook, and supported by robust screening and due diligence tools such as EcoVadis, Sedex and supplier ethical inspections, we prioritise working with partners who share our values and are committed to delivering measurable ESG improvements within their own operations and supply chains.

We continue to build on this through our Ethical Trading Declaration (ETD), which sets out clear expectations on human rights and ethical conduct. We are working towards having all suppliers and partners formally commit to these standards, either by signing our ETD or providing their own equivalent ethical policy that aligns to our standards.

We maintain a zero-tolerance approach to modern slavery and human trafficking. Our Modern Slavery Act Statement and Group Anti-Slavery and Human Trafficking Policy outline the safeguards we have in place, and we will not engage with partners who cannot provide assurance that risks such as forced labour, child labour, or exploitation are identified and addressed through appropriate policies and processes within their operations and supply chains.

Internally, our commitment to human rights is reflected in our focus on creating an inclusive and respectful workplace. Our Group Belonging Policy ensures fair and equitable treatment for all employees, supported by Speak Up, our global whistleblowing facility. This enables our people, customers, suppliers, and other stakeholders to raise concerns in confidence, with all reports subject to independent oversight and appropriate action.

Together, these efforts demonstrate our continued focus on strengthening human rights protections and embedding responsible business practices across our operations and wider ecosystem.

1.2 Implementation

We have implemented measures to reduce human rights risks across our business and supply chain including:

- Asking our suppliers to sign our ETD, focusing on our strategic suppliers by spend (c. 160 suppliers, representing 43% of total spend). In 2025/26, 65% of all suppliers and 97% of strategic suppliers by spend had a signed ETD in place, and we are targeting all suppliers by 2030
- Risk screening all existing suppliers against global government lists
- Conducting more in-depth ethics and compliance checks on our higher-risk RS PRO suppliers. c. 200 inspections of RS PRO suppliers in Asia Pacific have taken place since May 2019, covering 90% of RS PRO suppliers operating in higher-risk sourcing countries, and in 2025/26 we conducted 37 audits of these suppliers
- Utilising Sedex to enhance the visibility of our RS PRO supply chain, strengthen our ethical trading tools, and support future inspections of high-risk suppliers. In 2025/26, 80% of RS PRO suppliers by spend had a Sedex membership and we are targeting 90% by 2030
- Encouraging our third-party product and indirect suppliers to become EcoVadis rated and engaging directly with them on areas of concern to identify clear actions to enhance their ESG position. In 2025/26, 59% of all suppliers and 88% of strategic suppliers by spend were rated by EcoVadis. We also engaged over 60 additional suppliers through the free, streamlined EcoVadis Vitals solution, with 31% of those suppliers completing the Vitals assessment in 2025/26
- Aligning to the Responsible Minerals Initiative and complying with the Dodd-Frank Act in North America, as part of our approach to keeping the products we sell free from conflict minerals and restricted hazardous substances. Of 1.1 million articles, we have collected CMRTs for c. 80% of applicable product suppliers in 2025/26. In addition, we have a rigorous process for requesting Extended Minerals Reporting Templates (EMRTs) and we have collected EMRTs for 55% of applicable suppliers, an increase of 15 percentage points in 2025/26. Our Conflict Minerals and Materials of Concern policy and statement

provides an annual update of these efforts and is available at rs.group.com/sustainability

- Rolling out Group Code of Conduct training, including a specific section on modern slavery, across the whole business – completed by 99% of employees in 2025/26
- Maintaining and monitoring the Group Speak Up Policy, available globally with internal channels and an external independent reporting service that can be used to make reports anonymously, supported by an ongoing awareness campaign using a variety of channels including reminders embedded within the Code of Conduct, fraud, and data protection training modules, as well as internal communications

1.3 Measurement of outcomes

In 2025/26, we were awarded a Platinum EcoVadis medal for a fourth consecutive year, placing us in the top 1% of 150,000+ companies rated. We also maintained our AA rating by MSCI and our Negligible Risk rating with Sustainalytics, demonstrating that we continue to be a trusted partner for customers and suppliers.

The Speak Up process is monitored regularly by our Audit Committee and in 2025/26, we received 86 Speak Up reports, all of which were investigated and acted upon, where necessary.

