



MAY/2026

**ESG ACTION
PLAN UPDATE**

2025/26



**MAKING AMAZING
HAPPEN FOR A
BETTER WORLD**

ESG IS CORE TO THE WAY WE DO BUSINESS



MAKING AMAZING HAPPEN FOR A BETTER WORLD

PURPOSE

VISION BEING FIRST CHOICE FOR ALL OUR STAKEHOLDERS: OUR PEOPLE, CUSTOMERS, SUPPLIERS, COMMUNITIES AND SHAREHOLDERS

VALUES



WE ARE
ONE
TEAM



WE
DELIVER
BRILLIANTLY



WE DO THE
RIGHT
THING



WE MAKE
EVERY DAY
BETTER



OUR 2030 ESG ACTION PLAN



MAKING AMAZING HAPPEN FOR A BETTER WORLD

ENVIRONMENT



ADVANCING SUSTAINABILITY

Developing sustainable operations and product and service solutions for our customers and suppliers.

SOCIAL



EMPOWERING OUR PEOPLE

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.



CHAMPIONING YOUTH & COMMUNITIES

Inspiring the next generation of engineers and innovators and supporting our communities worldwide to improve people's lives and create a more sustainable world.

GOVERNANCE



DOING BUSINESS RESPONSIBLY

Ensuring the highest ethical and environmental standards throughout our business and global value chain.

OUR ESG APPROACH ENABLES OUR STRATEGY AND GROWTH



AND SUPPORTS OUR VISION TO BE FIRST CHOICE WITH ALL OUR STAKEHOLDERS

“Our collaboration with RS on Better World products provides a shared framework to showcase how our portfolio is evolving — through lighter designs and increased use of recycled content. This delivers value for our mutual customers and aligns closely with Festo’s ESG priorities.”
— Festo, Strategic Supplier

“ESG, sustainability and social value are about doing business responsibly and supporting our people, local communities and the planet. We look to our supply chain partners, such as RS, to support us in this work.”
— MBDA, Defence Customer

FOR OUR PEOPLE

Creating a high performance, inclusive, and engaging culture

FOR OUR SHAREHOLDERS

Delivering consistent and sustainable economic returns that benefit people, planet, and profit



FOR OUR CUSTOMERS

Developing sustainable products and service solutions and helping to address skills gaps with future engineers and technologists

FOR OUR SUPPLIERS

Driving opportunities to advance product sustainability and positioning with customers, while raising ESG standards across our supply chain





FOR OUR COMMUNITIES

Championing the engineers of tomorrow, improving lives and supporting sustainability in communities worldwide

WITH ANOTHER YEAR OF STRONG ESG PERFORMANCE DELIVERED

OUR 2030 ESG ACTION PLAN - GLOBAL GOALS

PERFORMANCE HIGHLIGHTS 2025/26

ENVIRONMENT	 <h3>ADVANCING SUSTAINABILITY</h3> <p>Developing sustainable operations and product and service solutions for our customers and suppliers.</p>	<h1>67%</h1> <p>reduction in Scope 1 and 2 emissions since 2019/20</p>	<h1>90%</h1> <p>of our packaging has >50% recycled content, an increase of 8% pts since 2024/25</p>	<h1>34%</h1> <p>reduction in Scope 3 transport emissions intensity since 2019/20¹</p>
	 <h3>EMPOWERING OUR PEOPLE</h3> <p>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.</p>	<h1>75</h1> <p>employee engagement score up from 72 in 2024/25</p>	<h1>38%</h1> <p>of our senior leaders are female and 13% are ethnically diverse</p>	<h1>49%</h1> <p>reduction in our all accident frequency rate² since 2019/20</p>
	 <h3>CHAMPIONING YOUTH & COMMUNITIES</h3> <p>Inspiring the next generation of engineers and innovators and supporting our communities worldwide to improve people's lives and create a more sustainable world.</p>	<h1>968k</h1> <p>young engineers and innovators supported since 2020/21</p>	<h1>£166K</h1> <p>raised for our global social impact partner SolarAid in 2025/26</p>	<h1>30%</h1> <p>of our employees volunteered to support their local communities in the last two years</p>
GOVERNANCE	 <h3>DOING BUSINESS RESPONSIBLY</h3> <p>Ensuring the highest ethical and environmental standards throughout our business and global value chain.</p>	<h1>48%</h1> <p>of employees had their annual incentive aligned to carbon reduction targets</p>	<h1>74%</h1> <p>of strategic suppliers by spend set science-based targets</p>	<h1>80%</h1> <p>of RS PRO suppliers by spend are Sedex members</p>

1. Tonnes of CO2e due to Scope 3 transportation emissions per tonne of product sold. 2. Per 200,000 hours worked.

DELIVERING COMMERCIAL VALUE THROUGH ESG-DRIVEN REVENUE AND COST EFFICIENCIES...

£260M*

of revenue supported by ESG credentials

Via ESG ratings, bids and tenders, Better World products, and engagement on key sustainability priorities.

* Revenue analysis of Apr 25 - Mar 26 top 200 (80%) of corporate and key customers against ESG priorities

£18M

costs avoided since 2019/20 through sustainability initiatives

Driven through logistics and packaging optimisation and energy efficiencies.

...DEEPENING RELATIONSHIPS WITH HIGH-VALUE CUSTOMERS

OUR APPROACH IS RECOGNISED BY LEADING ESG RATINGS



We're delighted to be one of 10,000 companies with SBTi-validated science-based targets, and to have secured approval for a new Scope 3 emissions intensity target.

