



RELIANCE®
PRECISION

ESG Report

2024/25



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Introduction

Reliance Precision Limited's ('Reliance') ESG Strategy covers the three main pillars of sustainability: environmental, social and governance.

About This Report

This report is designed to present Reliance's Environmental, Social and Governance (ESG) performance for the 2024/25 period. It will also set out key objectives for 2025/26.

It covers the reporting period from **1 April 2024 to 31 March 2025** and, unless otherwise stated, refers to both of Reliance's sites: Reliance Precision Limited (RP) and Reliance Precision Manufacturing (Ireland) Limited (RPMI).

Please note that, following feedback received on our last ESG report, we have brought our reporting in-line with our financial year.

If you have any questions relating to this report, please contact:

Alastair Wood, Head of Quality
alastair.wood@reliance.co.uk



Letter From Our CEO

I am pleased to share our latest ESG Report which reflects our ongoing commitment to sustainable growth and responsible business practices. I joined the Reliance team in April 2024, just as our last Environmental, Social and Governance (ESG) Report was being released. Since then, we've made a lot of positive progress and while we recognise that we have a long way to go on our ESG journey, we are confident that we are heading in the right direction. Our performance in 2024/25 reflects our commitment to improvement. Some of the highlights for me from this reporting period are:

We achieved ISO 14001 at Reliance Precision Manufacturing (Ireland) Limited. This comes twenty years after we gained accreditation for our UK site, but is a fantastic example of sharing good practice and targeting consistency across our two sites.

Twenty-three employees took on the peaks of Penny-Ghent, Whernside, and Ingleborough raising over £10,000 for local hospice charity, The Kirkwood.

Reliance is a long term supporter of The Kirkwood and the team were keen to raise money for the charity after they communicated that they were experiencing a funding crisis. I sincerely hope that the money we have raised will make a positive impact on the organisation.

This year we launched the Reliance Employer Supported Volunteering (RESV) Scheme. The scheme is designed to facilitate team-based cross-functional volunteering and aims to encourage employees who wish to engage with local registered charities, social enterprises and constituted community groups. It's been fantastic to see everyone who has taken part in a volunteering placement. The feedback has been positive so far, from both employees and the organisations we have volunteered for.

Finally, I will mention the introduction of our new Environmental, Social and Governance Steering Committee. The team are doing a fantastic job of supporting and guiding the organisation and have worked hard on our latest strategy and report.

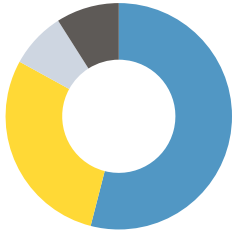
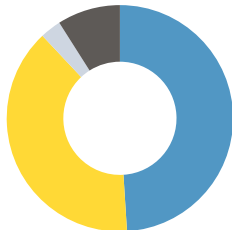
Our company vision is to 'build a company together that lasts' and we know that the way to achieve this is to look after our employees as well as the community and environment around us. Our ESG Strategy has been created to ensure that we continue to make improvements across the Reliance group. This report has been published to celebrate our achievements and to maintain a transparent record of our ESG journey.



David Jennings

Chief Executive Officer (CEO)

About Reliance Precision

Incorporated in 1920 as Reliance Gear Company Limited	Geography  UK/Europe/ North America/RoW	Our mission is to be recognised as a WORLD CLASS provider of engineering driven solutions, placing our customers at the heart of our thinking and actions.	60+ Years of the Reliance Precision Apprenticeship Scheme
2 Operating sites in the UK and Ireland	 240 Employees (200 UK, 40 Ireland)	Our principles are: 1. Do right by people. 2. Support each other and grow. 3. Be proud to do the job right. 4. Think, make and progress. 5. Build a company together that lasts.	Our vision is to build a company together that lasts.
 Owned by the Selka family since 1955	An annual turnover of £30m	 2 Core markets: Life Science and Defence/Space	Annual capital investment at 10% of company turnover

2024/25 Highlights

Page 21: Reliance Raises Over £10,000 for The Kirkwood



On 14 June 2025 a team of twenty-three employees took part in the Yorkshire Three Peaks Challenge, raising over £10,000 for local hospice charity, The Kirkwood.

Page 10: ISO 14001 for RPMI



In 2025 we achieved ISO 14001 certification at Reliance Precision Manufacturing (Ireland) Limited.

Page 19: Reliance Wins at West Yorkshire Apprenticeship Awards



In 2024 Reliance was named SME Apprentice Employer of the Year at the West Yorkshire Apprenticeship Awards. In 2025, Maegan Green also won the Engineering/Manufacturing Apprentice of the Year award.

Page 25: New ESG Steering Committee Introduced at Reliance



In 2025, we formally recognised our Environmental, Social, and Governance (ESG) Steering Committee.

Page 22: Reliance Launches Employer Supported Volunteering Scheme

We introduced a new employer supported volunteering scheme to help employees give back to their community.



Page 11: Reliance Introduces Eco-friendly Workwear



A cross-functional team conducted a project to find more sustainable and inclusive workwear.



