



Marshalls

Children's Rights Policy Statement

Marshalls respects & supports children's rights consistent with the United Nations Convention on the Rights of the Child ("CRC") and the Children's Rights & Business Principles ("CRBP"). The CRC sets out the basic human rights that children everywhere have; the right to survival; to develop to the fullest; to protection from harmful influences, abuse and exploitation; and to participate fully in family, cultural and social life. The CRBP set the standard for businesses to respect and support children's rights in the workplace, market place and community.

Marshalls acknowledges its corporate responsibility to respect and support children's rights and actively implements the Children's Rights & Business Principles.

As a signatory of the United Nations Global Compact ("UNGC") Marshalls seeks to uphold the ten guiding principles in support of child rights. In conducting its business activities across the globe Marshalls respects children's rights and seeks to uphold, preserve and promote them wherever possible.

Marshalls has a Children's Rights Ambassador on the executive responsible for ensuring that the company's Children's Rights Policy is implemented across the business.

Marshalls provides detailed information and guidance through the Company's induction and on-going training process regarding the avoidance of violence, abuse and exploitation of children. Annual training workshops on child rights and the implementation of CRBP also take place. Additional training and guidance is given to those employees who have greater involvement with or exposure to potential children's rights issues, such as marketing personnel, or those travelling overseas.

Guidance material for all employees about avoiding violence, abuse and exploitation of children, plus specific guidance regarding children working for company employees, is available on the Company intranet.

The CRC states that children have the right to a voice in matters that concern them and to have their opinions given due weight based on their capacity and level of maturity. To ensure that any consultations with children follow ethical standards and are effective and meaningful for children, and useful for the organisation, Marshalls engages with in-country Non-Governmental Organisations and or community-based initiatives to organise safe and respectful consultation with children. The Company also consults with other experts on children such as UNICEF, human rights organisations, national authorities and independent experts.

Marshalls has in place a Marketing & Advertising Policy & Code of Conduct regarding children and the use of children's images.

As a member of the Ethical Trade Initiative ("ETI") Marshalls commits to the ETI Base Code which states that interpretation of the child labour clause of the Code should be done bearing in mind International Labour Organisation ("ILO") conventions. In addition, the ETI Code states that where national law and the code differ, the correct procedure is to adhere to the standard that offers workers the highest level of protection. Marshalls therefore follows the ETI Code and ILO standard, and will not permit children under 18 years old to work on any hazardous activities in its supply chain.

In addition the Company provides information regarding issues of child labour and human rights guidance for all of its stakeholders, including its suppliers, which is available online.

The Company engages with its high risk suppliers regarding the implementation of UNGC principles and the CRBP. All suppliers have received a copy of this Children's Rights Policy, Children's Rights & Business Principles and Marshalls' response to CRBP.

Where children's 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 respect and support children's rights and works with its business partners to do so. Marshalls works and collaborates with appropriate organisations to respect and support children's rights in a manner which is consistent with the role of business and reflects the CRBP.

This policy will be reviewed annually.

Signed by:

A handwritten signature in cursive script, appearing to read 'M. Coffey', written in black ink.

Martyn Coffey, Chief Executive
January 2020