



RELIANCE®
PRECISION

ESG Report

2025/26

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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 presents Reliance's Environmental, Social and Governance (ESG) performance for the 2025/26 period. It will also set out key objectives for 2026/27.

It covers the reporting period from **1 April 2025 to 31 March 2026** and, unless otherwise stated, refers to both of Reliance's sites: Reliance Precision Limited (RP) and Reliance Precision Manufacturing (Ireland) Limited (RPMI).

If you have any questions relating to this report, please contact us at: esg@reliance.co.uk



Letter From Our CEO

I'm pleased to present our latest ESG Report which documents the progress we have made over the last 12 months. It demonstrates our continued dedication to sustainable growth and responsible business practices and reflects a clear commitment to ongoing improvement.

We have achieved a lot in a short space of time and there are some highlights from this reporting period that stand out to me. For example, this year we successfully implemented a single, standardised Environmental, Health and Safety (EHS) Management System across our sites in the UK and Ireland. We are already seeing the benefits of this, including improved data visibility and reporting.

Ten brave employees took part in the Royal British Veterans Enterprise's (RBVE) Great Tommy Sleep Out. They slept outdoors during the month of March in freezing conditions, to raise awareness of the issue of veteran homelessness whilst raising an impressive £2540 for the charity.

Our apprentices also entered the UK CanSat Competition 2025/26 and were presented with an Engineering Excellence Award.

Our employees continue to volunteer for local charities and community groups as part of the Reliance Employer Supported Volunteering (RESV) Scheme. So far this has included tree planting for River Holme Connections (Q1) and gardening for The Kirkwood (Q2).

I'm also proud to report that we recently became certified to Defence Cyber Certification (DCC) Level 0. This milestone reflects our ongoing commitment to cyber security.

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.

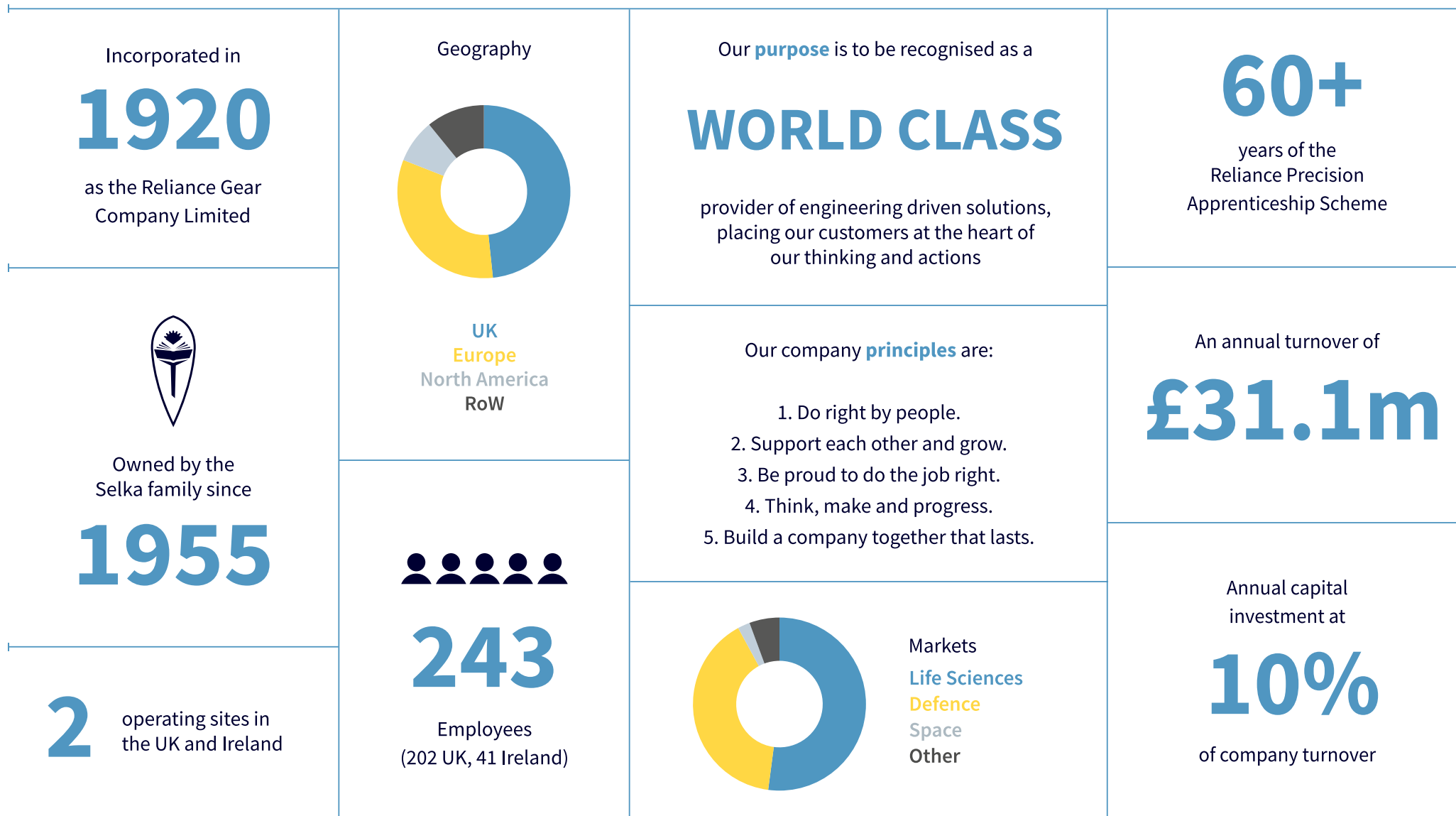
This report has been published to celebrate our achievements and to maintain a transparent record of our ESG journey.