Environmental

The 'Environmental' element of ESG relates to the impact Reliance makes on the natural world. This includes energy use, waste management, pollution control, and resource conservation.

Environmental Strategy

2024/25 Objectives

- To undergo full Scope 1 and Scope 2 carbon footprint audits and develop an improvement plan based on findings.
- Reduce electricity usage by 20%.
- Achieve ISO 14001 accreditation for RPMI.

2025/26 Objectives

- Review and understand the lifecycle of all packaging entering and leaving Reliance as well as all waste streams. Target a 20% reduction of non-recyclable waste.
- Review GHG Scope 1-3 audit findings and establish action plan.
- Build on Energy Use Projects and review targets.
- Identify how biodiversity can be increased across both sites.

Longer Term Objectives

- Reduce plastic waste by 60%.
- Launch a single, standardised EHS management system and have consistent processes across both sites.
- Have a full understanding of our Greenhouse Gas (GHG) footprint and make significant reductions where possible.
- Maintain biodiversity levels across sites during infrastructure development.

■ **Red:** Not Started

▲ **Amber:** In Progress

● **Green:** Complete

Environmental Management

Reliance holds ISO 14001 accreditation at both of its sites in Huddersfield, West Yorkshire and Bandon, County Cork¹.

Overview

We are passionate about developing and maintaining manufacturing locations that are in-keeping with the local environment and sympathetic to natural habitats².

Environment Strategy

Since our last report was released, we have developed an Environmental Strategy³ which forms part of our wider ESG Strategy⁴.

CO₂ and Greenhouse Gasses

Reliance is working with the Energy Savings Opportunity Scheme (ESOS) and EN16247-2 qualified consultants. Following the completion of Scope 1-3 emissions audits in 2024, a number of activities to support the reduction of CO₂ and other greenhouse gasses have been completed. Since our last report, we have:

- Replaced aged heat exchange units and cleanroom air-conditioning systems.
- Commissioned a full energy audit in partnership with West Yorkshire Combined Authority.
- Carried out significant repairs and leak reduction activities on manufacturing airlines in both the UK and Ireland.

Waste Streams

All of Reliance's waste streams are monitored to enable targeted waste reduction activities. Waste is managed in line with the '7Rs' philosophy – where waste cannot be avoided, we aim to recycle. This includes waste product from manufacturing activities as well as general waste⁵.

We work closely with our supply chain⁶ and customers to reduce the use of plastic packaging and our annual plastic usage is well within UK and EU requirements.

Following the introduction of UK government legislation surrounding the separation of food waste in March 2025, Reliance has been using a specially designed composting bin that turns food waste into compost in 24 hours at its Huddersfield site. The compost is available for employees to use in their gardens or allotments.

Discharge

Reliance works closely with local authorities and water suppliers to ensure that all liquid and gaseous discharge is clean and within UK and EU legal requirements⁷.

Highlight: ISO 14001 for RPMI



In 2025 we achieved ISO 14001 certification at Reliance Precision Manufacturing (Ireland) Limited. We have held ISO 14001 accreditation at our Huddersfield site since 2005.

ISO 14001 certification provides businesses with a framework for an Environmental Management System (EMS), which helps them to comply with regulations and improve their overall environmental performance. The journey to certification fostered greater collaboration across teams and sites, encouraging knowledge-sharing and consistency in environmental performance. With both facilities now ISO 14001 certified, we are better positioned to monitor and reduce our environmental impact across our operations, paving the way for continuous improvement and long-term sustainability goals.

Highlight: Commitment to Sustainability: Reliance Introduces Eco-friendly Workwear

In 2024 a cross-functional team conducted a project to improve our company workwear. The project aimed to find workwear that was:

- Practical and safe
- Environmentally friendly
- Inclusive
- A reflection of the Reliance brand

Following several months of trialling different products and investigating options, the team decided that ØRN clothing would be the best fit for Reliance.

ØRN is a carbon neutral workwear company based in the UK. Their clothing is designed for use in practical environments like manufacturing.

ØRN is certified to the GRS (Global Recycled Standard), which verifies recycled content and tracks it from source to the final product. Many of the items the team chose are part of ØRN's EarthPro collection® which is crafted from high-quality fabric made using recycled plastic bottles.

ØRN clothing has a lifetime guarantee for all triple stitching and trims which means that they can be worn for longer than other garments. One important factor that informed the team's decision to choose ØRN was that they will recycle any EarthPro® garment returned to them which helps to reduce the volume of clothing ending up in landfill. Reliance's polo shirts, t-shirts and sweatshirts will therefore be recycled into insulation, geotextiles, partition walls

and soundboarding. Old cargo trousers will be used to create RDF energy. In addition to this, all orders are shipped using cartons/bags made from 100% recycled material.

The team were also pleased to learn that ØRN supplied both unisex and women's versions of many items. Their clothing is also size inclusive with most items available in sizes XS to 5XL and 8 to 22.

The new workwear has been well received across both sites. It is practical, durable and also helps to support our environmental aims.





Social

The 'Social' element of ESG looks at how we treat our employees and how we interact with the wider community.

