



ANNUAL REPORT

Purpose

This annual report has been created by RS Americas (Canada), Inc. (hereinafter referred to as “**RS Canada**”) for the sole purpose of meeting its obligations and reporting requirements for entities pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, SC 2023, c 9 (the “**Act**”). The content of this annual report is applicable for the financial year commencing on April 1, 2023, and ending on March 31, 2024. RS Canada was previously unaware of its reporting obligations and is submitting this report after the statutory deadline, in good faith, to meet its obligations under section 11 of the Act.

Organizational Structure, Activities, and Supply Chains

RS Canada is a subsidiary of RS Group plc, a multinational company headquartered in London, United Kingdom. RS Group plc maintains policies and procedures that apply to all its subsidiaries (all subsidiaries and RS Group plc hereinafter referred to as, the “**RS Group**”).

RS Canada is an end-to-end solutions partner operating in the commercialization and distribution of electrical and electronic components. It sells automation and control products, electromechanical products, motion products, and power control products.

As a sales and distribution company, RS Canada does not engage in its own manufacturing process. All finished goods are imported into Canada and sourced through affiliate RS Group entities, primary from the United States. The goods imported into Canada include, but are not limited to, products used in the maintenance of critical production line infrastructure, utilities maintenance, electrical installations, and in OEM manufactured products.

During the reporting period, RS Canada maintained a physical headquarters in Gloucester, Ontario. It employed approximately 16 full-time employees.

Policies and Due Diligence Processes

RS Canada relies on the policies and due diligence processes of the RS Group to reduce the risk of forced labour and child labour in its activities and supply chains, including:

1. An Anti-Slavery and Human Trafficking Policy 2023 (the “**Anti-Slavery Policy**”) which sets out a zero-tolerance standard for any form of modern slavery across the business and throughout the supply chain. The Anti-Slavery Policy covers all RS Group employees, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third party representatives, business partners, and suppliers. Pursuant to the Anti-Slavery Policy, the RS Group retains the right to audit its supplier’s activities and to terminate the relationship and/or contract if the policy is breached by a supplier or third-party provider.
2. A Modern Slavery Act Transparency Statement (the “**Modern Slavery Statement**”) which recognizes that slavery, forced and/or compulsory labor, and the trafficking of persons for any purpose is a serious global issue and it outlines the steps that the RS Group companies, including RS Canada, are taking to ensure that this does not take place in its supply chains.

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3. A Code of Conduct (the “**Code**”) which applies to all RS Group employees. Among other things, the Code requires compliance with local labour laws for all business units and it explicitly prohibits all forms of modern slavery in RS Group operations and supply chain.
4. An Ethical Trading Policy which sets out minimum requirements for suppliers and is intended to ensure that the RS Group sources products in an ethical and consistent manner while working with suppliers to improve their social and environmental practices. The RS Group asks suppliers to sign up for its Ethical Trading Declaration or provide evidence of their own equivalent policies.
5. A Speak Up (Whistleblowing) Policy which provides a reporting line for employees to anonymously report any concerns about illegal or improper conduct, including forced labour or child labour.
6. Individual company assessments and declarations from suppliers, where appropriate.
7. The introduction of standard wording into contracts that requires a supplier to represent, warrant and undertake that neither it nor any other person in its supply chain uses trafficked, bonded, child or forced labour or has attempted to use trafficked, bonded, child or forced labour within its supply chain.

Steps Taken in the Reporting Period

In this reporting period, RS Canada relied on the above policies and procedures to:

1. Develop and implement an action plan for addressing forced labor and/or child labor;
2. Require suppliers to have policies and procedures for identifying and prohibiting the use of forced labor and/or child labor in their activities and supply chains;
3. Monitor suppliers;
4. Develop and implement grievance mechanisms to address complaints in the workplace;
5. Develop and implement training and awareness materials on forced labor and/or child labor; and
6. Engage with supply chain partners on the issue of addressing forced labor and/or child labor.

Forced Labour and Child Labour Risks

RS Canada has identified risks to the best of its knowledge, and it will continue to strive to identify emerging risks in its activities and supply chains. It is aware that there may be higher risks of child labor and forced labor associated with certain regions, goods, and industries.¹

Remediation Measures

RS Canada has not identified any forced labour or child labour in its activities or supply chains. As such, it has not taken any remediation measures.

¹ See, for example, U.S. Department of Labor – Bureau of International Labor Affairs, “List of Goods Produced by Child Labor or Forced Labor”: <https://www.dol.gov/agencies/ilab/reports/child-labor/list-of-goods>.

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Remediation of Loss of Income

RS Canada has not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in its activities and supply chains. As such, it has not taken any income remediation measures.

Training Provided to Employees

All RS Canada employees are required to complete training on the Code of Conduct, which as outlined above, contains a specific section on modern slavery.

Effectiveness Assessment

RS Canada assesses its effectiveness in addressing the risks of forced labour and child labour in its activities and supply chain by regularly reviewing its policies and procedures related to forced labour and child labour. The RS Group is a member of Sedex to help provide assurance that its supply chain is working to high standards, particularly in relation to labour and human rights. The RS Group will audit some suppliers which are identified as higher risk and seek assurances from the supply chain via the Ethical Trading Declaration.

In addition, the RS Group has a dedicated, full time, Head of Group Compliance and Ethics who is responsible for delivering its Compliance and Ethics Program and maintaining the delivery of its Modern-Day Slavery objectives. There is also a regular Responsible Procurement Steering Group to bring together subject matter experts in the RS Group to discuss ethical issues within the supply chain, set standards, policies and processes for the RS Group’s Responsible Procurement agenda.

Approval and Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

IN WITNESS WHEREOF the authorized signing officer(s) of RS Americas (Canada), Inc. has executed this report as of the effective date of the signature set out below.

SIGNED)
) **RS AMERICAS (CANADA), INC.**
)
) 6/18/2025

_____) **Per:** Prabha Nandakumar
) **Name:** Prabha Nandakumar
) **Title:** CFO

) I have authority to bind RS Americas (Canada), Inc.

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