

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

RGIS UK

May 2026

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Introduction



At RGIS UK, we continue to focus on building a sustainable, equitable, healthy, and diverse business community through a combination of innovative business practices and exemplary environmental, social and governance performance.

This commitment will guide every aspect of our business, including how we approach new projects, our operations, our collaboration with stakeholders and how we report on our progress.

Our business seeks to go beyond the basic legal requirements of compliance by embedding it into the heart of the company and monitoring and acting where we believe it's within our power to make a difference.

Our commitment to improving our social and environmental performance demonstrates a strong, well-informed management attitude and a values-led culture that is both alert and responsive to the challenges and opportunities of doing business responsibly and sustainably and it is fundamental to our strategic objectives as is reflected in our ESG Charter.

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Statement from the Managing Director



*"**At RGIS UK, our commitment to sustainability is integral to how we operate across the United Kingdom. We recognise the importance of environmental stewardship, social responsibility, and robust governance as pillars of our business strategy.***

***Environmental Impact**: Central to our environmental initiatives is the localisation of our workforce. By recruiting locally, we significantly reduce the need for long commutes, thereby minimising our carbon footprint and lessening our overall impact on the environment. This approach not only contributes to our sustainability goals but also enhances the efficiency with which we deliver our retail services. With our organisational structure spread across 23 regional offices located in nearly every major town, we are able to keep our teams close to their workplaces, further reducing travel emissions and promoting better air quality.*

***Social Contribution**: Our focus on local recruitment strengthens community ties and supports local economies. By employing people from the communities where we operate, we contribute to local employment and foster a workforce that resonates with our clients and their customers. This local engagement ensures that we are not just a business operating in the area but a part of the community fabric.*

***Governance Practices**: At RGIS UK, governance is about ensuring accountability, fairness, and transparency in all our operations. We maintain high standards of corporate governance to oversee and guide our practices, ensuring that they meet the expectations of our clients, employees, and stakeholders. This governance framework supports our mission to conduct business responsibly and with integrity.*

We are proud of the steps we are taking to integrate ESG principles into the core of our business operations. By focusing on environmental efficiency, social responsibility, and exemplary governance, we are committed to building a sustainable future for all our stakeholders."



Kiran Soni
Managing Director – UK & Ireland

RGIS INTEGRITY EXCELLENCE RESPECT TEAMWORK INNOVATION

RGIS Values



RGIS is a leading retail services and stocktaking company. We take pride in our work and always stand by our values.

INTEGRITY

Integrity

We do the right thing! Safely honouring our commitments and taking accountability demonstrates our positive nature.

EXCELLENCE

Excellence

We challenge the status quo! Expecting more out of everything we do is part of our DNA.

RESPECT

Respect

We treat others the way we want to be treated! Appreciating our fellow teammates and customers is at our foundation.

TEAMWORK

Teamwork

We work together! Collaborating is key to our success because when we cooperate, we achieve more.

INNOVATION

Innovation

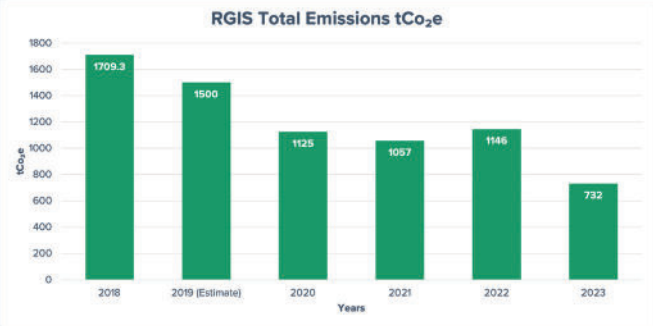
We think big. Creating new technologies and ideas to improve how we do business is our passion.

Environment



RGIS UK is committed to working towards Net Zero Carbon Emissions and has started to make changes within the organisation to realise this goal.

The nature of the business means that transport accounts for 98% of the operational energy used within operations and whilst changing the vehicle fleet from combustion engines to electric engines is of the highest priority, other areas such as technology and reducing travel have also been addressed.

