

RS Group plc is a global omni-channel provider of industrial and electronic products and solutions. We offer more than 650,000 industrial and electronic products, sourced from over 2,500 leading suppliers, and provide a wide range of value-added services to over one million customers. With operations in 32 countries, we trade through multiple channels and ship over 50,000 parcels a day. RS Group plc has nine operating brands; RS Components, Allied Electronics & Automation, RS PRO, OKdo, DesignSpark, IESA, Synovos, Needlers and Liscombe.

Our Group [Code of Conduct](#) sets out the high ethical standards of behaviour to which we all work. We will not allow any form of slavery or human trafficking to take place in any part of our business. We will not use child labour (in line with the ILO Minimum Age Convention), nor will we use forced labour. All senior leaders and people managers across our Group were required to read and confirm their acceptance of the Code of Conduct, and ensure that all employees in their teams accept the Code of Conduct, during the financial year ended 31 March 2022. In addition we have included specific Modern Slavery awareness content into our mandatory Group Code of Conduct training which was directly extended beyond all senior leaders and people managers to include the majority of our employees. We also use a risk-based approach to target areas of the business for further compliance training; this has included RS PRO who have recently received additional Modern Slavery training.

Our policy is to not engage with organisations which use child labour or forced labour. We also have a broader set of ethical standards for suppliers, and our policy is to only source products and services from those that meet, or are willing to take action to meet, those standards. This is made clear to all our employees through our Group Code of Conduct and to our suppliers through our Ethical Sourcing Policy. The latter has been implemented within RS PRO, with all APAC RS PRO suppliers having signed and returned it; we are continuing to roll this out more widely in our supply chain, with all new suppliers required to sign it.

This statement was approved by the Board of RS Group plc on March 31<sup>st</sup> 2022.

Lindsley Ruth  
Chief Executive Officer  
For and on behalf of the Board of Directors