2. Labour Principles

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation

2.1 Assessment, Policy and Goals

We are committed to upholding freedom of association and we support the right to collective bargaining in compliance with all local legislation for the markets in which we operate. We have local policies for collective bargaining in relevant markets, and we work with our European Works Council (EWC) on pan-European matters within the framework of our EWC agreement.

Our Modern Slavery Act Statement and Group Anti-Slavery and Human Trafficking Policy, available on our website, detail our zero-tolerance approach to slavery or human trafficking and our safeguards to drive adherence to these standards in our supply chain. We will not engage with partners that do not have measures in place to identify and address risks of modern slavery, child labour, forced labour, or human trafficking in their operations and supply chains.

Our 2030 ESG action plan, For a Better World, articulates our ambition to ensure our team is reflective of the customers, suppliers, and communities we serve and that we are creating an inclusive and engaging environment, where everyone is proud and excited to come to work and can perform at their best, develop, and thrive. Our Group Diversity and Inclusion Policy and global Belonging strategy demonstrate our commitment to ensuring that existing and prospective employees are treated fairly and with respect in an environment that is free from any form of discrimination. This ensures that:

- All employment, including recruitment, promotion, reward, working conditions, and performance management-related policies, practices, and procedures are applied impartially, fairly and objectively
- We have equality of opportunity for all, and we will provide employees with the opportunity to develop and realise their full potential
- Respect is a right – we will inspire trust through honesty and openness

It also defines the characteristics of RS Group as a diverse organisation:

- An innovative culture where ideas are born from differences in perspective and experience

- Recognition of diversity as supportive of our strategic vision
- The wide acceptance and practise of our ways of working through which our diversity and inclusion principles are integrated
- An environment where the insights of all groups are sought and welcomed; where people are not alienated or sidelined because they don't 'fit' into a set of cultural norms
- A climate where people feel that their background and lifestyle do not affect perceptions of them as a professional or affect their opportunities for development and promotion
- Flexible/hybrid working practices being available where appropriate, as there is an appreciation that people can successfully deliver their objectives by working different hours, locations and in different patterns
- Creating internal mobility and succession opportunities for all our people across the Group

Our Ethical Trading Declaration (ETD) further details the specific expectations we place upon our suppliers and partners with regard to labour practices, including the requirement to allow workers freedom of association and rights to collective bargaining. We are working towards having all our products and service suppliers sign our ETD or provide their own equivalent ethical policy that aligns to our standards.

We are active participants in the UN Global Compact Working Group on Diversity, Equity and Inclusion.

2.2 Implementation

We have implemented measures to incorporate labour principles across the business which include:

- Continuing support for collective bargaining processes and employee representatives in relevant markets, in accordance with local legislation. We meet with the full EWC annually and with an EWC select committee on a quarterly basis. In all relevant markets, we formally engage with Union Representative/local works councils on representative topics such as pay review and organisation changes, and we have a regular schedule of meetings to keep the works councils up to date with relevant information and activity.
- Maintaining a Group Anti-Slavery and Human Trafficking Policy, reviewed periodically, to complement our annual Modern Slavery Act Transparency Statement. Our Group Code of Conduct training includes a dedicated section on modern slavery, which was completed by 99% of employees in 2025/26.
- Screening and evaluating suppliers on the basis of their risk factors and labour principles:
    - For RS PRO suppliers – we ask all suppliers to become members of Sedex in order to map our supply chain, evaluate risk and access ethical

