

THE TRUTH ABOUT

Child Labour in the Indian Sandstone Industry



Marshall's

Creating Better Spaces



WE SUPPORT



United Nations Global Compact



As the world's largest global corporate citizenship initiative the United Nations Global Compact (UNGC) was launched in 2000 to harness the power of collective action in the promotion of responsible corporate citizenship. The UNGC is a framework for businesses that are committed to aligning their operations and strategies with the ten universally accepted principles in the areas of human rights, labour, the environment and anti-corruption.

The UNGC is concerned with demonstrating and building the social legitimacy of business and markets. Marshalls plc. became a signatory of the UNGC in January 2009 and a member of the UK Network later the same year.

The Global Compact is a purely voluntary initiative with two objectives:
(1) To mainstream the ten principles in business activities around the world;
(2) To catalyse action in support of broader UN objectives, such as the Millennium Development Goals.

As part of its commitment Marshalls is required to produce an annual Communication on Progress report which details how Marshalls is aligned with the ten principles and how the plc intends to develop its activities in support of the framework laid out by the UNGC over the forthcoming months. Marshalls work to uphold the UNGC principles, including its work regarding children's rights; can be found in its COP reports at www.marshalls.co.uk/sustainability/publications.

UNGC Ten Principles

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights;

Principle 2: Make sure that they are not complicit in human rights abuses.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: The elimination of all forms of forced and compulsory labour;

Principle 5: The effective abolition of child labour;

Principle 6: The elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: Undertake initiatives to promote greater environmental responsibility; and

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against all forms of corruption, including extortion and bribery.



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Be Part of the Solution.
Buy Fairstone.



Introduction

Companies and children interact on a daily basis, either as family members of employees, members of the wider community or sometimes as workers. Because of this the private sector has enormous power to protect children from harm and to improve their lives. Businesses also have the power to disregard or even endanger the interest of children leaving them vulnerable, invisible and voiceless.

Marshalls has been engaged in the elimination of child labour in the Indian sandstone industry since 2005. The organisation has made a promise to support & uphold the rights of children through its participation in the United Nations Global Compact and its commitment to Children's Rights & Business Principles(1).

Marshalls & UNICEF have been working in a strategic partnership in India since January 2014 to eradicate child labour in the sandstone industry.

“As an industry leader Marshalls brings market knowledge, expertise and funding to the partnership. UNICEF is applying its extensive and authoritative experience as an intergovernmental organisation and is working to strengthen legal and policy frameworks, enhance government and community-based structures and services. Our aim is to engage with communities to promote positive social change, and to work with the wider sandstone sector to improve conditions for workers and their families.”

Chris Harrop, Marshalls' Group Marketing Director, (Responsible for Sustainability), UNGC UK Network Chair, ETI Non-Executive Director

Why the Eradication of Child Labour Matters to Marshalls



The business case for supporting & improving children's rights is simple for us. We made a public commitment as a United Nations Global Compact signatory in 2009 to uphold the human rights of all, including children, many of whom represent some of society's most vulnerable members.

What began over 10 years ago as a goal to ensure the absence of child labour in our own supply chain and to eradicate child labour in the wider stone sector in India, has led to a deeper understanding of the wider issue of children's rights and more knowledgeable and extensive engagement through which we are now seeking long-term systemic change for children.

The quarrying industry is hazardous and the dangers to children in any quarrying supply chain are clear. The broader impacts of the quarrying industry on children are often less obvious: the poor

health of women in rural quarrying communities affecting their ability to take care of children; the ordeal of families migrating to engage in quarry work to escape poverty; the erosion of family and social structures; the difficulty of living as displaced or homeless or in poor living conditions; the lack of access to education; the absence of child protection systems; the prevalence of child malnutrition, hunger and food insecurity; the increase in morbidity; the lack of access to health care; the exposure to HIV/AIDS; the contamination of water, soil and air; and the exposure to exploitation and abuse. These conditions, and more, potentially have a disproportionate impact upon children.

Much of our initial work involved streamlining our supply chain and working closely with our sole supplier in India to implement the Ethical Trading Initiative Base Code which states that no child labour should be used. Alongside this, we developed a long-term partnership with a local non-governmental partner in Kota

to deliver child education, health camps, workers' rights education and social security insurance provision. All of this enabled us to bring Fairstone, the first ethically sourced sandstone range, to market in 2009.