Social Strategy

2024/25 Objectives

- To act on feedback from the 2023 Employee Engagement Survey.
- Continue to drive safety improvements to ensure we maintain 0 reportable accidents.
- Actively promote diversity and inclusion in the workforce.
- Continue to provide rewarding career opportunities for young people in the local area through our apprenticeship scheme. Typically taking on 6 new apprentices per year.
- Continue to support and run fundraising events for local charities.

2025/26 Objectives

- Recruit for 5-6 apprentices to join the Reliance Precision Apprenticeship Scheme.
- Continue to drive safety improvements to ensure we maintain 0 reportable accidents.
- Continue to develop ED&I knowledge and share findings and implement changes within the wider company.
- Continue to run the Reliance Employer Supported Volunteering Scheme, targeting 4 volunteering placement opportunities per calendar year.

Longer Term Objectives

- Foster an ED&I workplace. Achieve and sustain measurable improvements in workforce diversity and inclusion throughout the business.
- Strengthen community engagement and social impact in the local community.
- Enhance employee engagement and development.
- Continue to drive safety improvements to ensure we maintain 0 reportable accidents.

■ **Red:** Not Started

▲ **Amber:** In Progress

● **Green:** Complete

Employee Wellbeing

Reliance's first two company principles are 'do right by people' and 'support each other and grow'.

Overview

Reliance is a family-owned business with a strong welfare ethos, which is reflected in its company principles⁸.

The business meets the UK Living Wage as a minimum for all employees. Individual and business related pay increases are reviewed annually⁹.

Employees receive a share of company profits and performance-based bonuses where applicable. All employees are enrolled on the company pension and health insurance schemes¹⁰. Employee satisfaction is a company KPI and is tracked throughout the year¹⁰.

Work-life Balance

We offer all employees enhanced levels of leave for maternity¹¹, paternity¹², shared-parental¹³ and adoption¹⁴ that goes beyond the requirements of both UK and Irish (EU) legislation. Employees are given the opportunity for flexible¹⁵ and home working¹⁶ where this is appropriate to their role.

Canteen Facilities

Employees have access to modern kitchen facilities. Our UK site has a subsidised canteen for main mealtimes.

Health and Wellbeing Services

Reliance offers access to a number of free Health and Wellbeing services^{17,18}. Each service is optional and offers a different level of support:

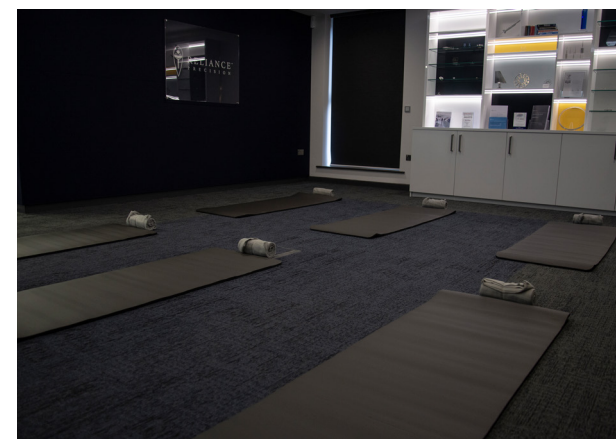
- Mental Health Clinic (1-to-1 support with a professional mental health nurse).
- Occupational health nurse (qualified nurse for medical checks and advice on medical issues).
- Health and Wellbeing Team (trained employees offering support and guidance to colleagues).
- Private Health Insurance (employees have access to private health insurance and a health cash plan).

Health & Wellbeing Team

The Health & Wellbeing Team¹⁹ are a group of volunteers from both of Reliance's sites. The majority of the team are trained mental health first-aiders. They organise and champion activities and improvements that are designed to boost employee health and wellbeing. The team releases a quarterly bulletin containing topical health information as well as more light-hearted content like recipes, book reviews, podcast recommendations and ideas for days out in the local area. The team have also organised on-site guided meditation sessions and produced a leaflet with instructions for a lunchtime walk around the fields surrounding the Huddersfield site.



Wellbeing Walk Booklet



Wellbeing Meditation Session

Highlight: Employee Engagement Survey

Every November employees are asked to participate in an Employee Engagement Survey, resourced through an external provider. Questions are designed around our company principles and allow the business to track employee satisfaction levels and benchmark against other companies.

This year a report was issued to all employees breaking down the findings of the survey and setting out actions for improvement. In October, ahead of the next survey, a follow up report was released to evaluate progress made against the actions.

91% of employees say they are treated fairly at work

89% of employees think the company takes its environmental and social responsibility policies seriously

95% of employees are proud to work for Reliance

91% of employees think Reliance actively encourages equality, diversity and inclusion in the workplace

Employee Engagement Survey 2024

01 of 13

Employee Engagement Survey Report

2024



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Highlight: An Action-packed Social Events Calendar

A small team of employees have worked together to organise more social events for their colleagues throughout 2025. This is in addition to Reliance's long-running golf tournament and summer/Christmas parties. Employees are encouraged to make suggestions of what they would like to do. All events are subsidised by Reliance.