David Jennings

Chief Executive Officer (CEO)

About Reliance Precision



2025/26 Highlights

Page 21: Reliance Donates 3D Printers to Local Schools



We donated four 3D printers to local secondary schools following an upgrade to our own additive manufacturing capabilities.

Page 11: Gardening at RPMI



Earlier this year employees in Ireland planted a small garden on site.

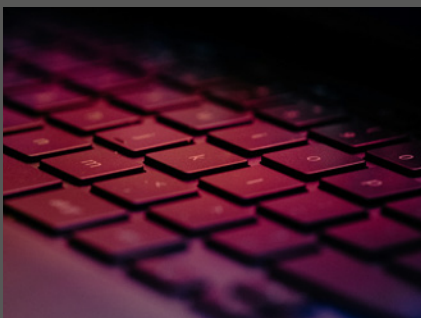
Page 16: WES Annual Conference Visit



This year two engineers attended the Women's Engineering Society (WES) Annual Conference at the National Exhibition Centre (NEC).

Page 29: Reliance Achieves Defence Cyber Certification (DCC) Level 0

In 2026, Reliance was certified to Defence Cyber Certification (DCC) Level 0.



Page 22: Volunteering at The Kirkwood Gardens

A group of six employees visited The Kirkwood to volunteer in their gardens. The well-established gardens are for patient use and are managed entirely by regular and corporate volunteers.



Page 23: The Great Tommy Sleep Out



Ten employees took part in the Great Tommy Sleep Out in March.



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

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.

2026/27 Objectives

- ▲ Continue to 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.
- ▲ Deliver emissions reduction initiatives aligned with audited carbon data.
- Formalise revised environmental targets where appropriate.
- Further enhance biodiversity outcomes linked to planning and site development.

Longer Term Objectives

- Reduce plastic waste by 60%.
- Build upon our 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 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. Our Environmental Strategy³ sets out our objectives for the next 3, 5 and 10 years.

Environmental Management Performance

During this reporting period, we have continued to strengthen our environmental management arrangements, building on the progress we have made. This year's focus has been on data confidence, planning and the delivery of targeted improvements.

Carbon & Energy

Scope 1 and Scope 2 carbon footprint audits were completed. A Scope 3 review was also undertaken. Findings from the audits have been consolidated into a formally approved improvement plan, providing a clear basis for future emissions reduction activity across operations and the wider supply chain. Plastic reduction targets are being reviewed. Electricity reduction targets are being assessed and will be confirmed once audit outcomes and operational feasibility have been fully assessed. This structured approach ensures that future targets are evidence-based and deliverable, supporting long-term reductions in greenhouse gas emissions.

Waste Management

All of Reliance's waste streams are monitored to enable targeted waste reduction activities. Waste is managed in line with the '7Rs' philosophy. This includes waste product from manufacturing activities as well as general waste⁴.

We work closely with our supply chain⁵ and customers to reduce the use of plastic packaging and our annual plastic usage is well within UK and EU requirements. Waste minimisation and segregation remained a key operational focus throughout 2025/26. Our total landfill waste for the year was reduced, demonstrating continued progress against our longer-term objective of reducing non-recyclable waste. This reporting period, 15.2 tonnes of waste was recycled, reflecting effective segregation, improved employee engagement and ongoing collaboration with waste contractors. Our reduction in landfill waste supports our objective of lowering environmental impact from operational waste streams and reflects recent improvements, including enhanced on-site waste management practices.

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 requirements⁶.

Highlight: Environmental Management System

During 2025/26, we successfully implemented a single, standardised Environmental, Health and Safety (EHS) Management System across both of our sites (UK and Ireland).

So far, this has begun to facilitate:

- Consistent processes, controls and documentation.
- Improved data visibility and reporting.
- A common framework for risk management, compliance and continuous improvement.

The standardised system also strengthens governance and provides a scalable platform for future enhancements.



Biodiversity

In 2025 we completed a full Biodiversity Net Gain (BNG) assessment of our Huddersfield site.

Overview

In 2025 we completed a full Biodiversity Net Gain (BNG) assessment of our Huddersfield site, establishing a robust ecological baseline using Defra Statutory Biodiversity Metric and UK Habitat Classification methodology. Key outcomes include:

- A detailed mapping of existing habitats and ecological condition.
- Clear identification of retained, enhanced and newly proposed habitats.
- Defined actions to mitigate biodiversity loss and support future enhancements.

The assessment provides a transparent baseline against which future biodiversity actions and commitments can be tracked. Where on-site net gain cannot be achieved under current development constraints, the strategy prioritises local off-site biodiversity credits to ensure compliance with emerging biodiversity net gain requirements.

Highlight: Gardening at RPMI

Earlier this year employees in Ireland planted a small garden with the aim of supporting biodiversity, boosting wellbeing, and cultivating useful plants, like herbs. The plants were chosen to attract bees and other pollinators. The herbs are available for employees to use at home.