Our engagement with UNICEF in early 2012 deepened the process of engaging in support of children's rights and has added value in numerous ways. Our involvement in the development of the Children's Rights and Business Principles framework through UNICEF's pilot programme enabled us to develop our knowledge and approach, and to communicate them to our supply chain and other key stakeholders. Our first Children's Rights and Business Principles (CRBP) audit in 2012 gave us the framework to map our progress and identify the most pressing areas for future activity.

An important part of this process has been to develop our policies regarding the rights of children. Our human rights, children's rights and child labour policy statements make our stance clear. These policies can be found on our website and also in our Marshalls Response to Children's Rights & Business Principles booklet in the publications section. We are particularly excited to be increasing our engagement and consultation with children and young people in the United Kingdom and overseas as stakeholders in their own right. Our second Children's Rights & Business Principles audit was completed at the end of 2015 and has allowed us to identify our Top 10 CRBP priorities moving forward.

As part of a partnership programme with support from Marshalls, UNICEF has carried out much needed research in the quarrying industry in the Indian state of Rajasthan. UNICEF will use the findings to develop long-term interventions to tackle child labour in the stone quarrying sector. The research findings will be used during 2016 to support the Indian government, business and other stakeholders in adapting policies and creating a regulatory framework to eliminate child labour in the quarrying industry. This partnership also supports UNICEF's child protection interventions and education programmes in India, China and Vietnam. Marshalls is extremely engaged in this process. While bringing market knowledge and expertise the company is eager and open to learn from UNICEF.

The hope is that when our business looks back on activity 50 years from now, it will judge that we made good, sustainable choices which have secured our market-leading position and set us apart in terms of our ethical, responsible and pioneering corporate behaviour. At the forefront of this, we hope, will be our approach to children's rights and business principles.

What You Can Do

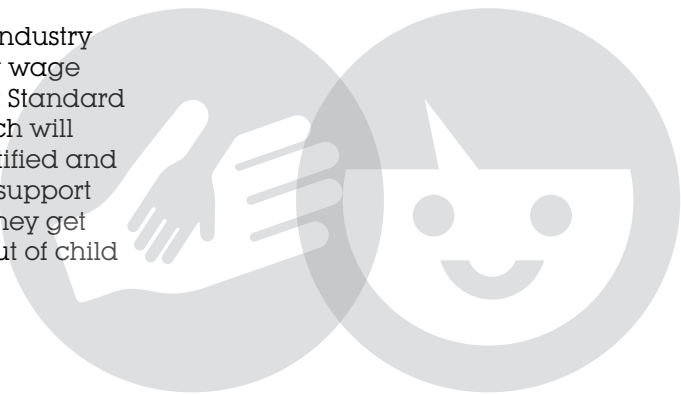
Customers - specify Marshalls Fairstone and keep up to date regarding our work to support children's rights. Visit our sustainability website www.marshalls.co.uk/sustainability

Employees - be proud to work for an organisation which puts children at the heart of its organisation, tell your family, friends and business contacts about our work and about Fairstone.

Stone Sector - engage in industry activity regarding a living wage and the development of a Standard Operating Procedure which will enable any children identified and child labourers to get the support that they need to ensure they get back to school and stay out of child labour.

Suppliers - find out more about Marshalls approach to sustainability and specifically Children's Rights and Business Principles.

Marshalls Registered Installers - recommend and install Fairstone and communicate the benefits of an ethical supply chain to your customers.



Fairstone®



by Marshalls

Marshalls Fairstone® is an ethically sourced range of Natural Stone that has been quarried and produced in line with a clear set of ethical values and commitments.

