



GROUP

GLOBAL BENEFITS FRAMEWORK POLICY 2023

1. Why do we have this framework?

At RS, we want to support our people to make amazing happen by providing great wellbeing benefits which help them perform at their best.

This framework has three pillars each driving a different wellbeing result for people. These pillars can be used by local markets to develop their own benefits offerings. These will vary depending on local need and legislation.

2. Our Benefits Framework



Physical

Taking care of our people



Social and Emotional

*An inclusive environment
where people thrive*



Financial

*Driving a sense of belonging
& ownership*

3. Globally Consistent Benefits

- To help our people give back to our broader communities we provide everyone with 2 days paid volunteer leave each financial year.
- We provide employee assistance access to all our people ensuring that during difficult times they and their families have access to professional counselling as well as practical support with issues as wide ranging as budgeting or family breakdown.
- Over time, we will look to enhance our global benefit offerings.
- Application of this policy to RS Group acquisitions will be agreed as part of their integration plan.