Summer Party 2025



Crown Green Bowling



John Turner Golf Competition



Go-Karting



Pool and Darts Tournament



Football Tournament

Equality, Diversity & Inclusion

Reliance is committed to encouraging equality, diversity and inclusion amongst its workforce²⁰.

Overview

We want to ensure that Reliance is one community to which everyone belongs. We are dedicated to making sure that the company is free from unlawful discrimination and we are fully compliant with UK and EU Modern Slavery legislation²¹. We also ensure that our equality, diversity and inclusion policies and programmes are in line within UK and EU legislation.

Equality, Diversity and Inclusion Team

Reliance's Equality, Diversity and Inclusion (ED&I) team is made up of representatives from across RP and RPMI. Reliance's ED&I Champions are responsible for championing and raising awareness of equality, diversity and inclusion. This involves collecting suggestions and working with the appropriate internal or external stakeholders to facilitate improvements. This year the team finalised its ED&I Strategy²¹. Objectives included attending an ED&I conference, promoting webinars to colleagues and hosting an event for International Women in Engineering Day.

Workforce Diversity

Reliance monitors its proportion of female employees (21%) and the proportion of female leaders (14%).

Highlight: Celebrating International Women in Engineering Day

On 23 June 2025 we celebrated International Women in Engineering Day (INWED) by inviting students from Shelley College to our Huddersfield site for a day of engineering-related activities²². The event was designed to highlight the impact female engineers have on our lives, with the aim of encouraging more young women into the profession.

INWED began in the UK in 2014 as a national campaign from the Women's Engineering Society (WES). WES' mission is 'to support women in engineering to fulfil their potential and support the engineering industry to be inclusive'.

Our INWED event was organised and hosted by Maria Perrins (Mechanical Design Engineer) and Maegan Green (Apprentice Mechanical Design Engineer). Maria commented:

"International Women in Engineering Day provides an opportunity to celebrate the amazing achievements of women in the industry, past and present. Women make up only 16.9% of the workforce in the engineering and technology sectors, which highlights severe under-representation within the industry. My hope is that by holding an INWED celebration at Reliance, we are able to raise awareness and demonstrate the incredible opportunities and career paths that are available to women in engineering."

The students were given a short introduction to engineering and learnt about some of the women who have made a difference in the field before being taken on a tour of Reliance's facilities. The second half of the day was dedicated to a Rubber Band Car Challenge where teams of two were required to build a car powered by nothing but a rubber band. The students were able to choose from a number of different materials, but each 'cost' a number of points. The final scores were calculated by subtracting the 'cost' of the car from the distance it travelled – the further the car went, and the fewer materials used to build it, the higher the score.

Jaime Larder, HR Manager, commented:

"Maria and Maegan did a fantastic job of planning and running the event. I hope that the students enjoyed their visit to Reliance and that they might be inspired to explore a career in engineering in the future. Reliance is committed to championing equality, diversity and inclusion and events like these are a great way to celebrate the female engineers that make a difference both at Reliance and in the wider engineering community."



INTERNATIONAL WOMEN
IN ENGINEERING DAY

23 JUNE 2025

Health & Safety

Reliance is proud to hold ISO 45001 'Occupational Health and Safety Management Systems' certification for both its UK and Irish facilities²³.

Overview

The health and safety of our employees and any visitors to our site is our primary concern³. We review health and safety data every month and make changes to our processes and facilities accordingly. Our internal system enables all employees to report hazards, near misses and accidents. All employees and visitors to manufacturing areas are required to wear safety glasses and safety footwear. Health and safety posters are displayed across site to address topical issues and raise awareness of potential hazards.

Health & Safety Surveys

We review employees' engagement with health and safety systems on a quarterly basis.

Qualified First Aiders

8.64% of our workforce have a formal first-aid qualification. We have first aid facilities and defibrillators at both of our sites. Three employees have also completed an ABLS instructor course, which allows them to deliver training on CPR, AED use, and the recovery position to their colleagues.

28

Near misses reported

186

Hazards reported

33%

Increase in Hazards and Near Misses reported

Highlight: H&S Bingo

In December 2024 we introduced 'Health and Safety Bingo' across both sites to engage employees and encourage them to report Hazards, Observations and Near Misses. The game is designed to raise health and safety awareness which will make Reliance an even safer place to work. The winner receives a prize.

One ball is called each Friday where no preventable incidents have occurred. An extra ball is drawn for every five justified Hazards, Observations or Near Misses raised during that week.

Since Health and Safety Bingo was introduced there has been a 33% increase in the number of Hazards and Near Misses reported across both sites.



Health & Safety Bingo Card

Apprenticeship Scheme

For over 60 years, Reliance has offered an apprenticeship scheme to support young engineers starting their careers.

Overview

We have a long-running, on-site apprenticeship Training School that is accredited by the EAL, the Institution of Mechanical Engineers (IMechE) and the Institution of Engineering and Technology (IET)²⁴. All apprentices complete their NVQ Level 3. Many go on to complete Higher National Certificates (HNC), Higher National Diploma (HND) or apprentice degrees. We have a Safeguarding Policy²⁵ designed to promote and safeguard the welfare of young people (under 18) and vulnerable adults at Reliance.