This strengthens the work we're doing across our 2030 ESG action plan to cut carbon, partner with suppliers on responsible sourcing and help customers run more efficient, sustainable operations."

ANDREA BARRETT
CHIEF SUSTAINABILITY OFFICER



Climate leadership score: A



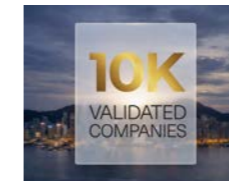
Platinum medal



AA rating



ESG Leader



SBTi - validated
carbon targets
(Scopes 1, 2 and 3)



Sustainability yearbook
inclusion

WE ARE ADVANCING CO₂ REDUCTION ACROSS OUR GLOBAL DISTRIBUTION NETWORK...

DECARBONISING OUR BUILDINGS



- Energy efficiency projects including insulation, roller doors, LED lighting, biogas
- (6)% reduction in absolute premises energy consumption from 2024/25
- (44)% reduction in energy intensity from 2019/20

(10)%

gas consumption reduction from 2024/25

SWITCHING TO RENEWABLE ELECTRICITY



- 92% renewable electricity usage
- Solar installed on Sydney, Switzerland, Risoul Monterrey sites in 2025/26
- Energy management driving (4)% reduction in electricity usage from 2024/25

+30%

in solar electricity generation from 2025/26

CREATING A NET ZERO FLEET



- 60% global company car fleet and 99% of UK cars are hybrid/electric in 2025/26
- RS Safety Solutions HGVs transitioned to biofuels cutting emissions by 420 tonnes
- (42)% reduction in diesel consumption from 2024/25

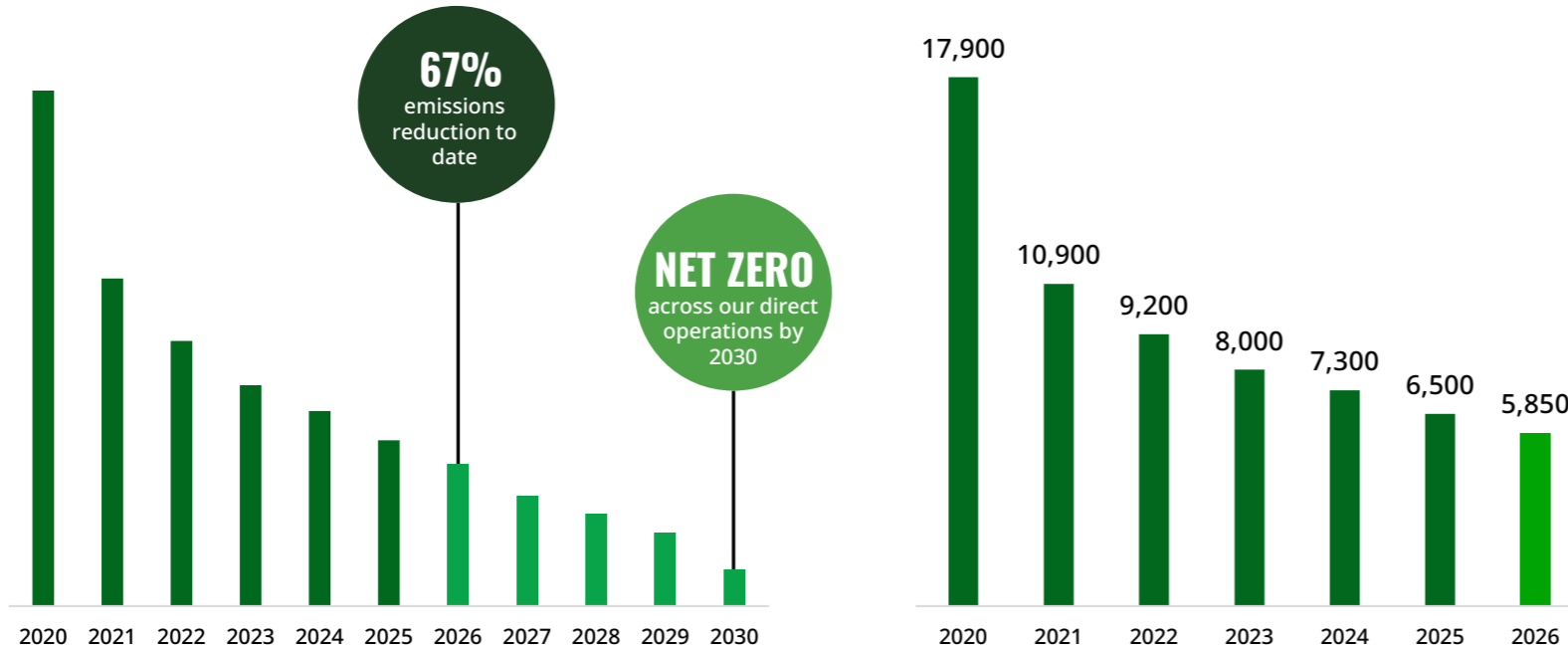
60%

of our global company car fleet is electric/hybrid

...DRIVING OPERATIONAL EFFICIENCIES, ENERGY RESILIENCE AND COST REDUCTION

LEADING TO STRONG PROGRESS IN REDUCING OUR SCOPE 1 AND 2 EMISSIONS...