ETI Base Code

Marshalls is committed to the principles of the ETI Base and the application of its elements in its supply chains. The implementation of the Base Code is a journey to which Marshalls is committed ;

- Child labour shall not be used
- Living wages should be paid
- Working hours should not be excessive
- No discrimination is practised
- There is freedom of association
- No-one should be forced to work
- Working conditions are safe & hygienic
- No harsh or inhumane treatment is allowed
- Regular employment is provided



Respect
for workers
worldwide

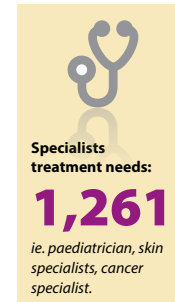


Marshalls has been actively working to eliminate child labour in the quarrying sector in Rajasthan for over 10 years



Providing free primary education, advocating regarding children's rights and offering practical support in terms of fair pay, social insurance, health care, adult literacy and workers' rights education all of which are factors involved in issues of child labour.

The findings of the UNICEF research "Children's Lives Cast in Stone 2015" will inform our approach to working with our suppliers, partners and the community in India.

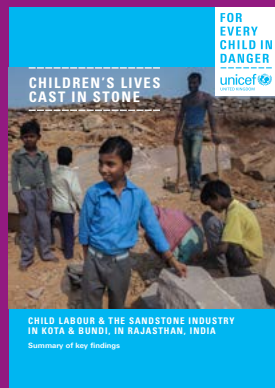


These info-graphics show the impact of Marshalls' work on the ground in Kota. We've worked tirelessly since 2005 with local partners to understand, identify and support issues important to quarry workers in the region.

1. FACT: Child Labour Does Exist in the Indian Sandstone Sector.

Worldwide, about 168 million children aged 5 - 17 are engaged in child labour. This accounts for almost 11 percent of all children (3). Children in hazardous work that directly endangers their health, safety and moral development make up more than half of all child labourers, numbering 85 million in absolute terms. India has the largest number of child labourers in the world and is home to 30% of the world's children.

Recent research undertaken by UNICEF, and funded by Marshalls, confirms that an estimated 200,000 children are employed in the sandstone industry in India which is classified as hazardous and one of the worst forms of child labour. (2)



38%
of children

are reported to be working in the stone quarrying industry in Kota & Bundi.

(Source: UNICEF Children's Lives Cast in Stone, September 2015.)

Child labour deprives children of their right to go to school, exposes them to violence, and reinforces intergenerational cycles of poverty. But this violation of their human rights isn't inevitable. Child labour is preventable through integrated approaches that address poverty and inequity, improve access to and quality of education and mobilize public support for respecting children's rights.

The positive news is that since 2000 the most recent worldwide figures (3) show a decline of about one third. But progress is far too slow.

Child labour is defined as work for which the child is too young, i.e. work done below the required minimum age. The Convention on the Rights of the Child recognises every child's right, 'to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education,' or that is likely to harm the child's health or, 'physical,

mental, spiritual, moral or social development'. (4)

UNICEF's most recent research shows that children as young as 6 and 7 were found to be working as child labourers with the average age that children began work being 12 - 13. The average working hours ranged between 6 - 7 hours a day, with older children working comparatively longer than younger children.

COBBLESTONE MAKING: almost all children in families living in villages near sandstone mines work in cobblestone making, and are introduced to the industry through this activity. Both male and female children begin working in cobblestone making at a young age of around 6 or 7. While boys eventually join the quarries, girls continue to undertake cobblestone making. Even those children who do attend school often undertake cobblestone making after school. (2)

SPLITTING AND CHISELLING OF STONES: boys of around 13 - 18 years usually engage in splitting and chiselling of stones. Some mines do engage younger children, especially where young boys may be the breadwinner for the family and need to pay off family debts. Boys are often coached by mine managers to lie about their age. (2)

REMOVAL OF DEBRIS AND WASTE, loading and unloading of slabs, stacking of stone slabs and running of stone slabs around the mines, such as providing water is also undertaken by boys and girls in what can only be described as hazardous conditions.

Many community members and employers in Kota and Bundi, believe that children were working in hazardous conditions and that child labour was on the rise. (2)

2. FACT: Child Labour is an Infringement of Children's Rights

Children have the same human rights as adults. Our human rights are the basic things we need in order to live with dignity, to develop and reach our potential, such as food, housing and health care and the right to express ourselves, hold religious beliefs, and be free from violence and abuse. We all have these rights no matter who we are.