    - inspection results. 80% of RS PRO suppliers by spend hold a Sedex membership.
    - For branded suppliers – we use EcoVadis screening to understand and drive improved ESG performance. In 2025/26, 59% of all suppliers and 88% of strategic suppliers by spend held an EcoVadis rating with average silver rating. Our focus is on our strategic suppliers – c.160 suppliers representing 43% of total spend - completing a full EcoVadis assessment, as these are the suppliers where we have the greatest opportunity to influence action. For non-strategic suppliers, we initially ask them to complete a free EcoVadis Vitals light-screening, and for any suppliers who are found to be higher-risk following this assessment, we ask them to complete a full screening and take corrective actions.
- Promoting a culture of openness, respect and belonging to attract and retain top talent and harness a diverse range of strengths and perspectives from across a broad global talent pool, through mechanisms such as:
    - Our employee-led Employee Resource Groups, supporting colleagues in areas such as youth (Bloomers), gender (Elevate), ethnicity (Embrace), mental health, neurodivergence, disability and wellbeing (LifeWorks) and sexual orientation and LGBTIQA+ (Spectrum)
    - Leadership programmes such as Future Shapers (total cohort of 60 participants as of 2025/26) and Women Rising (over 80 women participating since founding in 2024), and mentorship programmes such Mission Include (30 mentor/mentee pairs in 2025/26) that connect ethnically diverse employees with senior leaders
    - We acknowledge the evolving diversity and inclusion landscape globally and are committed to belonging, equal opportunity, and good practice in all the markets we serve, while maintaining our core principle of selecting the best-qualified person for each role
- Maintaining a robust whistleblowing process, defined in our Group Speak Up Policy, for our people, customers, suppliers, and other stakeholders to raise ethical or legal concerns without fear of victimisation

2.3 Measurement of outcomes

We actively encourage our employees to report any instances of discrimination or harassment of any kind by using our confidential and anonymous whistleblowing facility, Speak Up, and we disclose this information within our Annual Report and Accounts. We received 86 Speak Up reports in 2025/26, all of which were investigated and acted upon where necessary.

As of the end of 2025/26, 1,447 Employees were recorded as being part of Collective Agreements.

In 2025/26, 38% of our senior leaders were women and 13% were ethnically diverse. Diversity statistics for the Board of Directors and senior leaders are available in our 2026 ESG Report at [rsgroup.com/sustainability.](rsgroup.com/sustainability)

3. Environmental Principles

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies

3.1 Assessment, Policy and Goals

As a critical partner to the global industrial sector, we play an important role in advancing sustainability and tackling climate change. Environmental management is an integral part of our day-to-day activities, as outlined in our Group Environment and Health and Safety (EHS) Policy statements. These are designed to safeguard not only our employees and others who may be affected by our activities, but also our environment by actively striving to prevent emissions, other sources of pollution and resource depletion.

Our commitments and policies reflect the integrated way we work across the Group in the areas of EH&S and sustainability. All Group companies, contractors, and joint ventures under our operational control must manage EH&S and sustainability in line with the commitment and policies.

RS Group is committed to enhancing the sustainability of the business by:

- 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, and minimising incineration and landfill
- Reducing total water use and intensity across all sites
- Reducing packaging intensity and increasing recycled content and recyclable packaging
- Ensuring our sites have environmental management systems in place, where appropriate certified to ISO 14001 and other appropriate standards

Our 2030 ESG action plan, For a Better World, outlines our long-term commitments towards advancing sustainability and making environmental improvements within our direct operations and across our value chain.

Our ambition is to be net zero in our direct operations by 2030 and across our wider value chain by 2050. This means implementing our science-based emissions reduction targets across Scope 1, 2 and 3 emissions and using certified Gold Standard offsets for any additional 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 and validating this with the Science Based Targets initiative (SBTi) in May 2026, alongside re-validating our existing Scope 1 and 2 emissions target. 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.

Our 2030 ESG action plan also includes ambitions for sustainable packaging, recycling and waste, product transportation, sustainable products solutions, and supplier carbon reduction.

We align to external frameworks and standards to ensure we adhere to best practice and to enhance comparability of our ESG performance data. This includes the sector-specific recommendations of the Sustainability Accounting Standards Board (SASB) and the Global Reporting Initiative (GRI). We are also members of the UN Global Compact, and our priorities are aligned to six UN Sustainable Development Goals (SDGs), including Responsible Consumption and Production (SDG 12) and Climate Action (SDG 13).

We are active participants in the UN Global Compact Working Group on Sustainability Reporting.

