



Marshalls

Marshalls Human Rights Policy

Marshalls supports human rights consistent with the Universal Declaration of Human Rights. In conducting its business activities across the globe Marshalls respects these rights and seeks to uphold, preserve and promote them.

Marshalls works diligently in all respects to support and uphold the United Nations Guiding Principles on Business and Human Rights. The organisation has a dedicated human rights programme including; modern slavery risk mapping & country profiling, human rights due diligence procurement process, ongoing human rights impact assessments, country specific human rights monitoring, social auditing, independent supply chain auditing, employee and supplier training programme, internal human rights awareness programme, Children's Rights and Business Principles auditing, Women's Empowerment Principles implementation and human rights monitoring and reporting.

Marshalls is committed to working to eliminate modern slavery and makes an annual Modern Slavery & Human Trafficking Disclosure Statement as required by law.

As part of this process our Human Rights Policy is reviewed on an annual basis.

Marshalls works to ensure that its presence cultivates fair and sustainable relationships. Marshalls respects and values the dignity, well being and rights of employees, their families and the wider community. Marshalls actively works and collaborates with employees, elected employee representatives, communities, non-governmental and other appropriate stakeholders to uphold and promote these rights.

Where human rights are under threat Marshalls works to uphold local laws, promote international standards and strives to have international standards upheld by the appropriate Governments, Institutions and Agencies.

Marshalls embraces opportunities to promote a broader understanding of human rights values working within its sphere of influence.

Marshalls actively seeks to collaborate with appropriate organisations to promote respect for human rights in a manner which is consistent with the role of business.

Marshalls operates an independent whistleblowing service with Safecall (telephone number 0800 915 1571: web address www.safecall.co.uk/report) through which any serious concerns regarding human rights can be reported.

Signed by:

Martyn Coffey, Chief Executive
January 2020