OUR PATHWAY TO NET ZERO IN OUR DIRECT OPERATIONS



(10)%
REDUCTION FROM 2024/25
(LIKE-FOR-LIKE BASIS)



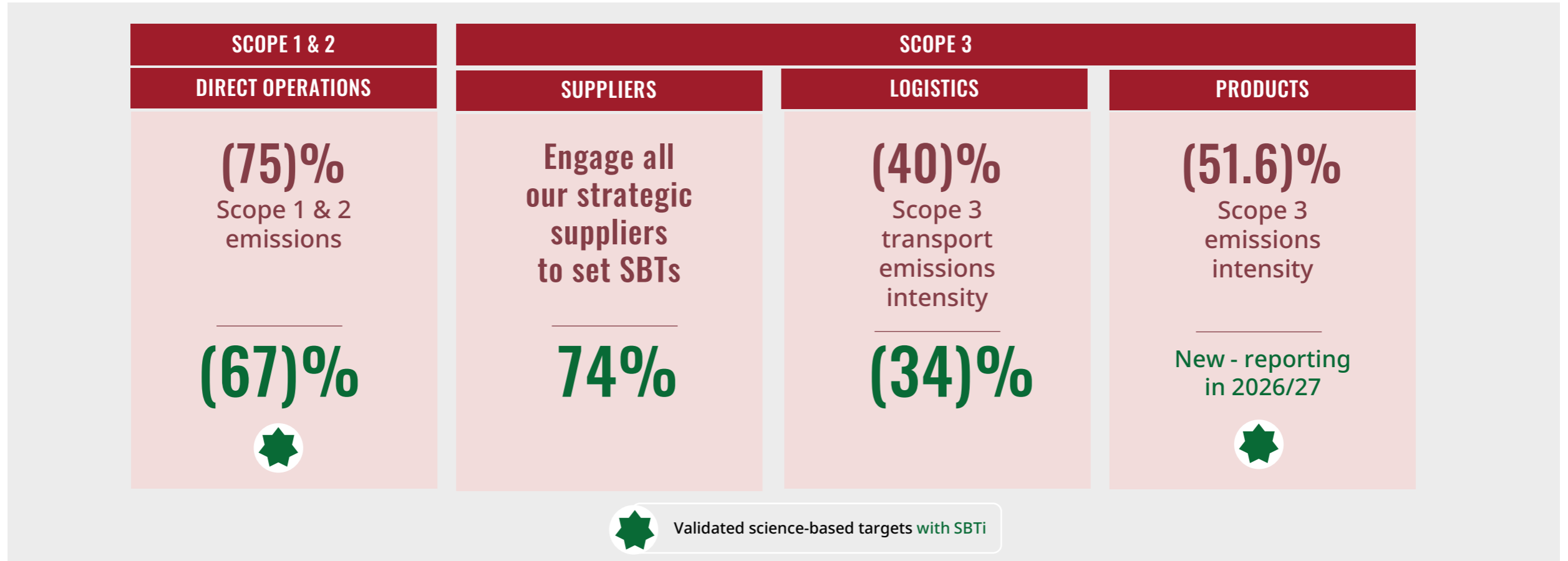
(67)%
REDUCTION FROM 2019/20



ON TRACK
TO REACH OUR SBT OF
75% REDUCTION FROM
2019/20 TO 2029/30

...TO MEET OUR CUSTOMERS' GROWING SUSTAINABILITY AMBITIONS AND DELIVER OUR NET ZERO COMMITMENTS

WE HAVE UPDATED OUR 2030 CO₂ TARGETS FOR OUR FOUR MATERIAL EMISSIONS HOTSPOTS...



...WITH A NEW SBTI-VALIDATED SCOPE 3 INTENSITY TARGET

WE ARE DELIVERING A MORE SUSTAINABLE AND EFFICIENT DISTRIBUTION SERVICE...

PACKAGING



- 90% packaging made with >50% recycled content (up 8% pts from 2024/25)
- Increasing recycled content through procurement and supplier engagement

95%

packaging is reusable or recyclable in 2025/26

WASTE



- Updated Waste Management Standard focused on reuse and recycling
- 88% waste recycled (up 4% pts from 2024/25)
- Waste reduction/re-use/recycling a priority for 2026/27

88%

global waste recycled in 2025/26

LOGISTICS



- Logistics industry decarbonisation
- EV final mile
- Optimisation of regional sourcing/stocking
- Increased transport emissions intensity target to 40% (previously 35%)

(34)%

in product transportation carbon intensity from 2019/20

...TO MEET OUR CUSTOMERS' GROWING SUSTAINABILITY AMBITIONS AND DELIVER OUR NET ZERO COMMITMENTS

AND DEVELOPING SUSTAINABLE PRODUCT AND SERVICE SOLUTIONS FOR OUR CUSTOMERS...

CUSTOMERS



- Trusted ESG partner, attracting and retaining high-value customers
- Expanding access to verified sustainable products via BWP
- Building Scope 3 carbon reporting for key customers

£260m*

revenue supported by ESG credentials in 2025/26

* Includes customer revenue linked to SBTi, CDP, EcoVadis, Better World products and bids and tender's support

BETTER WORLD PRODUCTS (BWP)



- 35 new suppliers and ~4k products added to BWP range in 2025/26
- Improved data quality through lifecycle assessments and environmental product declarations
- Solutions to reduce customer resource use, emissions and waste

33k

products from 167 suppliers across 350+ product families in 2025/26

SUPPLIER ESG



- Core aspect of strategic supplier approach
- New 2030 target: Science based targets (SBTs) across strategic suppliers (~43% of spend)
- 74% of strategic spend set SBTs; 41% of all suppliers

74%

of strategic suppliers by spend with CO₂ targets with SBTi

OUR PROGRESS IS SHOWCASED IN OUR FIRST CLIMATE TRANSITION PLAN...