Awards

In 2025 we were named as a finalist in the SME Employer Skills Champion category at the national Engenuity Skills Awards 2025²⁶. Our apprentices were finalists in the West Yorkshire Apprenticeship Awards in 2024 and 2025. In 2025, Maegan Green won in her category. Reliance was named as SME Apprentice Employer of the Year at the West Yorkshire Apprenticeship Awards 2024.

Awareness Sessions

Our apprentices have attended a number of awareness sessions including: Knife Crime Awareness (West Yorkshire Police), Pensions (Scottish Widows) and Banking Fraud (Barclay's Bank).

Highlight: Reliance Wins at West Yorkshire Apprenticeship Awards



In 2024 Reliance was named SME Apprentice Employer of the Year at the West Yorkshire Apprenticeship Awards²⁷. The annual awards are designed to honour the region's outstanding apprenticeship network. It celebrates apprentices, training providers and businesses who champion apprenticeships.

Andrew Mannion and Maria Perrins were also selected as finalists for Degree Apprentice of the Year and Engineering/Manufacturing Apprentice of the Year, respectively. They received Special Recognition certificates at the awards.

Robert Farrell, Training School Manager, commented "It's fantastic to be recognised as SME Apprentice Employer of the Year, especially given the high standard of apprenticeships in the West Yorkshire region. We are absolutely delighted with the result, and I am proud to represent Reliance and its apprenticeship scheme. I'd like to say a big thank you to everyone who helps to make the scheme a success. It simply would not be possible without the support of the mentors, team leaders, support team, leadership team and family owners. This award brings recognition for everyone's hard work and highlights Reliance's commitment to apprenticeships."

Training

Reliance's second principle is 'support each other and grow'. Training is an important part of this.

Professional Development Scheme

Our Monitored Professional Development Scheme (MPDS) is recognised by the Institution of Mechanical Engineers (IMechE) and has been running since 2003²⁸. It is designed to guide developing engineers through the initial professional development to become Chartered Engineers (CEng) and corporate members of the IMechE or Institute of Engineering & Technology (IET). Employees from other functions are encouraged to work towards being chartered in their respective fields. Where appropriate Reliance will provide subsidies towards further education.

Personal Development Reviews (PDRs)

All employees undergo annual Personal Development Reviews (PDRs) where job related skills are identified and training plans are developed. Training is delivered in-house or through external providers²⁹.

Highlight: Training Activities in 2024/25

Throughout 2024/25, employees have taken part in a number of different training courses including:

- Soft Skills Training (Apprentices)
- Project Management Training
- First Aid Training
- Sexual Harassment Training
- Mass Spectrometry Training
- Fire Marshal Training
- Compliance Training



Apprentice Soft Skills Workshop

0.5% Turnover spent on training

20 Apprentices enrolled in Reliance Precision Apprenticeship Scheme

10 Employees enrolled in further education



Sexual Harassment Training

Charity & Community

The Reliance community continues to support and run fundraising events for a number of local charities.

Overview

We donate to a number of local charities each year and support our employees when they wish to undertake fundraising challenges or host bake sales to raise money for local causes. For example, every December, employees at RPMI host a 'Christmas Jumper Coffee Morning' to raise money for a local charity.

The majority of our employees live within close proximity to our sites. We always aim to be good neighbours and a benefit to the locality. We support local charities, community groups and sports teams.



Bake Sale for The Kirkwood

Highlight: Reliance Raises Over £10,000 for The Kirkwood



On 14 June 2025 a team of twenty-three employees took part in the Yorkshire Three Peaks Challenge, raising over £10,000 for local hospice charity, The Kirkwood³⁰. The Yorkshire Three Peaks Challenge includes the peaks of Pen-y-Ghent (694 metres), Wharfedale (736 metres) and Ingleborough (723 metres). It is a 24-mile (38.6km) round trip route which is usually completed in under 12 hours.

Reliance is a long term supporter of The Kirkwood and the team were keen to raise money for the charity after they communicated that they were experiencing a funding crisis. The Kirkwood is a charitable organisation which helps to improve the quality of life for local people, against all the odds. When time is short, they help everyone in their care to live well and make the most of every single day. They make the complex simple by focusing on what's important. They support families and loved ones

to live on and live well. Beverley Shaw, Business Development Manager at The Kirkwood said:

"Reliance Precision have been a long-standing supporter of The Kirkwood and are a great example of a locally based business supporting their local hospice, which enables us to care for local people in our community, diagnosed with a life limiting illness. The Kirkwood relies upon 75% of its funding from fundraising and the support of our community. Following our recent announcement around our financial position, the support from Reliance Precision and their employees means so much, especially at this time. We would like to thank not only those who have taken part in the three peaks walk, but every person who has donated to raise this fantastic amount for us."