We also contracted a local gardening company to manage the flowerbeds and increase biodiversity at our Huddersfield site.





Social

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

Social Strategy

2025/26 Objectives

- Recruit 4 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.

2026/27 Objectives

- ▲ Provide rewarding career opportunities for young people in the local area through our apprenticeship scheme. Typically taking on 4-6 new apprentices per year.
- ▲ Target 4 Reliance Employer Supported Volunteering (RESV) Scheme placement opportunities per calendar year.
- Run and respond to the Employee Engagement Survey in November 2026.
- ▲ Continue to drive safety improvements to ensure we maintain 0 reportable accidents.

Longer Term Objectives

- Foster an Equality, Diversity & Inclusion (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

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● **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 principles⁷. The business meets the UK Living Wage as a minimum for all employees. Individual and business related pay increases are reviewed annually. Employees receive a share of company profits, a Christmas gift and performance-based bonuses where applicable. All employees are enrolled on the company pension and health insurance schemes^{8,9}. Employee satisfaction is a company KPI and is tracked throughout the year¹⁰. Subsidised social events, including a Summer and Christmas party, occur throughout the year.

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 flexible^{15,16} and home working¹⁷, 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. All employees are eligible for one piece of free fruit per day, whilst stocks last.

Health and Wellbeing Services

Reliance offers access to a number of free Health and Wellbeing services^{18,19}. Each service is optional and provides 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 Team²⁰ are a group of volunteers from both of Reliance's sites. The team are trained Mental Health Champions and/or 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.

Highlight: Employee Engagement Survey 2025

Each year we run the Employee Engagement Survey to monitor morale and drive improvements. This year's results were largely positive. The figures below reflect the views of employees who responded to the survey (69% response rate).

96% of employees said they enjoy the work they do

88% feel a strong sense of belonging to their team

91% feel they are treated fairly at work

84% feel there is a strong sense of community at Reliance

Highlight: Social Events Calendar

A small group of employees organise social events for their colleagues. All events are subsidised by Reliance and employees are encouraged to make suggestions of what they would like to do. This is in addition to Reliance's Summer/Christmas parties.



Pool and Darts Tournament Winners



John Turner Golf Competition



Summer Party 2026



Summer Party 2026



Crown Green Bowling Winners

Equality, Diversity & Inclusion

Reliance is committed to encouraging equality, diversity and inclusion amongst its workforce²¹.

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 legislation²². We also ensure that our equality, diversity and inclusion policies and programmes are in line within UK and EU legislation.

Equality, Diversity and Inclusion (ED&I) Team

Reliance's 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. Objectives include attending an ED&I conference and hosting an event for International Women in Engineering Day.

Workforce Diversity

Reliance monitors its proportion of female employees (19%) and the proportion of female leaders (19%).

Highlight: Women's Engineering Society (WES) Annual Conference

This year, two engineers attended the Women's Engineering Society (WES) Annual Conference at the National Exhibition Centre (NEC) in Birmingham. The theme for 2026 was "Engineering Intelligence" and focused on how human creativity and technological innovation combine to solve complex challenges and drive inclusive progress. First year apprentice, Carys, reviewed the day for our apprentice blog:

"Last week I had the opportunity to attend the Women's Engineering Society (WES) Annual Conference with Mechanical Design Engineer, Maria. Throughout the day, we joined a range of insightful seminars led by some influential women in engineering – covering everything from career journeys to the future of the industry. It was a great experience, and it gave us lots to think about.

The day opened with Dr Katherine Critchley, WES President, who welcomed us to the event. This was followed by a talk from Usha Raghavachari from Ford, who spoke about business improvement and the concept of creating real intelligence by bringing together human and machine insights.

Next, we attended a panel discussion on 'Return & Retain: Unlocking STEM Talent in Industry and Research'. The women on stage talked about returning to work after periods of absence and how the industry

can address the skills gap by making it easier for STEM professionals who have taken a career break to get back into the workforce.

After a coffee break, we learnt about the 'Science of Power and Influence' with Christina Brugger. This seminar discussed how women are often treated differently in the workplace and she provided practical tips and tricks to improve confidence, especially during meetings.

Overall, I really enjoyed attending the WES Conference with Maria. I'd not really had the opportunity to speak to her before, even though she also started her career as an apprentice at Reliance. It was interesting to get to know someone new, whilst going to an event like a conference which is something I'd not experienced before. We both said that we'd like to return to the conference next year – ideally with some more of the female engineers from Reliance!"



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 a top priority³. 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 Performance

During 2025/26 we continued to strengthen our safety culture through active engagement, visible leadership and proactive risk management.

We saw an increase in hazard reporting, indicating stronger workforce engagement and awareness as well as a reduced Total Recordable Injury Rate (TRIR) compared to the previous year. There was one Lost Time Injury (3 days) recorded during the year and zero RIDDOR-reportable incidents.

These results reflect a positive shift towards preventative safety management and early risk identification.

Leading Indicators & Engagement

We continued to prioritise leading indicators during the reporting period, recognising their importance in preventing harm before incidents occur. Key indicators include:

- High levels of hazard and near miss reporting.
- Regular safety tours and management engagement.
- Strong closure rates for corrective actions.