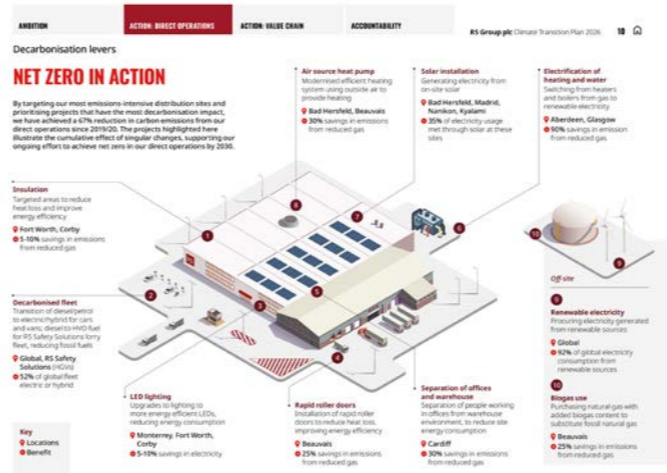


DELIVERING ON OUR COMMITMENT TO ACHIEVING NET ZERO

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 (SBT) across Scope 1, 2 and 3 emissions by 2030 and using verified third-party 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 1 emissions target (defined and explained in the SBT) in May 2025. These targets and their supporting measures 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 employees is essential, and we are proactively allocating 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	<ul style="list-style-type: none"> Switching to renewable energy Creating a net zero fleet 	<ul style="list-style-type: none"> Sustainable product and service solutions Supplier sustainability Product transportation
2030 targets ¹	<ul style="list-style-type: none"> 75% reduction in Scope 1 and 2 emissions 100% renewable electricity 	<ul style="list-style-type: none"> NET ZERO company car fleet 51.8% reduction in Scope 3 emissions by per tCO2e value added 48% reduction in product transportation emissions intensity
Strategic value	<ul style="list-style-type: none"> Driving operational efficiency by improving efficiency and reducing energy costs and reducing business resilience Reducing emissions and energy costs and increasing business resilience 	<ul style="list-style-type: none"> Reducing emissions and energy costs and increasing business resilience Enabling customer demand for products and solutions that enable decarbonisation and making growth in low-carbon customer segments Enabling suppliers to advance sustainability in their operations, a more efficient and sustainable distribution network to customers Supporting our supply chain to remove coal and carbon and provide a more efficient and sustainable distribution network to customers
Actions to date	<ul style="list-style-type: none"> 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 our DCU at the east, producing 38% of electricity consumed on these sites 	<ul style="list-style-type: none"> Continued transition of our fleet to electric and hybrid vehicles and HGVs to alternative fuels Partner World product (BWP) range with 23,000 products from 30+ 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 Supplier ESG action plan key to strategic supplier approach Supplier ESG Handbook, scorecards, events, and quarterly business reviews
Progress to date	<ul style="list-style-type: none"> 67% reduction in scope 1 and 2 emissions since 2019/20 82% renewable electricity use in 2025/26 	<ul style="list-style-type: none"> 66% company cars are electric or hybrid since 2019/20 37% reduction in RS FKO products in use carbon since 2019/20 34% of strategic suppliers by spend use SBT 34% reduction in product transportation emissions intensity²
Dependencies & enablers	<ul style="list-style-type: none"> Access to technologies Government policies and incentives Energy grid decarbonisation Future availability of Gold Standard certified offsets Manufacturing efficiency Product innovation Customer adoption of renewable electricity Renewable macroeconomic environment 	

1. From a 2019/20 baseline. 2. At 31 March 2025. 3. Tonnes of CO2e due to Scope 3 transport emissions per tonne of product sold.



Read more on our website from 18 June 2026 [rsgroup.com/sustainability](https://www.rsgroup.com/sustainability)

...POSITIONING RS AS A TRUSTED PARTNER ENABLING THE INDUSTRIAL CLIMATE TRANSITION AND DELIVERING VALUE

WE ARE BUILDING THE CAPABILITY, CAPACITY AND CULTURE OUR BUSINESS NEEDS TO SUCCEED...

EMPLOYEE ENGAGEMENT



- Full engagement survey every 18 months, with regular pulse checks; 83% response rate
- Launching 'Skills@RS' to identify future skills and close capability gaps

75

engagement score up 3 pts from 72

BELONGING



- Balanced gender representation: 49% female, 51% male
- 13% of senior leaders are from ethnically diverse backgrounds

38%

of senior leaders are female - increase of 1% pts from 2024/25

HEALTH & SAFETY



- Protect What Matters safety campaign
- Strengthening safety culture through training and engagement
- (20)% reduction in all accident rate since 2024/25

(49)%

in all accident frequency rate since 2019/20

WE SUPPORT THE ENGINEERS OF TOMORROW TO STRENGTHEN OUR TALENT PIPELINE...

