



Marshalls

Corporate Responsibility Policy Statement

Our approach to Corporate Responsibility is informed by our organisational sustainability model and our commitment to the United Nations Global Compact (“UNGC”) Principles which include; human rights; labour; environment and anti-corruption.

Empowered by our brand values of leadership, excellence, trust and sustainability we work passionately and diligently to uphold the UNGC pillars. As a signatory of the UNGC since 2009 we annually publish our ‘Communications on Progress Report’ which gives details of what we have done, what we aim to do and to how we contribute to the Sustainable Development Goals. By doing so, and doing the right thing, we aim to leverage sustainability to drive competitive advantage for our business and to deliver benefits to society, without damaging the environment.

We believe that corporate responsibility and integrity starts with tax compliance, with Marshalls committed to maintaining its Fair Tax Mark. As a company registered in the UK, Marshalls pays all taxes due and does not actively employ tax avoidance strategies. We understand that tax is the return due to society on its’ investments; the roads, transport infrastructure, educated workforce and so on, from which all companies benefit. Our taxes include corporate income tax on our profits, but they also include all the other taxes that we pay, such as employer taxes and property taxes, and those that we generate and administer through our economic activity, such as VAT, and employee taxes deducted through the payroll.

We are an accredited real Living Wage Employer in the UK. In our operations and supply chains we either paying living wages or working with other agencies to establish living wages where none exists resulting in a positive economic impact, especially in developing economics.

Marshalls has a suite of policies in the Environmental, Social and Governance (“ESG”) arena that are reviewed annually. These include;

- Human Rights Policy
- Integrated Management Systems
- Quality Management
- Timber & Paper
- Transport
- Children’s Rights
- Social & Community Investment
- Energy & Climate Change
- Environmental
- Health & Safety
- Anti Bribery
- Modern Slavery & anti Human Trafficking

We believe that greater transparency leads to increased trust. This in turn provides the solid foundations required for sustainable growth. By making our financial, social, environmental and ethical data transparent we aim to inspire trust that will lead to customers buying more of our products, investors purchasing more of our stock, and engaged employees working harder and smarter.

This policy is reviewed annually as part of the management review process and communicated on company notice boards and intranet.

Signed by:

Martyn Coffey, Chief Executive
January 2020