Initiatives such as employee-led reporting tools and engagement activities have been introduced to embed safety accountability across all levels of the organisation.

Systems, Assurance & Continuous Improvement

We have maintained ISO 45001 certification across both sites. Health and safety performance is routinely reviewed through internal governance processes. Lessons learnt from incidents and near misses have been embedded into updated risk assessments and control measures. With a consistent EHS Management System implemented, we are well positioned to further strengthen contractor safety management and digital reporting capabilities over the next year.

Health & Safety Surveys

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

Qualified First Aiders

22 employees have a formal first-aid qualification. This is in addition to our 8 Mental Health First Aiders. 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.

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.

Safeguarding

Our Safeguarding Policy²⁵ is designed to promote and safeguard the welfare of any young people under the age of 18 years and vulnerable adults at Reliance. All employees are required to complete safeguarding training and those who regularly work with young people or vulnerable adults are subject to enhanced DBS checks (UK) or Garda Vetting (IE).

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: Apprentices Embark on an Outward Bound Adventure

Reliance apprentices took part in a week-long learning adventure in the stunning surroundings of the Lake District with The Outward Bound Trust²⁶.

The Outward Bound Trust is a leading outdoor education charity specialising in adventure-based learning in wild settings designed to help young people to step outside their comfort zones to develop new skills. The residential programme brought together Reliance's first- and second-year apprentices and saw them take part in a series of challenging activities including hiking, canoeing, camping, wild water swimming and even gorge walking through Nether Beck. The programme of events was designed to build resilience and foster confidence as well as develop teamwork, leadership and creative problem-solving skills.

Charlie, Second Year Apprentice, said: "I enjoyed taking on responsibilities within my team and contributing to our success in different challenges. It was a great opportunity to build on my teamwork and communication skills whilst supporting others and staying organised. I made a conscious effort to reflect on each activity using Kolb's learning cycle — considering what went well, what could be improved, and how to apply those lessons to the next task. This helped me to develop greater self-awareness, adapt to different situations, and make steady improvements throughout the week."

Robert Farrell, Training School Manager, commented: "This early years residential is more than just an outdoor adventure, it's a powerful way to help our apprentices grow personally and professionally off-the-job. The feedback I've received from the team has been incredibly positive and I also enjoyed taking part, even though some of the activities were challenging. The Outward Bound Trust's approach aligns well with our commitment to supporting the development of confident, well-rounded engineers. They were able to tailor the week to reflect our company principles, and I particularly liked the focus on self-reflection alongside working as a team. I'd like to thank our hosts at the Eskdale Centre for making this such an exciting and rewarding experience."



Highlight: Reliance Apprentices Receive Engineering Excellence Award in UK CanSat Competition

Reliance apprentices have been presented with an Engineering Excellence Award following their participation in the UK CanSat Competition 2025/26²⁷. The team – named the Reliance Orbiters – was made up of the company's current first-year apprentices and was led by third-year apprentice, Harry.

The UK CanSat Competition provides students with the opportunity to gain practical experience working on a small-scale space project. Each team is tasked with designing a CanSat, which is a simulation of a real satellite, integrated within the volume and shape constraints of a soft drink can. The challenge is to fit all the major sub-systems found in a satellite, such as power, sensors and a communication system into this minimal volume. The project was required to have a primary and secondary mission, and each team was allocated an industry ambassador, who was able to offer support and guidance.



The Reliance Orbiters submitted their Critical Design Review in January and were delighted to learn that they had been invited to participate in a Regional Launch Event at Elvington Airfield. The next few months were spent building their CanSat so that it could be launched on a small rocket.

Harry said:

“We were all very excited when the launch went smoothly – it was fantastic to see all our hard work pay off. As a team we had some really interesting engineering ideas and it was great to see them actually work in practice. It was also good to see how the other teams had approached the challenge. Although we didn’t progress to the National Final Launch Event, we were all proud of our CanSat and how we had worked together to design and build it. The Engineering Excellence Award feels like a recognition of what we accomplished.”

The Engineering Excellence Award was granted to around one in nine teams participating in regional launch events and is intended to recognise areas including:

- The size, strength and design of the parachute system.
- The quality and construction of the CanSat shell.
- The innovation and successful execution of the team’s secondary mission.



Robert Farrell, Training School Manager, commented: “The team should be incredibly proud of themselves. They approached the competition with enthusiasm and were able to put everything they’ve learnt so far as apprentices into the project. During the process, they have developed practical skills in areas such as systems design, data handling and problem-solving, as well as gaining experience of working to deadlines and responding to technical constraints. I’d like to thank Aftab Hussain at Kirklees College and the team’s industry ambassador, Viktor Doychinov, for the guidance they provided during the competition as well as everyone at Reliance who offered their support.”

Training

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

Overview

Training plays an important role in developing a skilled, engaged and future-ready workforce, supporting both business performance, compliance and long-term sustainability objectives. Through investing in learning and development opportunities, we aim to equip employees with the knowledge and skills needed to excel in their roles, adapt to changing business demands and contribute to the company's success.

Each year, employees undertake training aligned to both individual development needs and organisational priorities, helping to strengthen capability, support wellbeing, enhance career progression and improve retention. Through fostering a culture of continuous learning, we hope to build a resilient workforce equipped to deliver sustainable value for our business, customers and communities.