Children living in poor families in the sandstone industry lack proper housing and basic facilities like safe water, sanitation, access to health care, schools, public transport and are likely to be malnourished. On top of this public governance mechanisms are weak

which means that even where laws exist to protect the rights of children they are often not upheld. All of this is known to increase a child's risk of exploitation and neglect. In such difficult environments children rarely feature in the decision making of families and communities, and even governments. Essentially, they don't have a voice.

As businesses go global and their operations, functions and supply chains spread wider, the risk of association with poor environments, and thus, potential violations of children's rights increase manifold. Businesses need to know their supply chains

and be able to identify risks in order to make good decisions, uphold the law, mitigate risk and ultimately to be sustainable.

The UK Government's initiative and efforts to include transparency in supply chains as a clause in the Modern Slavery Bill make it critical for UK based companies to pay greater attention to the issues of slavery, servitude and forced labour in their supply chains globally. (6) Children's Rights & Business Principles offer a useful framework for businesses to identify and assess risks and ensure protection of rights of children in all of their operations and functions. (1)



Child labour involves at least one of the following:

- ❖ Violates a nation's minimum age law;
- ❖ Threatens children's physical, mental or emotional well-being;
- ❖ Involves intolerable abuse such as child slavery, child trafficking or debt bondage;
- ❖ Prevents children from going to school;
- ❖ Uses children to undermine labour standards.

Trapped in this scenario and worst affected are children who neither get a proper childhood nor education. Worse still, they too get sucked into the supply chain of the industry and end up starting to work at a tender age, at the cost of education destroying any hope of a holistic development or an educated future. (2)

3. FACT: Child Labour Traps Children into a Lifelong Cycle of Poverty

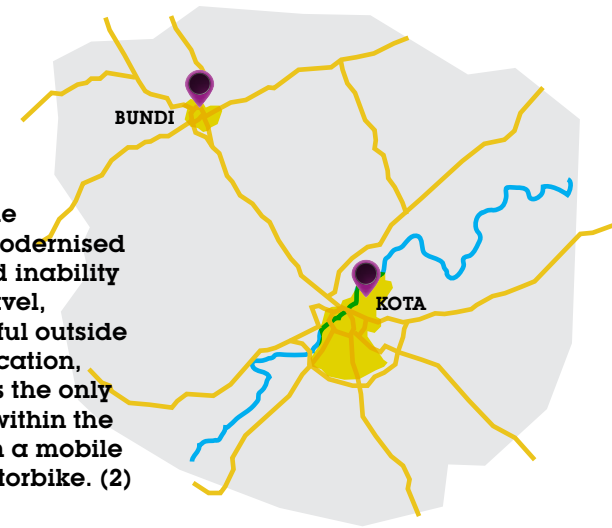
A vicious cycle of lack of education, human rights awareness and viable alternatives has trapped an entire population of sandstone industry workers and their dependents, seemingly forever, or for as long as the sandstone industry continues to operate as a non-transparent, informal economy.

Alongside the rapid modernisation and commercialisation of Kota, the fifth largest city in Rajasthan, which is firmly on the states industrial map in terms of chemicals, fertilizers, synthetic fibres, tyre cord, sophisticated instrument and a has a booming reputation as an centre of excellence for educational provision, the sandstone industry looks primitive by comparison.



THE PROXIMITY BETWEEN KOTA AND BUNDI

Despite the relative proximity of the quarrying regions with a highly modernised city the lack of transport links, and inability of workers and their families to travel, means that there is little meaningful outside contact or influence. With no education, no alternatives and no aspirations the only life goal motivations for children within the quarrying communities are to own a mobile phone and to aspire to have a motorbike. (2)



In the research: One boy said that even though he had completed his schooling, he found no other job and ultimately began working in mines. Most families are indebted to mind owners, mine managers and contractors, or the cobblestone makers. If head of the family is unable to work, or dies prematurely, children have to take their place and pay off the debts. In the case of the cobblestone making, even girls are expected to pay off the balance debts. (2)

A problem within the industry generally - for both children and adults - is the use of alcohol and narcotics which many say is to ease the physical pain of doing such gruelling work. Alcoholism, drug abuse and often associated problems of prostitution, HIV/AIDS and sexual violence all compound the situation and perpetuate the poverty cycle. (2)

Young children of 12 and 13 already have stained teeth from tobacco use. This leads to health issues and also drains household income. The sandstone industry communities see this as normal and accepted rather than a concern. Most families are aware of and often prepared for young deaths. (2)

4. FACT: There is an Increase in Activity to Hide and Deny Child Labour

India is recognised as the hotbed of child labour worldwide. Over 45 million children are estimated to be involved in child labour which represents nearly a quarter of child labourers on the plant.(7) There is little sense at all then in denying that the sandstone industry in India is somehow exempt from the problem.