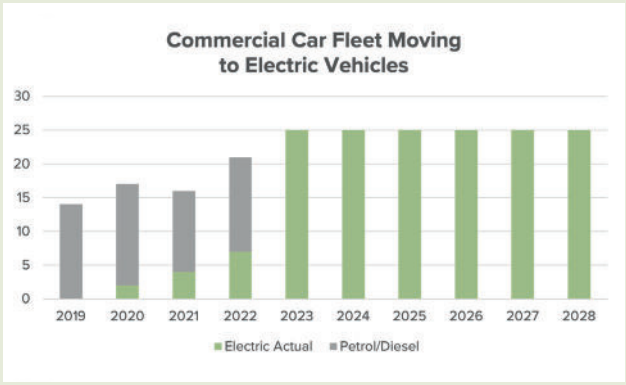


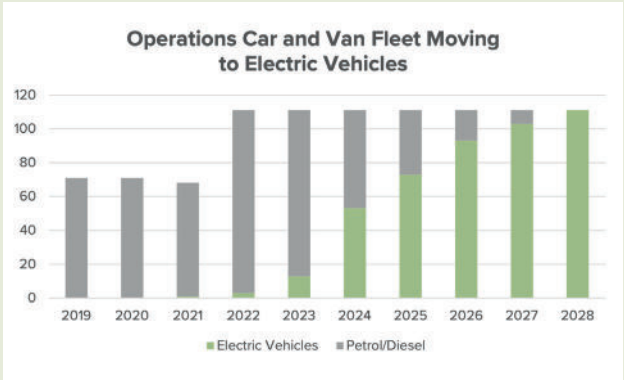
Figures taken from the RGIS UK ESOS (Energy Savings Opportunity Scheme) and SECR (Streamlined Energy and Carbon Reporting) Reports which are available to all our stakeholders.

Transport – Going Electric

RGIS UK plans to transition all fleet vehicles to electric by 2028. Notably, we achieved full electrification of all management vehicles by Q4 2023.

Whilst we endeavour to transition our operational vehicles as well, this will only be feasible for our business operation if manufacturers enhance their offerings by developing minibuses with an increased mileage range within this time period.





Environment



Fuel Savings and Load Factors

RGIS UK has a well-managed fleet of vehicles and uses Jaama Fleet software to ensure all the vehicles are monitored and maintained regularly.

A lot of time and effort has been spent training drivers, in particular to make them safer, which also has a positive effect on fuel efficient driving. This can be monitored in some of our vehicles that have GPS trackers which can highlight driving style, excessive speed, erratic driving, driving routes, etc.

In terms of car use and the equipment carried, car drivers are discouraged from carrying unnecessary items in their cars, as for every extra 45kg carried in a car, fuel efficiency can drop by 1-2% and emissions increase. Reports on purchased fuel are analysed weekly for price anomalies and any inflated prices are highlighted to the driver.

The minibuses which relay auditor staff to jobs may also carry ladders, but as over 90% of the inventory counts are now paperless there is no need to carry items such as printers and additional equipment is kept to a minimum.

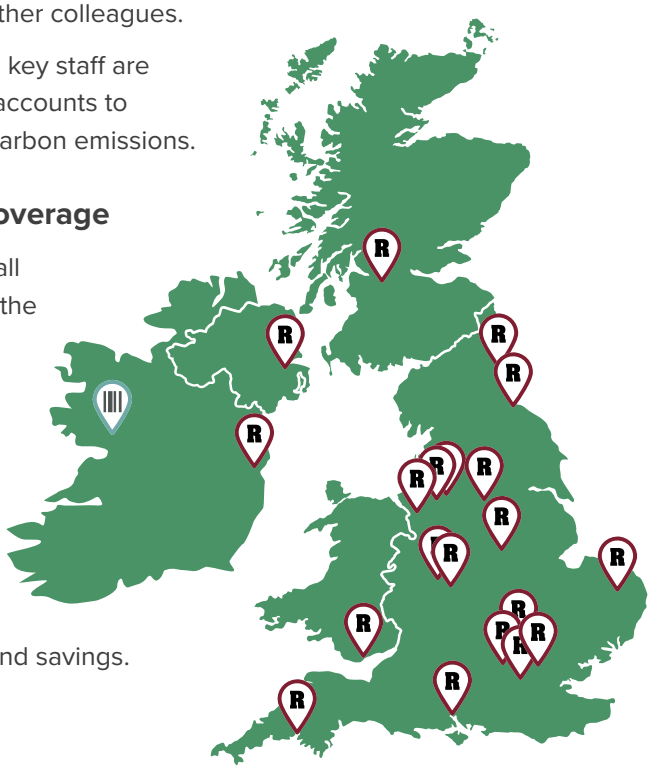
Inventories are carried out on a daily basis and the vehicle fleet is utilised 98% of the time. The only times the inventories don't take place are over the Christmas and Easter periods. The minibuses have 8 to 9 seats and only when these are filled will employees use their own cars and in this case may also car share with other colleagues.