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 developed²⁹. Training is delivered in-house or through external providers³⁰.

Highlight: Training Activities

During this reporting period employees have taken part in a number of different training courses including:

- Soft Skills Training (Apprentices)
- First Aid Training
- Sexual Harassment Training
- IOSH Managing Safely
- Compliance Training
- Export Control Training
- ACAS Training (Line Managers)

0.5% Turnover spent on training

20 Apprentices enrolled in Reliance Precision Apprenticeship Scheme

18 Employees enrolled in further education

Charity & Community

The Reliance community continues to support, and run fundraising events for 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.

Reliance Employer Supported Volunteering Scheme

The Reliance Employer Supported Volunteering (RESV) Scheme³¹ was launched in January 2025. It 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.

Highlight: Reliance Donates 3D Printers to Local Schools

We donated four 3D printers to local secondary schools following an upgrade to our own additive manufacturing capabilities³². The donation aims to enhance classroom learning by giving students greater access to hands-on manufacturing technology, supporting the development of creativity, design skills and problem-solving. The recipient schools – Shelley College, Honley High School, King James's School and Holmfirth High School – regularly provide talented students who go on to train at Reliance as part of the Reliance Precision Apprenticeship Scheme.

The printers were delivered by recently graduated apprentice, Joseph, and current first-year apprentices. Where possible, the apprentices returned to their former schools as part of the handover which highlighted how these long-standing relationships between education and industry play an important role in developing local talent and supporting pathways into engineering careers.

Robert Farrell, Training School Manager at Reliance, said: "While most of the schools already have some 3D printing equipment, they have warmly welcomed the additional resources. We hope these printers will inspire the next generation of engineers and give even more students the opportunity to gain practical experience with manufacturing

technology. We're proud of the strong relationships we've built with these schools over the years. Many of our apprentices begin their journeys in these classrooms, so this felt like a natural way to give something back and further support their learning environments."



Highlight: Employees Volunteer at The Kirkwood Gardens

Six employees visited The Kirkwood to volunteer in their gardens as part of the Reliance Employer Supported Volunteering (RESV) Scheme.

The Kirkwood gardens are designed to provide a tranquil space for patients and their families to use, as each room includes a private terrace that overlooks the gardens. The team were incredibly lucky with the weather and thoroughly enjoyed their day, working alongside the regular volunteers who work to maintain the gardens on a weekly basis.



Highlight: The Great Tommy Sleep Out

Ten Reliance employees took part in the Royal British Veterans Enterprise's (RBVE) Great Tommy Sleep Out in March 2026³³. The annual event, sponsored by BAE Systems and Barratt Redrow, encourages individuals and groups across the UK to sleep outdoors for one night or more, during the month of March, to raise awareness of the issue of veteran homelessness.

Reliance's Great Tommy Sleep Out team was made up of volunteers from different departments across the business. It was organised by the company's Environment, Health and Safety Manager, Bryan Carter, who served in the British Army for over 24 years and ended his military career as a Warrant Officer Class 1 of the Royal Engineers in 2022. Bry was keen to ensure the evening provided an accurate representation of what homeless veterans may experience. The team completed a 5-kilometre walk, with their camping gear in tow, to a local shop where they were only permitted to spend £5 on their food for the evening. Perhaps most notably, they slept with just sleeping bags and cardboard for shelter on what was an exceptionally cold night.

First-year apprentice, Connor, said:

"Participating in the Great Tommy Sleep Out was an eye-opening experience. Seeing how brutal the conditions can be on a night in March for someone without a home or shelter, and knowing that it is happening every day, really made me think. It's great that taking part in the sleep out has helped to raise

funds for such a good cause, which will positively impact the lives of homeless veterans. The night itself is something I definitely won't forget. It has given me an insight into just how hard it is to live on little to no funds, trying to find somewhere safe enough to spend the night."

Bry comments:

"For me, organising The Great Tommy Sleep Out was far more than putting together a fundraising event — it was something that struck at the core of who I am and where I've come from. After spending over 24 years in the British Army, I've known men and women who gave everything in service, only to face real hardship when the uniform came off. The thought of any veteran ending up without a place to call home is something that genuinely weighs on me. I wanted our team to experience even a fraction of that vulnerability, not for sympathy, but for understanding. Sleeping out in the cold and rain wasn't comfortable, but that discomfort is exactly the point. It's a reminder that behind every statistic is a person who once stood shoulder to shoulder with us. Taking part in this event allowed me to honour those individuals, raise awareness for a cause I truly believe in, and hopefully contribute to making sure no veteran is ever forgotten or left behind."

Any fundraising efforts help to fuel the RBVE's frontline support, delivering emergency accommodation, mental health support as well as providing employment, homes and training.

Despite freezing temperatures and minimal comforts, the team embraced the challenge with enthusiasm. With support from colleagues, friends, and family, they raised £2,540. The team also received a trophy as a Top Corporate Fundraiser.





Governance

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

Governance Strategy

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 (KYC) 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.

2026/27 Objectives

- Defence Cyber Certification (DCC) Level 0 Certification.
- ▲ Establish governance controls for Carbon Emissions and supply chain reporting in preparation for UK CBAM.
- Deliver company-wide ethics and corruption training.
- Produce annual Compliance Reports for the Leadership Team to review.

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.
- Higher levels of DCC.