ENGINEERS OF TOMORROW



- 66 teams sponsored globally for inclusive engineering projects in 2025/25
- 7,000+ RS products reaching 26,000+ students since 2020/21
- 700+ students supported through employability skills in 2025/26

968K

young engineers and innovators supported since 2020/21

GLOBAL SOCIAL IMPACT PARTNERSHIP



- New global partnership with SolarAid:
 - Targeting £1m in three years to bring clean, safe light to 150,000 people in off-grid African communities
 - Applying our technical expertise and skills-based volunteering

£166K

raised for SolarAid within first six months of partnership

LOCAL COMMUNITIES



- Support through grants, product donations and volunteering
- 3,000+ employees volunteered (30% of workforce) over two years
- 55% increase in investment through the Local Community Fund

£409K

donated to c. 280 organisations in 2025/26

...AND BUILD RELATIONSHIPS WITH FUTURE CUSTOMERS

AND THROUGH OUR STRONG ESG GOVERNANCE, ETHICS AND RESPONSIBLE SUPPLIER APPROACH...

ESG GOVERNANCE/INCENTIVES



- Strong ESG governance led by the ExCo, with Board oversight
- ESG embedded in performance, with ExCo oversight and non-financial KPIs driving accountability

48%

of employees had their annual incentive aligned to CO₂ reduction in 2025/26

ETHICS AND COMPLIANCE



- 99% of employees completed modern slavery training
- Launched new Fraud policy with mandatory training
- Strengthened AI governance with Group strategy, policy, and Board oversight

99%

of employees completed Code of Conduct training in 2025/26

RESPONSIBLE SUPPLY CHAIN



- 97% strategic suppliers by spend (65% of all suppliers) signed Ethical Trading Declaration
- 88% of strategic suppliers are EcoVadis rated (59% of all suppliers)
- 80% of RS PRO suppliers are Sedex members

88%

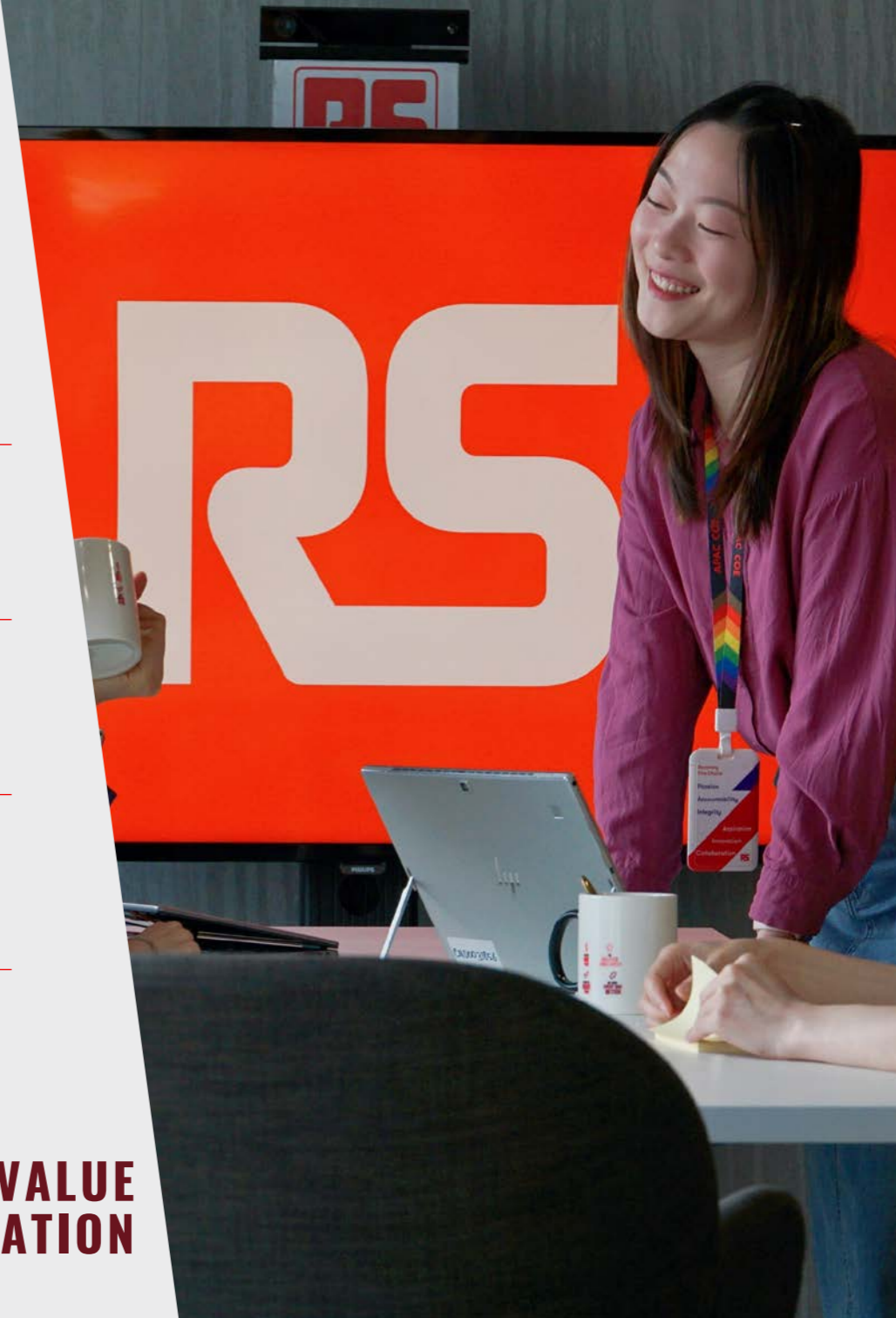
of strategic suppliers by spend with an EcoVadis rating in 2025/26

...WE ARE BUILDING TRUST AND DIFFERENTIATION WITH OUR STAKEHOLDERS

CREATING A BETTER, MORE SUSTAINABLE BUSINESS...