3.2 Implementation

Our Group policies, processes and systems help manage our environmental performance. In our direct operations, we are:

1. Decarbonising our buildings: Modernising our distribution sites with low-carbon heating technologies, improved insulation, and other upgrades to support energy efficiency, cost reduction, and sustainability
2. Switching to renewable energy: Maximising on-site solar installation, supplementing this with renewable electricity procurement
3. Creating a net zero fleet: Transitioning our company car and van fleet to electric and hybrid vehicles, while promoting greater adoption by our people

Over 99% of our emissions sit within our global value chain, which is where we have the greatest opportunity to drive change and create value for our stakeholders. Beyond our own business, we are committed to supporting our customers and suppliers on their journey to tackling climate change and achieving net zero by 2050, with three priority areas:

1. Sustainable product and service solutions: Expanding our range of sustainable product and service solutions to help customers reduce costs, save resources and achieve their environmental goals
    a. As of 2025/26, we have c. 33,000 products in our Better World product range, across 350+ product families, from 167 suppliers, available in 30 countries
2. Supplier sustainability: Collaborating with our suppliers to drive carbon reductions across the value chain, including sourcing, designing, manufacturing and shipping products more sustainably. We focus our action on strategic suppliers, where we have the greatest opportunity to influence action (c. 160 suppliers, representing 43% of total spend in 2025/26)
    a. As of 2025/26, 74% of our strategic suppliers by spend have committed to science-based targets with the SBTi
3. Product transportation: 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
    a. As of 2025/26, we have reduced our Scope 3 transport emissions by 34% from our baseline year of 2019/20

To measure our carbon footprint, GHG emissions are reported in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (Revised), under a financial control boundary. Department for Energy Security and Net Zero (DESNZ) (2025) emission factors are applied, unless emission factors from other sources are deemed more appropriate. Further details can be found in our ESG basis of reporting document alongside our full suite of ESG metrics in our ESG data centre on our website: rsgroup.com/sustainability

We report our annual GHG emissions in accordance with the Companies Act 2006 (Strategic and Directors' Report) Regulations 2013 and the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018. This can be found in our Annual Report and Accounts and our ESG Report, available at rsgroup.com/sustainability.

We have participated in the annual Carbon Disclosure Project (CDP) since 2008. In 2025/26, we retained our position on the CDP's prestigious A List for the second consecutive year.

This is the fifth year we have published a Task Force on Climate-Related Financial Disclosures (TCFD) Report, and we continue to make good progress against the 11 recommendations. In 2025/26 we reviewed and strengthened our quantitative scenario analysis for our five climate-related risks and opportunities (CRROs) and broadened our governance, risk management controls and engagement.

Additionally, we have continued to integrate climate and ESG priorities into our products, solutions, target customer industries, and operational capabilities. Our TCFD Report is available at rsgroup.com/sustainability.

3.3 Measurement of outcomes

In addition to maintaining our EcoVadis Platinum rating for four consecutive years, our AA MSCI rating, and our Negligible Risk Sustainalytics rating, in 2025/26 we were included in CDP's prestigious A List for a second year, reflecting our commitment to climate action, environmental transparency, and disclosure. We also maintained our listing in the S&P Global Sustainability Yearbook, placing us in the top 15% of companies in our industry for ESG action.

We have robust and clear reporting mechanisms for EH&S incidents, which are embedded across the Group.

2025/26 highlights for advancing sustainability include the following:

Carbon:

- We reduced our direct CO_2e emissions by 10% from 2024/25, with a 67% reduction from our 2019/20 baseline
- 92% of total group electricity usage was from renewable sources
- Self-generated solar power provided 3% of Group electricity use and 38% of the electricity consumed across five sites
- Completed solar installation at our fulfilment centre (FC) in Sydney, Australia and initiated solar installation at our Risoul FC in Monterrey, Mexico, bringing total sites with solar to six
- We achieved a 44% reduction in energy intensity since 2019/20

Fleet emissions:

- Over half of Group company cars (60%) and 99% of UK fleet are electric or hybrid
- 42% reduction in Group diesel consumption from 2024/25
- RS Safety Solutions transitioned to hydrotreated vegetable oil (HVO) fuel for their HGV logistics fleet in the UK, resulting in a 420 tCO_2e reduction in HGV-related emissions for the RS Safety Solutions fleet

Supplier carbon:

- 74% of strategic suppliers and 41% of all suppliers by spend have set SBTs with the SBTi as of 2025/26

Packaging:

- 90% of packaging is made with at least 50% recycled content and 95% of packaging is reusable or recyclable
- Our packaging intensity worsened by 8% from 2024/25 but remains improved by 33% from 2019/20. This temporary rise is driven by higher utilisation of wood pallets for inter-site deliveries. We have implemented a more efficient closed-loop system for transit movements between our EMEA sites, and we expect packaging intensity to return to a reduction trajectory in 2026/27