Video conferencing is encouraged and all key staff are issued with laptops and Microsoft Teams accounts to minimise unnecessary mileage, fuel and carbon emissions.

Company Mileage – Increasing Coverage

RGIS UK has increased the number of small carbon efficient regional district offices in the UK and Ireland which has reduced travel and the overall carbon footprint.

These offices are mostly hubs and are subject to a minimal energy or land lord service charge for electricity, plus the introduction of hybrid working has resulted in a smaller space requirement for each location. All office space is under regular review for environmental impact and savings.



Environment



Technology – Going Cloud Based

The introduction of cloud based stocktaking and online software across the UK and Europe has already resulted in many benefits: to the customer, to RGIS UK and to the environment. In terms of the environment this includes:

- Over 90% paperless reporting which is now done digitally on tablets and local-just-in time-printing for area tickets which eliminate waste
- The digitalisation of the reporting has resulted in a yearly resource saving of:
  - **18,300** reams of paper
  - Over **6,000 printer cartridges** and printing activities
  - Plus additional by-product savings in **water, waste and CO_2 emissions**

As well as the above actions, RGIS UK will continue to build upon the business strategy and plans to drive decarbonisation and a broader sustainability focus on the factors that are most material within the organisation.



Governance



The organisation is structured equitably in terms of diversity and inclusion. The leadership team are committed to equal opportunities and the organisation is aligned with all ethical business standards.

Equal Employment Opportunities and Diversity

RGIS UK is an equal opportunities employer and does not discriminate on the grounds of any of the following protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation

The policy covers and protects all directors, employees, contractors, volunteers and temporary staff. The Company will comply with the Commission for Racial Equality Code of Practice, the Equal Opportunities Commission Code of Practice and the Asylum and Immigration Act 1996 and 2006, Data Protection Act 1998 and the Equality Act 2010.

We are committed to encouraging equality and diversity amongst our workforce and eliminating unlawful discrimination. The aim is for our workforce to be truly representative of all sections of society and our customers and for each employee to feel respected and able to give their best.



Governance

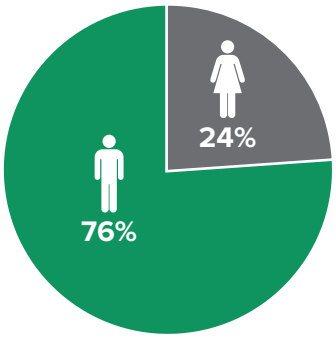


Gender Pay Gap legislation introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap or workers in scope as of 31st March 2017.

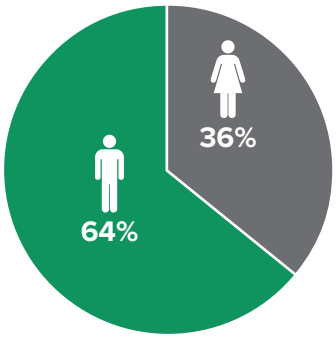
Gender Pay Highlights

Gender pay gap reporting should not be confused with Equal Pay. Equal Pay deals with the pay that male and female workers receive for doing the same job, or work of equal value. At RGIS UK, we pay our Team Members according to the role they undertake not their gender. For example, both men and women who conduct our stocktakes are paid the same hourly rate for doing the same role.

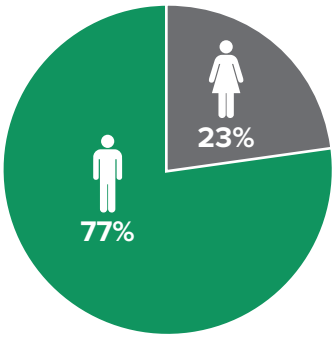
Gender Pay Gap 2025



All employees



Salaried only



Hourly Only

Gender Pay Gap Explained

Our gender pay gap is not an issue of equal pay but is instead due to the lack of representation in specific roles such as stocktakers and team leaders. Like many organisations, RGIS UK has a higher proportion of men than women, with 75.5% of our workforce being male and 24.5% female. Research indicates that women are more likely to take on caregiving responsibilities, and the nature of our work, which can be manual and conducted during unsociable hours, may also contribute to this disparity.

We are committed to providing job opportunities for everyone, regardless of gender, and strive to maintain an inclusive and diverse workforce across all areas of our business.