■ **Red:** Not Started

▲ **Amber:** In Progress

● **Green:** Complete

Ethical Business Conduct

Reliance works with Original Equipment Manufacturers (OEMs) across the defence, space and life science markets.

Overview

Reliance is committed to conducting business ethically, responsibly and transparently. We maintain policies, procedures and controls designed to manage compliance, human rights, financial crime and business integrity risks across our operations and supply chain³⁴.

Know Your Customer (KYC)

We apply risk-based screening³⁵ and due diligence to customers, suppliers, relevant third parties and, where applicable, end users. Using our third party screening tools, we are able to ensure accurate verification, mitigation of financial crime, fraud and reputational risks.

Data Protection and GDPR

We comply with UK GDPR, EU GDPR and the Data Protection Act 2018 through robust data governance and security controls³⁶. These measures help protect personal data, support the rights of data subjects and ensure compliance with our Data Protection Policy.

Whistleblowing

Reliance encourages employees, contractors and other stakeholders to raise concerns regarding unethical behaviour, fraud, bribery, corruption,

human rights issues, health and safety concerns, environmental breaches or other misconduct. Through our Whistleblowing Policy³⁷ and training, concerns can be reported through established reporting channels and are investigated appropriately and confidentially. Reliance is committed to ensuring that individuals who raise concerns in good faith are protected from retaliation and that issues are addressed promptly and fairly.

Anti-bribery and Corruption

Reliance maintains a zero-tolerance approach to bribery and corruption and is committed to conducting business ethically and responsibly. We have established policies that set clear expectations for employees, contractors and business partners regarding bribery, improper payments, facilitation payments and conflicts of interest³⁸. Compliance with applicable laws and regulations is expected across our operations.

As our business continues to grow, we are enhancing our governance framework through the development of additional guidance, awareness initiatives and training to further strengthen our anti-bribery and corruption controls.

Export and Trade Compliance

Reliance operates an Internal Compliance Programme (ICP)³⁹ aligned with UK, Irish and EU trade and export control regulations. This supports compliance with customs, trade and export control requirements for imports, exports and strategic goods. Our compliance management systems also support adherence to applicable US Export Administration Regulations (EAR) requirements where relevant to our products and services.

Sustainable Supply Chain

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

Supplier Due Diligence

Suppliers undergo risk-based screening as part of the onboarding process and are assessed using our approved screening platform. The assessment considers legal compliance, ethical conduct, sustainability performance and business integrity, with the level of due diligence proportionate to the nature and risk profile of the supplier.

Human Rights and Modern Slavery

Reliance maintains a zero-tolerance approach to forced labour, human trafficking and exploitation²². We expect our suppliers to uphold the same standards and promote responsible labour practices throughout their operations and supply chains. Suppliers are provided with our expectations regarding human rights and modern slavery as part of the onboarding process.

Responsible Sourcing

Through supplier due diligence, traceability measures and ongoing engagement with relevant suppliers, we seek to minimise the risk of conflict minerals⁴⁰, modern slavery and human rights abuses within our supply chain⁴¹. Our approach focuses on suppliers, materials and sourcing activities where such risks are considered most relevant, based on the nature of the products and services provided, and is detailed within our Approved Suppliers list document⁴².

Carbon Border Adjustment Mechanism (CBAM)

Where applicable, suppliers providing CBAM-covered products to the European Union are required to provide the information necessary to support CBAM reporting requirements. We engage with relevant suppliers to ensure compliance with applicable regulations and to obtain the information needed so that reporting obligations can be met by both Reliance and our customers.

Health, Safety and Environmental Standards

We expect suppliers to maintain safe working conditions and comply with applicable health, safety and environmental legislation. In line with our Approved Suppliers list document, relevant suppliers are expected to hold ISO 14001 certification or demonstrate equivalent environmental management practices through a suitable environmental policy. These requirements vary according to the nature, scale and risk profile of the supplier and therefore do not apply uniformly across our supplier base.

We also work pro-actively with suppliers to identify opportunities to reduce plastic packaging and minimise environmental impacts throughout the supply chain.

Cyber Security

Cyber security forms an important part of our governance framework and operational resilience.

Overview

Cyber security forms an important part of our governance framework and operational resilience. We are committed to protecting our systems, data and stakeholders from evolving digital threats through employee awareness, recognised certification and external assurance activities⁴³.

Training and Awareness

All employees are enrolled in a cyber security awareness programme, including phishing simulation exercises and regular training modules. New starters receive introductory cyber security training as part of their induction, and all employees complete quarterly refresher training to reinforce good information security practices.

Certification and Assurance

Reliance Precision Limited is certified to Cyber Essentials⁴⁴ and Cyber Essentials Plus⁴⁵, the UK government-backed schemes designed to help organisations protect themselves against common cyber threats.

In 2026, Reliance was certified to Defence Cyber Certification (DCC) Level 0⁴⁶, reflecting our ongoing commitment to cyber security.

Risk Management

We engage with an external cyber security specialist to support cyber risk management and monitoring. Cyber risks are assessed and prioritised through a range of assurance activities, including engagement with industry experts, third-party penetration testing and independent security audits. These measures help strengthen our cyber resilience and support the protection of business-critical systems and data.

