Modern Slavery Act Transparency Statement 2026

This statement is made pursuant to section 54 of the UK Modern Slavery Act 2015. It sets out the steps RS Group plc ("RS Group") has taken to prevent modern slavery, forced labour, and child labour in our operations and supply chains in the financial year ending 31 March 2026.

1. Our business

RS Group is a global product and service solutions provider for industrial customers, enabling them to operate efficiently and sustainably. We support customers across the product lifecycle, whether via innovation and technical support at the design phase, improving time to market and productivity at the build phase, or reducing purchasing costs and optimising inventory in the maintenance, repair and operation phase. We offer our customers tailored product and service propositions that are essential for the successful operation of their businesses and help them save time and money.

We operate a global supply chain that includes product sourcing and distribution, as well as service providers supporting our operations. We stock more than 875,000 industrial and electronic products, sourced from over 2,500 leading suppliers, and we work with manufacturers to produce RS branded products via our RS PRO business.

Further information can be found on our website www.rsgroup.com.

2. Our policies

RS Group has earned a reputation for integrity, fair dealing and ethical behaviour. We are determined to preserve that reputation and ensure that wherever we do business or operate around the world, we exert positive influence. Acting ethically and in line with our values is rooted in our culture and reflected in our Code of Conduct. We expect everyone working for us, and with us, to always follow our Code of Conduct and act with integrity.

We operate a Group-wide Anti-Slavery and Human Trafficking Policy to inform our employees, contractors, supply chain and other stakeholders of our commitment to address modern slavery. The

Policy gives guidance on identifying and reporting modern slavery and is reviewed annually to ensure that it is up to date with current legislation and best practice.

We have an open and transparent culture underpinned by our Group Speak Up Policy, embedded across the Group through language translations and awareness campaigns. The policy encourages colleagues to report suspected wrongdoing as soon as possible and without fear of detrimental treatment as a result of raising a concern in good faith. We offer a range of channels for raising concerns, including an independent, global, and multi-lingual external reporting service managed by Navex. This service allows concerns to be raised anonymously if preferred. It is available to employees, external stakeholders, such as suppliers, and the public, and is available 24 hours a day, 7 days a week. The Speak Up programme is overseen by the Audit Committee.

As part of our commitment to high ethical and environmental standards we seek to extend our global policies and standards to our suppliers and other business partners. The Group's Ethical Trading Policy sets out our minimum requirements for suppliers and is intended to ensure that RS Group sources products in an ethical and consistent manner while working with suppliers to improve their social and environmental practices. We ask suppliers to sign up to our Ethical Trading Declaration or provide evidence of their own equivalent policies. As of 2025/26, 65% of suppliers by spend had signed our Ethical Trading Declaration or provided their own, compared with 64% in the previous financial year.

3. Risk assessment and risk management

We use a geographical risk assessment based on the Global Slavery Index to identify our higher risk geographies and inform our next actions to be taken. This includes ensuring awareness training is targeted appropriately according to risk.

We have a Responsible Procurement Steering Group to bring together subject matter experts in our company to discuss ethical issues within the supply chain and set standards, policies and processes for our Responsible Procurement agenda.

During 2026, we undertook an independent maturity assessment with a reputable third-party consultancy covering risks including modern slavery risk. This helped to 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.

4. Due diligence

We are members of Sedex to help provide assurance that our supply chain is working to high standards, particularly in relation to labour and human rights. This includes audits on some suppliers which are identified as higher risk and seeking assurances from our supply chain via our Ethical Trading Declaration. We also ask all our RS PRO suppliers to become Sedex members. As of 2025/26, 80% of RS PRO suppliers are members with Sedex, compared with 75% in the previous financial year.

In addition, in support of our ESG action plan we have regular interactions with our suppliers such as events, quarterly business reviews (QBRs), and ESG communications. We work with our strategic suppliers to set ESG objectives which are monitored through the QBRs. More details can be found in our ESG Supplier Handbook and our ESG Report.

We conduct detailed ethics and compliance monitoring with our key suppliers to ensure ongoing alignment to Group standards and expectations. This includes conducting more in-depth ethics and compliance checks on our higher-risk RS PRO suppliers. In 2025/26, we conducted 37 site audits of these suppliers.

5. Training

All employees across the Group are required to complete training on the Code of Conduct. Procurement colleagues who interact with our stock suppliers receive additional targeted training on modern slavery and the importance of the Ethical Trading Declaration.

6. Next steps

In 2026/27 we will continue to work towards improvement of the measures we already have in place to identify and address modern slavery and human trafficking risks. Actions we aim to take for the year ahead include continued focus on increasing the proportion of our suppliers complying with our Ethical Trading Policy or their own equivalent policies, increasing the proportion of RS PRO suppliers who are Sedex members, and further strengthening supplier onboarding through a risk-based approach.

This statement was approved by the Board of RS Group plc on 15 July 2026.

Simon Pryce
Chief Executive Officer
For and on behalf of the Board of Directors