UNICEF estimates that 1 in 3 children are working in the Indian sandstone industry as child laborers.

Although research has shown that there is a definite increase in awareness about child labour it has also highlighted there is an increase in activity which seeks to hide and deny it.

This increased awareness is due to the impact of global ethical standards, auditing, monitoring and child labour campaigners. UNICEF's research shows that in response there is an increase in opacity and a secrecy among quarry managers; **workers are coached to mislead and child labourers are instructed to disappear. (2)**

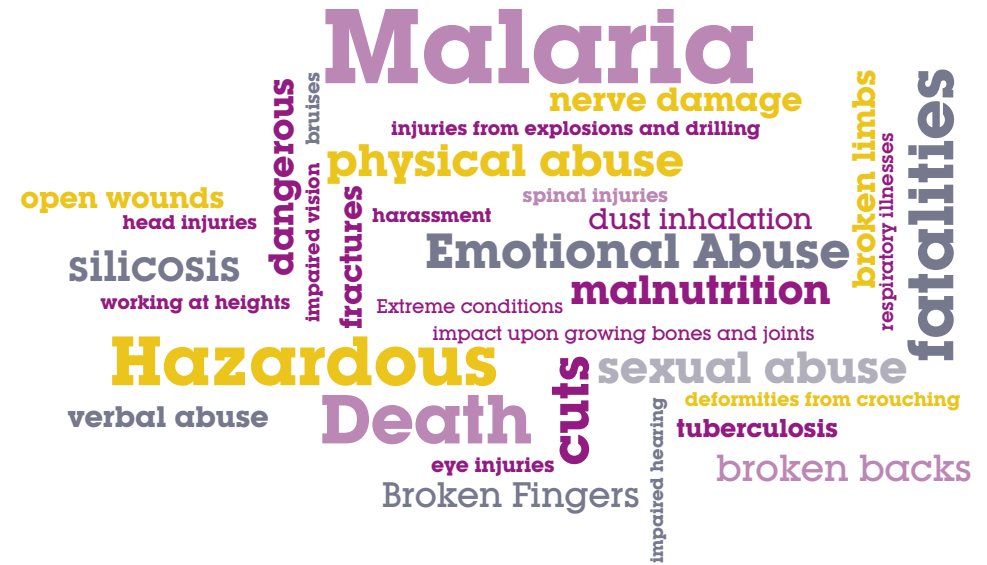
The onus is on companies to know their supply chains and to walk them regularly; not just pay lip service to ethical standards which just compounds the situation, promotes child labour, misleads consumers and undermines the industry. Stakeholders within the industry have to stop deluding themselves regarding the facts.

Chris Harrop

Group Marketing Director, (Responsible for Sustainability), UNGC UK Network Chair, ETI Non-Executive Director

In an informal economy where children are not valued or considered important; where it is culturally acceptable for children to work; where education and other prospects are not a viable alternative; where cheap labour is sought out; where there are no consequences if children are injured or killed; and where children and the families have no rights; child labour thrives and those employing them continue to hide the facts and deny its existence. (2)

5. FACT: The Physical and Psychological Impact Upon Child Labourers is Immense



The physical impact upon child labourers of working in the sandstone industry is immense, and of course there is no provision or use of personal protection equipment in any way shape for form. The psychological harm is less instantly obvious but not-the-less savage. To make the situation worse there is little

or no access to emergency medical supplies within the quarry environment. There is limited access to 'free' medical treatment and healthcare - which although 'free' is often charged for. Any medicines or consultations must be paid for and as household incomes are low this is often not an option.