- 1.** Strong ESG performance in 2025/26
- 2.** More efficient, sustainable distribution model with updated 2030 targets and Climate Transition Plan
- 3.** Expanding sustainable product offer: 33k Better World products from 167 suppliers
- 4.** High-performing, inclusive culture and developing future talent; engagement +3 pts to 75
- 5.** ESG delivering value: £260m revenue supported from high-value customers

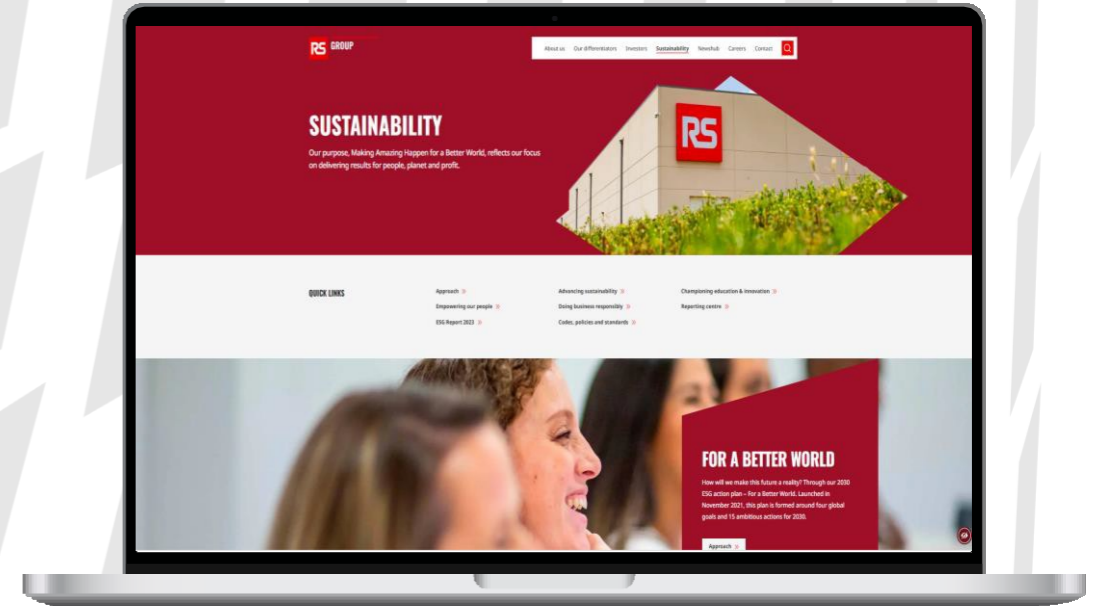
...THROUGH STRONG ESG DELIVERY AND VALUE CREATION



THANK YOU

READ MORE AT:

rsgroup.com/sustainability



APPENDIX



On track or ahead



Slightly behind target – monitor closely



Not on track – further action required

ESG PERFORMANCE SCORECARD

2030 ESG ACTION PLAN		AMBITION	METRIC	STATUS	BASELINE	PROGRESS	2025/26	2029/30 GOAL
ADVANCING SUSTAINABILITY	CARBON	Reduce absolute emissions from our own operations by 75% by 2029/30	Carbon (tonnes of Scope 1 and Scope 2 CO ₂ e)	●	17,900	(67)%	5,850	4,475
	PACKAGING	Reduce packaging intensity by 45% by 2030	Packaging intensity (tonnes of packaging / £m revenue)	●	2.49	(33)%	1.67	1.38
		Our packaging is made with 50% recycled content by 2030	Packaging recycled content (% w/ > 50% recycled content)	●	57% (FY21)	+33% pts	90%	100%
	WASTE & RECYCLING	100% of packaging widely reusable or recyclable by 2030	Packaging recyclability (% of packaging by weight)	●	80%	+15% pts	95%	100%
		Reduce waste intensity by 50% by 2030	Waste intensity (tonnes of waste / £m revenue)	●	1.55	+1%	1.56	0.78
		Recycle >95% of our waste by 2030	Waste recycled (% of waste recycled)	●	79%	+9% pts	88%	>95%
	TRANSPORT	Achieve zero waste to landfill in our direct operations by 2030	Waste landfilled (% of waste landfilled)	●	6%	(1)% pt	5%	0%
		Reduce transport emissions intensity by 40% per tonne product sold by 2030	Transport emissions (Scope 3 Cat 4 tCO ₂ e / tonne product sold)	●	1.66	(34)%	1.09	1.00
	PRODUCTS & SUPPLIERS	Engage 100% of our strategic suppliers to set science-based targets by 2030	% of strategic suppliers by spend with science-based targets	●	71% (FY25)	+3% pts	74%	100%
Develop innovative and sustainable product and service solutions for all our customers		Number of products in Better World Products range	●	c. 20k (FY23)	+65%	c. 33k	100k	
EMPOWERING OUR PEOPLE	ENGAGEMENT	Achieve and maintain an employee engagement score in the top 10% of high-performing companies	Employee engagement score	●	72	+3 pts	75	82
	DIVERSITY	Ensure our team is reflective of the customers, suppliers and communities we serve and create an inclusive and engaging environment where everyone is proud to come to work and can perform at their best, develop and thrive	Leadership gender diversity (% of female leaders)	●	30% (FY21)	+8% pts	38%	N/A
			Leadership ethnicity diversity (% of ethnically diverse leaders)	●	11% (FY23)	+2% pts	13%	N/A
HEALTH & SAFETY	Aim for zero accidents involving our people	All accident frequency rate per 200,000 hours	●	0.69	(49)%	0.35	0	
CHAMPIONING YOUTH & COMMUNITIES	EDUCATION	Support one million young people with educational technologies, learning content and skills development opportunities	Number of young people supported	●	255k (FY21)	+279%	968k	1 million
	SOCIAL IMPACT	Support our social impact partners to develop innovative engineering solutions that improve lives, including supporting SolarAid to help 150,000 people in need	Lives improved through our social impact partnerships	●	1,260 (FY22)	+10,694%	136k	150k
			Amount raised for SolarAid	●	Partnership started in FY26	£166k	£1 million	
VOLUNTEERING	Inspire 50% of colleagues to volunteer to support their communities and build new skills	Employee volunteering (% of employees in the last two years)	●	3% (FY22)	+27% pts	30%	50%	
DOING BUSINESS RESPONSIBLY	Incentivising ESG progress	ESG related targets included in our employee rewards programme	% of ESG targets in annual bonus	●	10% (FY22)	-	10%	N/A
	RESPONSIBLE SUPPLY CHAIN	Evaluate all our suppliers against our high ethical and environmental standards and set ESG objectives for strategic suppliers	Ethical trading declaration (% of suppliers by spend)	●	29% (FY22)	+36% pts	65%	100%
			EcoVadis (% of suppliers by spend)	●	40% (FY22)	+19% pts	59%	80%
			Sedex (% of RS PRO suppliers by spend)	●	30% (FY22)	+50% pts	80%	90%