- In 2025/26, we again updated our packaging intensity target to 45% due to continued strong progress
    - Original target: 35% reduction in packaging intensity; updated to 40% in 2024/25 and again to 45% in 2025/26

Waste and recycling:

- Our waste intensity increased by 13% from 2024/25 and is therefore unchanged from 2019/20. This temporary rise is due to a 12% increase in total waste volume, while total waste recycled also increased to 88% (2024/25: 84%), driven by recycling obsolete inventory as a result of our Distrelec integration
- 88% of waste was recycled, an increase of 4% points from 2024/25
- Working with our strategic supplier partner tesa, we eliminated plastic tape at our DCs in Bad Hersfeld, Germany and Beauvais, France by introducing a fully recyclable paper tape

Sustainable product and service solutions:

- Our claims-based Better World products framework includes c. 33,000 products from 167 suppliers across 30 countries, with c. 4,000 products that support energy and carbon reduction or renewable energy generation across customer facilities. We added 35 suppliers and over 4,000 products to the range during 2025/26
- We have continued investment in and incremental revenue from sustainable products and services, e.g. Better World products, industrial MRO services that reduce energy and carbon, and low-carbon industry sectors
- We partner with the UK renewables sector to enable fast access to critical MRO products and solutions, which support asset longevity and efficient infrastructure in both offshore and onshore wind

Transportation:

- Given our strong performance to date, our 2030 ambition for product transport emissions intensity was increased to 40% per tonne of product sold by 2029/30
- We reduced the intensity of our product transportation emissions by 11% from 2024/25 and by 34% from our 2019/20 baseline year
- Despite a 10% increase of average transport distances, in 2025/26 we achieved a 17% reduction in absolute emissions due to industrial decarbonisation of air transport. This was supported by an 8% reduction in transported weight.

Environmental management systems and certification:

- 30 sites covering 49% of our operations by revenue and 58% by floor area are covered by ISO 14001 environmental management certifications
- The majority of our distribution sites have environmental management systems in place to manage risk, track ongoing performance, and identify opportunities to target further emissions reductions.

4. Anti-Corruption Principles

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery

4.1 Assessment, Policy and Goals

We are committed to conducting our business affairs ethically and transparently, ensuring we do not engage in or facilitate any forms of bribery or corruption, as outlined in our Group Code of Conduct.

Our Group Anti-Bribery and Corruption Policy, reviewed periodically, applies to all businesses within our Group, inclusive of all directors and employees, and our business partners. The purpose of this policy, and the additional policies linked within, is to establish controls to ensure compliance with all applicable anti-bribery and corruption laws and regulations, and to ensure that the Group's business is conducted in an ethical, legal, and socially responsible manner. The policy sets out the commitment that all employees and business partners will not offer or receive any bribe or facilitation payment or enter into corrupt practices of any kind.

This commitment is reinforced by our Ethical Trading Declaration, which specifies expectations for supplier policies and practices in compliance with the Group Anti-Bribery and Corruption Policy.

4.2 Implementation

The Group Anti-Bribery and Corruption Policy and related controls are detailed in our Code of Conduct training, and are available in 12 Group languages on our intranet sites and via a Legal & Compliance chatbot that is available 24/7 in over 80 languages. In addition to mandatory training at onboarding, 99% of employees completed a refresher Code of Conduct training in 2025/26, which included a particular emphasis on anti-bribery and corruption.

During 2026, we undertook an independent maturity assessment with a reputable third-party consultancy covering risks including bribery and corruption risks to help strengthen how we identify and manage risks across different parts of the Group and across third-party relationships. The assessment will enable greater focus in our risk management actions.

We maintain and monitor the Group Speak Up Policy, available globally with internal channels and an external independent reporting service that can be used to make reports anonymously, supported by an ongoing awareness campaign using a variety of channels including reminders embedded in training and internal communications.

4.3 Measurement of outcomes

The Speak Up process is monitored regularly by our Audit Committee and in 2025/26, we received 86 Speak Up reports, all of which were investigated and acted upon, where necessary.

For more information, see our 2026 ESG Report and further details at rsgroup.com/sustainability.