The event was organised by Bry Carter, Reliance's Environmental, Health and Safety Manager:

"Following the success of Reliance's National Three Peaks Challenge in 2023, I thought it was time to organise a larger, more inclusive event which would bring people from different areas of the business together outside of the working environment. We were able to comfortably complete the walk in under 12 hours and I'm delighted with the amount we have raised for such an important local cause."

Highlight: Reliance Launches Employer Supported Volunteering Scheme

In January 2025 we introduced a new employer supported volunteering scheme to help employees give back to their community. Since the scheme was launched, 35 employees have spent a day volunteering for local not-for-profit organisations³¹.

Employer supported volunteering is when an organisation supports its employees in taking part in volunteering placements, usually during work hours. It is also sometimes called corporate volunteering. Placements can be practical, like gardening or tree planting, or skills based.

The scheme is designed to facilitate team-based cross-functional volunteering and aims to encourage employees who wish to engage with local registered charities, social enterprises and constituted community groups. Employees have the opportunity to undertake one volunteering placement per calendar year. In Huddersfield, placements are resourced through Third Sector Leaders Kirklees, the accredited volunteer centre for Kirklees that supports and champions the third sector. As part of this, they offer a service that matches businesses with volunteering opportunities.

Reliance employees have completed tree planting with River Holme Connections, donation sorting with The Kirkwood, food delivery for Cork Penny Dinners and maintenance tasks like painting and spring cleaning with Dial Wood Carriage Driving for the Disabled.

Employees are also able to volunteer outside of the scheme for one day, providing it meets certain criteria and is for a not-for-profit organisation.

Jaime Larder, HR Manager, commented:

“We are delighted to be able to support Reliance employees in volunteering their time for causes they feel passionately about. Employer supported volunteering benefits local not-for-profit organisations and provides employees with the opportunity to gain new skills and do something different to their usual role. The scheme also helps to support Reliance’s Environmental, Social and Governance (ESG) aims. The organisations we have volunteered for have been very welcoming and employee feedback has been incredibly positive.”



Donation Sorting with The Kirkwood



Tree Planting with River Holme Connections



Volunteering with Dial Wood Carriages for the Disabled



Delivering Food with Cork Penny Dinners



Governance

The 'Governance' element of ESG focuses on Reliance's leadership, compliance, internal controls, and shareholder rights.

Governance Strategy

2024/25 Objectives

- Review, update and define the Internal Reliance Compliance system.
- Implement industry standard Know Your Customer screening application.
- Develop the Reliance team to increase compliance knowledge and create compliance culture.
- Ensure all products conform to compliance regulations.

2025/26 Objectives

- ▲ All new products within the Reliance system to be confirmed Reach and RoHS compliant
- Work with industry leading screening companies to establish a long term partnership for automated Know Your Customer screening.
- Update Ethical Business procedures and risk assessments to ensure continued alignment with legal and customer requirements as well as modern threats.
- ▲ Compliance culture throughout Reliance developed through further education and training programmes.

Longer Term Objectives

- Automated compliance systems aligned to National and International legislation.
- Complete product compliance metadata for all products, customers, suppliers and processes.
- Zero internal and external compliance escapes.
- Annual compliance reports for the leadership team.

■ **Red:** Not Started

▲ **Amber:** In Progress

● **Green:** Complete

Highlight: New Environmental, Social and Governance (ESG) Steering Committee Introduced at Reliance

In 2025, Reliance formally recognised its Environmental, Social, and Governance (ESG) Steering Committee. The committee brings together key people from across the organisation who are responsible for areas covered under the umbrella of ESG.

Alastair Wood, Head of Quality

Jaime Larder, HR Manager

Charlotte Brandes, Director (RPMI)

Steve Walton, Compliance Manager

Bry Carter, EHS Manager

This cross-functional committee guides the company's efforts to:

- Champion environmental responsibility by identifying opportunities to reduce our footprint and promote sustainable practices.
- Foster social impact through policies, community engagement, and employee wellbeing initiatives.
- Strengthen governance by ensuring transparency, accountability, and ethical decision-making across all levels of the organisation.

The ESG Steering Committee will help Reliance to align its operations with global standards and stakeholder expectations. It will provide regular updates, develop the company's ESG Report and make recommendations to the wider Reliance group.



Alastair Wood
Head of Quality



Jaime Larder
HR Manager



Charlotte Brandes
Director (RPMI)



Steve Walton
Compliance Manager



Bry Carter
EHS Manager

Customers

Reliance works with original equipment manufacturers (OEMs) across the defence, space and life science markets.

Overview

We are committed to maintaining trust and transparency in every customer interaction. Our customer governance framework ensures ethical conduct, data protection and inclusive access across all markets³².

Through clear communication, responsible marketing and a strong feedback process we continue to prioritise long term value and customer trust as core pillars of our governance strategy.

Know Your Customer Screening

All customers undergo end user screening before acceptance of purchase orders. This ensures that Reliance complies with UK and EU legislation as well as providing confidence that all of our products are going to trusted end users³³.

General Data Protection Regulation (GDPR) and Data Protection

Reliance manages all personal data in line with UK and EU Data Protection and GDPR requirements³⁴.