Baseline and progress from 2019/20 unless otherwise stated



CASE STUDY

We are embedding sustainability into our operations by rethinking materials and partnering across our supply chain to reduce waste and carbon at scale. This includes introducing a biobased polymer in Corby – replacing 80% of single-use polypropylene across 300,000+ units – and rolling out fully recyclable paper tape with tesa across Germany and France.

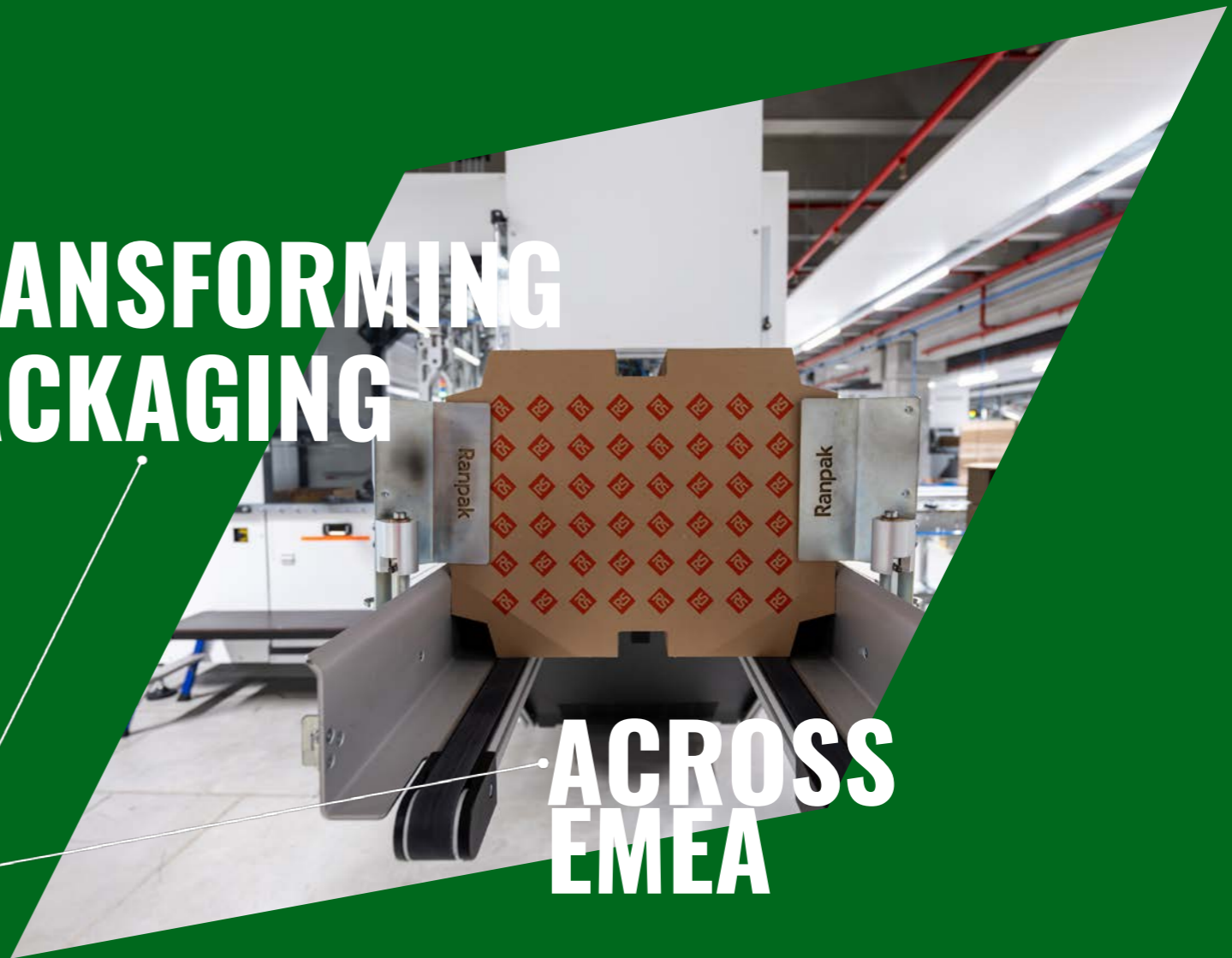
We are also accelerating the shift away from plastic packaging. UK teams have replaced air-pillow infills with paper alternatives, removing ~15 tonnes of plastic, while our Milan facility is adopting recyclable materials from day one – avoiding future retrofitting.