Highlight: Reliance Achieves Defence Cyber Certification (DCC) Level 0

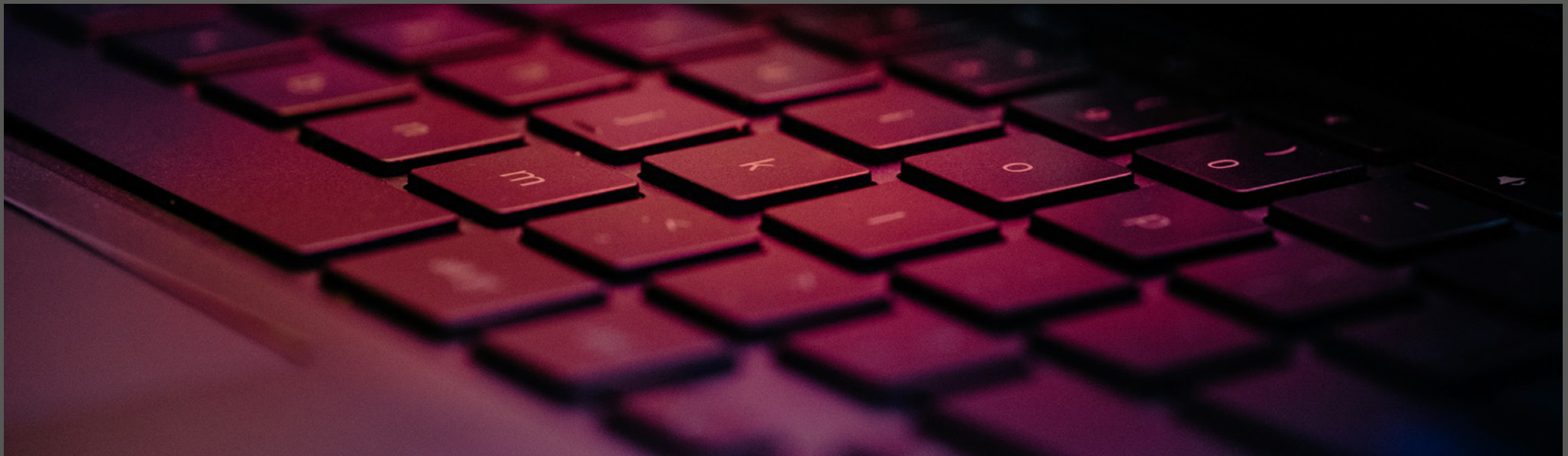
Reliance is delighted to announce it has been certified to Defence Cyber Certification (DCC) Level 0.

The DCC is a cyber security certification framework for UK defence suppliers. It has been developed by the UK Ministry of Defence (MOD) and IASME, to create an assessment and certification against the DefStan 05-138 i4, with the aim of enhancing the cyber resilience of the UK's defence supply chain. The certification process helps companies identify and address vulnerabilities, ensuring they are prepared to respond to cyber threats. Operationally it streamlines procurement processes, reducing the need for repeated assessments by providing assurance of an

organisation's commitment to cyber resilience. The DCC scheme provides a four-level certification framework (L0 – L3), with each level corresponding to the degree of cyber risk associated with a supplier's role in the MOD supply chain. Applicants must demonstrate compliance with the controls set out in each level, describing how they meet them, and providing evidence of compliance.

David Jennings, Chief Executive Officer, said: "Achieving DCC Level 0 is a significant milestone for our organisation, reflecting our ongoing commitment to cyber security and the continual improvement of our controls, policies and procedures in this area.

Reliance has held Cyber Essentials Plus since 2022 which is the minimum standard of cyber security recommended by the Government. With DCC Level 0, we're going above and beyond that baseline, and we hope this gives our customers further reassurance that we take cyber security seriously. We aim to work towards higher levels of DCC certification in the coming years. I'd like to thank everyone involved in the process at Reliance, as well as our cyber security partners, Data Connect, for their support."



Data

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

Environmental Data

Environmental				
ESG Driver	2024/25	2025/26	2026/27 Target	Comments
Greenhouse Gas Emissions (per production hour)	0.013 tCO ₂ e/hr (est.)	0.012 tCO ₂ e/hr(est.)	20% reduction	Aligned with total emissions reduction.
Total Greenhouse Gas Emissions	819 tCO ₂ e	729 tCO ₂ e	670 tCO ₂ e	~8% reduction target
Scope 1 Emissions	96 tCO ₂ e	38 tCO ₂ e	35 tCO ₂ e	Direct emissions reduction
Scope 2 Emissions	534 tCO ₂ e	509 tCO ₂ e	470 tCO ₂ e	Energy efficiency focus
Scope 3 Emissions	189 tCO ₂ e	182 tCO ₂ e	165 tCO ₂ e	Supply chain improvements
Energy Usage (per production hour)	20.5 kWh/hr (legacy)	7.318 kWh/hr (legacy)	10% reduction	Efficiency improvements
Total Energy Usage	3,028,065 kWh	2,925,554 kWh	2,800,000 kWh	Operational improvements
Waste Recycling	49.3%	54.53%	Increase % recycled	Improved waste segregation
Non-Recyclable Waste	14.5 tonnes	13.69 tonnes	10% reduction	Waste minimisation initiatives

Please note, we have brought our reporting in-line with our financial year.

Per production hour metrics estimated where direct data unavailable.