Product Compliance

Production processes at Reliance conform to UK and EU regulations on: Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH)³⁵; Restriction of Hazardous Substances Directive (RoHS)³⁶; Substances of Very High Concern (SVHC) and Perfluoroalkyl and Polyfluoroalkyl Substances (PFAS)³⁷. We actively work with our suppliers to ensure all externally resourced products and services and the broader supply chain also conform to these requirements.

Highlight: Compliance Training



As part of our commitment to ethical business practices and robust corporate governance, we prioritise employee education and awareness around compliance. In 2024/25 we implemented an enhanced Internal Compliance Programme that incorporated a business wide training programme designed to promote a strong culture of integrity, transparency and accountability.

Training was developed that detailed the compliance responsibilities for Reliance as a whole and how that applies to all employees. Pro-actively educating our workforce minimises the risk of regulatory violations, strengthens our global operations and demonstrates a clear commitment to responsible trade. Our training programme is an important part of our ESG strategy, reinforcing compliance as a non-negotiable part of doing business.

Sustainable Supply Chain

Reliance's Procurement team are responsible for supplier selection, screening, approval and monitoring.

Overview

Strong governance is at the core of how we manage our global supply chain. As a manufacturer with complex, high specification production requirements, we hold our suppliers to the same ethical, environmental and quality standards that guide our own operations. Our governance approach ensures transparency, accountability and risk mitigation across every tier of our supply chain.

Supplier Screening

All new suppliers undergo a full screening process that includes Quality, Health, Safety and Environment management systems³³ as well as a review of any export or trade compliance concerns or sanctions.

Modern Slavery

All suppliers into Reliance must confirm that they have systems in place to detect and prevent modern slavery and comply with the UK's Modern Slavery Act (2015)²⁰.

Conflict Minerals

Where Reliance is required to utilise 3TG (tin, tantalum, tungsten and gold) materials, they are sourced from approved vendors that obtain the materials from recycled sources and fully comply with Conflict Minerals regulations³⁸.

All use of these materials is reported using the Conflict Minerals Reporting Template (CMRT). This is detailed within our Conflict Minerals Statement³⁹.

Health, Safety and Environment

All Reliance suppliers are required to hold ISO 14001 (Environmental Management System) certification or have a suitable environmental policy in place. We are also pro-actively working with suppliers to reduce the use of plastic packaging³⁸.

Suppliers are required to inform Reliance if they have had any Health and Safety Improvement or Prohibition notices in the last 5 years³⁸.

Carbon Border Adjustment Mechanism (CBAM)

All suppliers are required to report applicable CBAM data for any products that are supplied within the European Union.

Highlight: Carbon Border Adjustment Mechanism

Within the financial year 2024/25 Reliance has submitted 100% of the EU Carbon Border Adjustment Mechanism (CBAM) reporting data. This is a critical milestone in our commitment to climate accountability and transparent carbon reporting across international trade.

As a business we have:

- Successfully completed 100% of required CBAM returns for all applicable imported goods.
- Engaged with key non EU suppliers to improve emissions transparency and ensure alignment with EU CBAM data requirements.
- Developed CBAM compliance procedures inline with EU commission guidance.
- Received external CBAM training to increase the knowledge within the business.

With full CBAM implementation approaching in 2026 we are pro-actively expanding our emissions reporting capability across the supply chain and developing supplier engagement to ensure seamless compliance in future phases.

Security

Reliance considers the security of its employees, facilities, intellectual property, customers and suppliers as a key business priority.

Overview

Protecting the confidentiality, integrity and availability of our data systems and operations is central to our ESG commitment. Our security strategy is designed to safeguard customer, employee and business information, ensure regulatory compliance and mitigate cyber and physical threats across our supply chain.

Whistleblowing

Reliance is committed to the highest standards of integrity, openness and accountability. Our Whistleblowing Policy⁴⁰ is designed to empower any employee to come forward in confidence if they have any concerns regarding wrongdoing or malpractice within the organisation.

Cyber Security

Reliance is certified to Cyber Essentials⁴¹ and Cyber Essentials Plus⁴² cyber security requirements. Cyber Essentials is a government-backed, industry-supported scheme to help organisations protect themselves against common online threats. All employees complete training on cyber security with regular refresh events to reflect the ever-changing digital environment. Our in-house Information Technology team work to ensure the security of our networks, data storage and IT systems⁴³.

Site Security

Both RP and RPMI have fire and security services provided by leading, national suppliers. These include automated emergency service call-out and out of hours site coverage. All our locations have extensive CCTV and access control on all external doors.

Export And Trade Compliance

Reliance operates an Internal Compliance Programme (ICP)⁴⁴ that is in line with UK, Ireland and EU Trade and Export Compliance regulations. This ensures full trade and customs compliance of our import and exports, as well as export control requirements of strategic goods. Our compliance management systems ensure that we fully comply with US EAR regulations for strategic goods, where applicable to our product range.

Data

This section communicates the data behind our ESG report. If you have any further questions, please contact us.