95%

**OF PACKAGING IS
REUSABLE OR
RECYCLABLE IN 2025/26**

TRANSFORMING PACKAGING

**ACROSS
EMEA**



CASE STUDY

We are accelerating the transition of our company car and van fleet to electric and hybrid vehicles, while encouraging adoption across our workforce.

In 2025/26, 60% of our global company car fleet – and 99% of UK cars – are now hybrid or electric, driving a 42% reduction in Group diesel consumption year-on-year. We also transitioned our RS Safety Solutions small HGV fleet to biofuels, reducing emissions by 420 tCO₂e, and expanded infrastructure with EV chargers installed at 32 sites.

60%

**OF GROUP COMPANY CARS
ARE ELECTRIC OR HYBRID IN
2025/26**

DRIVING FLEET

CARBON REDUCTIONS



CASE STUDY

We are prioritising on-site solar generation, complemented by renewable electricity procurement, to decarbonise our operations. In 2025/26, we achieved 92% renewable electricity use, with self-generated solar supplying 38% of consumption across five sites. We also initiated solar installation at our Risoul FC in Monterrey, Mexico.

In Australia, we partnered with our Sydney landlord to install a rooftop solar system with 162 panels, a high-efficiency inverter, and two 22kW EV chargers. This collaboration demonstrates the power of partnership in accelerating shared sustainability goals while embedding low-carbon infrastructure across our network.

92%

**RENEWABLE ELECTRICITY
USE IN 2025/26**

SCALING SOLAR

ACROSS OUR OPERATIONS



CASE STUDY

Festo values its long-standing partnership with RS and the progress achieved through the Better World products framework, supporting its ESG strategy by helping customers identify more resource-efficient and sustainable solutions. Repairability remains a core feature, with customers able to replace wearing parts themselves and access spares easily through RS – extending product life and reducing waste.

Building on this, Festo and RS are expanding BWP to include more material-efficient products. New designs are lighter, reducing resource use across production and logistics, while increasing the share of recycled materials in line with Festo's sustainability strategy.

167

**SUPPLIERS CONTRIBUTE TO
THE BETTER WORLD PRODUCT
RANGE in 2025/26**



**LONGER
LASTING**

**AUTOMATION
SOLUTIONS**



CASE STUDY

RS's people-first culture was recognised across the Group in 2025/26. In Mexico, RS participated in the HRC Equidad MX programme for the first time and was awarded a Best Places to Work certification. RS was also recognised with a ranking of 67th in the 2025 Top 100 North American Inspiring Workplaces Awards.

The GSBS People Team in Asia Pacific has been recognised for Best Practice of Human Resource Management by HRoot. RS France achieved EcoVadis Platinum, with a noticeable rise in its score for labour and human rights. Together, these accolades reflect RS's commitment to belonging and wellbeing, and its ambition to be the first choice for its people.

67TH

**IN THE 2025 TOP 100
NORTH AMERICAN
INSPIRING WORKPLACES**

ENABLING BELONGING



ACROSS THE GROUP

CASE STUDY

The 2025/26, RS Formula Student Build Fund saw record engagement, with the highest number of applications yet from teams across 33 countries. The quality and ambition of submissions made judging highly competitive, and RS awarded funding to 50 teams – the largest cohort to date.

Each team received £1,000 in RS products to support the design, build, and testing of their vehicles, helping them develop essential engineering and technical skills for their future careers. Formula Student continues to be a powerful platform for real world learning, complemented by RS's ongoing partnership with Formula Student UK, run by the Institution of Mechanical Engineers.

C. £45K

**OF RS PRODUCTS PROVIDED
THROUGH STUDENT PROJECT
FUND IN 2025/26**



**FROM
CLASSROOM**

TO CIRCUIT



**DOING BUSINESS
RESPONSIBLY**

CASE STUDY

RS supports suppliers at every stage of their ESG journey through practical, accessible tools. With over 2,500 suppliers globally, EcoVadis assessments are central to due diligence – improving visibility and driving meaningful action across the value chain. To reduce barriers, particularly for SMEs, RS introduced access to the streamlined EcoVadis Vitals questionnaire in 2025/26.

This free, faster assessment provides an initial ESG risk rating, supported by tailored toolkits and direct engagement from RS to help suppliers prioritise improvements. Higher-risk suppliers progress to the full assessment, strengthening risk management while fostering collaboration to accelerate ESG progress.

88%

**OF STRATEGIC SUPPLIERS
BY SPEND ARE ECOVADIS
RATED IN 2025/26**

ENGAGING SUPPLIERS

**TO TAKE
ESG ACTION**