Due to a new, and more accurate process for data capability, with support from Edge Efficiency, legacy data from the previous ESG reports has been adjusted. The 2025/26 recorded data will become our benchmark.

Social Data

Social

ESG Driver	2024/25	2025/26	2026/27 Target	Comments
Female Employees	21%	19%	-	Employees identifying as female.
Female Leaders	14%	19%	-	Leadership positions held by women.
Reportable Accidents	1	0	0	
Recorded Minor Incidents/Accidents	8	5	0	Non LTI (April 2024 - March 2025).
Employees First Aid Trained	8.64%	22 employees	22 employees	Driven by legislation, personnel on site and shift patterns.
Employees Mental Health First Aid Trained	-	8 employees	8 employees	
Apprentice Retention Rate	80%	63%	-	Employed 5 years after completion of apprenticeship.
Apprentices Enrolled in Apprenticeship Scheme	20 apprentices	20 apprentices	-	
Employees Enrolled in Further Education	10 employees	18 employees	-	
Turnover Spent on Training	0.5%	0.5%	-	
Charitable Donations	£10,820	£12,957	-	Including The Kirkwood and Forget Me Not Children's Hospice.
RESV Scheme Volunteers	37 employees	32 employees	40 employees	Placements occur each calendar year. 2025/26 figure reflects volunteers at 6 month mark.
ED&I Measure (Employee Engagement Survey)	91%	91%	-	Question: In my experience Reliance actively encourages equality diversity and inclusion in the workplace.
Welfare Measure (Employee Engagement Survey)	89%	88%	-	Question: Reliance is genuinely interested in the welfare of its employees.

Please note, we have brought our reporting in-line with our financial year.

Governance Data

Governance				
ESG Driver	2024/25	2025/26	2026/27 Target	Comments
Percentage of active customers screened	100%	100%	100%	
Percentage of active suppliers screened	100%	100%	100%	
Percentage of active product range REACH compliant	14%	53%	75%	
Percentage of active product range RoHS compliant	14%	53%	75%	
Number of reportable external compliance escapes	0	0	0	
Percentage of applicable CBAM parts reported within the EU	100%	100%	100%	
Percentage of employees who have received Anti-Bribery and Corruption Training	-	11%	>50%	New metric - data capture began in 2025/26.

Please note, we have brought our reporting in-line with our financial year.

Accreditations & Certifications

Standard	Certificate No.	Issued	Renewal
ISO 9001	2765	1 April 2026	1 April 2027
ISO 9100	2765	1 April 2026	1 April 2027
ISO 14001	EMS 834042	14 May 2026	14 April 2029
ISO 45001	OHS 834047	24 October 2025	7 August 2028
Cyber Essentials	b97322eb-e84b-4401-8f72-26ec040a08db	5 March 2026	5 March 2027
Cyber Essentials Plus	bda1f56f-fcd0-4f4b-8564-060c1a57e411	5 March 2026	5 March 2027
Defence Cyber Certification (DCC) Level 0	766b3e79-f1e9-42f9-8839-4309054480d7	15 May 2026	15 May 2029
NADCAP (Chemical Processing)	4869244434	31 May 2026	31 May 2027

References

1. ISO 14001
2. QP0056 – RP and RPMI EHS Legal and Other Requirements Applicability Register Procedure
3. BP0201 – EHS Strategy
4. WI1166 – Waste Management
5. QP0035 – Environmental Aspects and Impacts Register
6. QP0067 – RP and RPMI Legal and Other Requirements Applicability Register
7. Principles Book
8. WI1508 – Employee Remuneration and Benefits Policy (RP)
9. WI1512 – Employee Remuneration and Benefits Policy (RPMI)
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. WI1509 – Work Life Balance Policy (RPMI)
17. WI1246 – Homeworking Policy
18. QA0337 – Health & Wellbeing Flyer (RP)
19. QA0338 – Health & Wellbeing Flyer (RPMI)
20. QA0336 – Health & Wellbeing Team
21. WI1248 – Equality, Diversity and Inclusion Policy
22. WI1516 – Modern Slavery and Human Trafficking Policy
23. ISO 45001
24. Apprentice Prospectus
25. WI1478 – Safeguarding Policy
26. Press Release: Reliance Apprentices Embark on an Outward Bound Adventure
27. Press Release: Reliance Apprentices Receive Engineering Excellence Award in UK CanSat Competition
28. PS0458 – Monitored Professional Development Scheme
29. QP0063 – Performance Development Review Policy
30. QP0018 – Training and Development
31. WI1530 – Reliance Employer Supported Volunteering Policy
32. Press Release: Reliance Donates 3D Printers to Local Schools
33. Press Release: Reliance Employees Take Part in The Great Tommy Sleep Out
34. BM0110 – Commitment to Compliance
35. WI1481 – Screening
36. WI1487 – Data Privacy Policy
37. WI1236 – Whistleblowing Policy
38. WI1113 – Company Policy Statements
39. QP0081 – Internal Compliance Programme
40. QA0575 – Conflict Minerals Statement
41. BP0250 – Procurement Strategy
42. WI1100 – Maintenance of Approved Suppliers List
43. WI1292 – Cyber Security Overview
44. Cyber Essentials
45. Cyber Essentials Plus
46. Press Release: Reliance Achieves Defence Cyber Certification (DCC) Level 0