Environmental Data

Environmental				
ESG Driver	2023	2024/25	2025/26 Target	Comments
Greenhouse Gas Emissions	0.013 CO2e	0.014 CO2e	20% reduction	Per production hour
Energy Usage	20.5 kWh	7.318 kWh	10% reduction	Per production hour
Waste Recycling	47%	53.7%	20% increase	
Water Usage	0.177 l	0.153 l	-	Per production hour
Landfill Waste	-	14.5 tonnes	20% reduction	Reduction in landfill waste due to food composting on site

Please note that, following feedback received on our last ESG report, we have brought our reporting in-line with our financial year.

Social Data

Social				
ESG Driver	2023	2024/25	2025/26 Target	Comments
Female Employees	20%	21%	-	Employees identifying as female
Female Leaders	13%	14%	-	Leadership positions held by women
Reportable Accidents	0	1	0	
Recorded Minor Incidents/ Accidents	14	8	50% reduction	Non LTI (April 2024 - March 2025)
Employees First Aid Trained	9%	8.64%	Maintain	Driven by legislation, personnel on site and shift patterns
Apprentice Retention Rate	92%	80%	-	Employed 5 years after completion of apprenticeship
Turnover Spent on Training	1.34%	0.5%	-	
Charitable Donations	£10,400	£10,820	-	Including The Kirkwood and Forget Me Not Children's Hospice
RESV Scheme Volunteers	-	37	40	
ED&I Measure (Employee Engagement Survey)	-	91%	-	Question: In my experience Reliance actively encourages equality diversity and inclusion in the workplace
Welfare Measure (Employee Engagement Survey)	86%	89%	-	Question: Reliance is genuinely interested in the welfare of its employees

Please note that, following feedback received on our last ESG report, we have brought our reporting in-line with our financial year.

Governance Data

Governance				
ESG Driver	2023	2024/25	2025/26 Target	Comments
Percentage of active customers screened	-	100%	100%	
Percentage of active suppliers screened	-	100%	100%	
Percentage of active product range REACH compliant	-	14%	50%	
Percentage of active product range RoHS compliant	-	14%	50%	
Number of reportable external compliance escapes	-	0	0	
Percentage of applicable CBAM parts reported within the EU	-	100%	100%	
Percentage of employees who have received Anti Bribery and Corruption training	-	-	-	New metric - data capture will begin 2025/26

Please note that, following feedback received on our last ESG report, we have brought our reporting in-line with our financial year.

Accreditations & Certifications

Standard	Certificate No.	Issued	Renewal
ISO 9001	GB92/1169	1 April 2025	1 April 2027
AS 9100	GB92/1169	1 April 2025	1 April 2027
ISO 14001	EMS 834042	24 October 2025	13 May 2026
ISO 45001	OHS 834047	24 October 2025	7 August 2028
Cyber Essentials	92344da3-6384-495e-8155-c40f148044a6	10 March 2025	10 March 2026
Cyber Essentials Plus	c9ee78cc-9843-4660-9d67-51613e1e0bd3	10 March 2025	10 March 2026

References

1. ISO 14001 Certificate
2. QP0056 – RP and RPMI EHS Legal and Other Requirements Applicability Register Procedure
3. BP0201 – EHS Strategy
4. ESG Report
5. WI1166 – Waste Management
6. QP0035 – Environmental Aspects and Impacts Register
7. QP0067 – RP and RPMI Legal and Other Requirements Applicability Register
8. Blue Book of Principles
9. WI1508 – Employee Remuneration and Benefits Policy (RP)
10. BP0210 – Policy Deployment People Strategy
11. WI1259 – Maternity Leave and Pay
12. WI1260 – Paternity Leave and Pay
13. WI1262 – Shared Parental Leave and Pay
14. WI1261 – Adoption Leave and Pay
15. WI1237 – Flexible Working Policy
16. WI1246 – Homeworking Policy
17. QA0337 – Health & Wellbeing Flyer (RP)
18. QA0338 – Health & Wellbeing Flyer (RPMI)
19. QA0336 – Health & Wellbeing Team
20. WI1516 – Modern Slavery and Human Trafficking Policy
21. WI1248 – Equality, Diversity and Inclusion Policy
22. INWED Press Release
23. ISO 45001 Certificate (RP)
24. Apprenticeship Prospectus
25. WI1478 – Safeguarding Policy
26. Enginuity Finalists Press Release
27. West Yorkshire Apprenticeship Awards 2024 Press Release
28. PS0458 – Monitored Professional Development Scheme
29. QP0018 – Training and Development
30. Yorkshire Three Peaks Press Release
31. RESV Scheme Launch Press Release
32. BM0110 – Commitment to Compliance
33. WI1481 – Screening
34. WI1487 – Data Privacy Policy
35. II1270 – REACH Certification
36. II1269 – RoHS Certification
37. BP0250 – Procurement Strategy
38. WI1100 – Maintenance of Approved Suppliers List
39. QA0575 – Conflict Minerals Statement
40. WI1236 – Whistleblowing Policy
41. Cyber Essentials Certificate
42. Cyber Essentials Plus Certificate
43. WI1292 – Cyber Security Overview
44. QP0081 – Internal Compliance Programme