Illnesses, injuries and conditions therefore go untreated leading to a range of problems for these children and their families. Children in the quarrying region are also unlikely to have received any kind of immunisation against childhood diseases.

6. FACT: Child Labourers Work to Support Themselves, Their Families and to Pay off Family Debts

The average working hours of children labourers is between

**6-7 HOURS
A DAY**

75%

OF CHILDREN

said they worked to supplement family income.



Child labourers work for a number of reasons including money to support themselves, money to support or supplement family income and labour to pay off family debts.

There are a complex mix of push and pull factors which drive children into work;

- No major alternative occupations - the entire villages of Kota & Bundi revolve around the sandstone industry.
- No access to areas, opportunities, education or work beyond the villages as it is both difficult and expensive to travel.
- Cobblestone making is paid on a piece rate basis - the more pieces the family makes, the more income a household earns. Hence, children are often dragged into cobblestone making early on, inducting them into the industry.
- While schools are available in some villages, there is no easy access to schools for those who live in settlements around the quarries.
- Access to and quality of education is an issue - schools which should ideally pull children away from work and employment, often act as a push factor.
- The desire to own mobile phones, motorbikes and to drink and smoke creates a driver to earn money.
- Workers often take salary advances and loans from mine owners and managers, and children are often made responsible for paying these debts. In some cases, families take loans directly pledging the labour of their children.
- In some households when male members die young the responsibility of earning the household income falls to the children.
- Early marriage also puts pressure on boys as they have to provide for families.

7. FACT: £35 A MONTH is the average income of a child labourer in Kota and Bundi

The majority of children confirmed that they received payment for their work, some said that payment for their work was given to parents or that they did not get any payment at all.

The condition of children working in the sandstone industry in the study areas in Rajasthan needs immediate attention. Drawn to work by deprivation, and hope of earning money for a living, they are sacrificing their childhood and are ill-equipped to prepare for the future.

Many children are uneducated, are in some form of debt trap, and continue to suffer exploitation at the hands of employers who do not even meet the bare minimum statutory requirements." (2)



8. **FACT:** Child Labour Undermines Labour Standards & Holds The Industry Back

Contrary to the notion that it is better when all members of a family irrespective of age, work and earn money, child labour actually makes poverty worse. The more children are forced to work, the fewer opportunities there are for adults to earn a living. By driving down adult wages and depriving children of education, child labour results in poverty passing down from generation to generation and depressed the economy.

“ Born to parents who themselves were uneducated child workers, many child workers are forced to continue the tradition that leaves them chained to a life of poverty. ”

ILO US Policies to Address Child Labour Globally 2010.



“ The condition of children working in the sandstone industry (in the study areas) in Rajasthan needs immediate attention. Drawn to work by deprivation, and hope of earning money for a living, they are sacrificing their childhood and are ill-equipped to prepare for the future. Many children are uneducated, are in some form of debt trap, and continue to suffer exploitation at the hands of employers who do not even meet the bare minimum statutory requirements. The government development infrastructure is inadequate and quality needs to be improved to enhance service use by target groups. Responses by civil society organisations are restricted to a few areas, owing to limited understanding

of the complexity of issues involved, limited bandwidth and resources. All these scenarios point to concerted action needed on the part of all stakeholders – government, private sector industry, NGO, the working community and children themselves to ensure that the condition of workers in the sandstone industry is improved and children are empowered through a rights-based and gender-based approach, ensuring social protection to all children irrespective of their age, gender and social status, in order that they may have a bright future and can sustain growth in the long term. **”**

UNICEF UK Children's Lives Cast in Stone pp.22.

What We're Doing Now

Through a strategic partnership, which began in January 2014, Marshalls and UNICEF UK have been working together to help vulnerable children affected by exploitative child labour in India's sandstone quarrying sector. The partnership set out to deliver child protection projects in 50 villages in India's Rajasthan State, reaching approximately 10,000 children. This activity set out to develop a community-based infrastructure which supports the protection of children and the elimination of child labour.



UNICEF/MARSHALLS PARTNERSHIP
Interventions on the Ground Already Making a Positive Impact



REACHING 10,000 children and around 50,000 members

of the quarrying population in 50 villages - raising awareness of the harms of child labour and the advantages of school education.



STRENGTHENING 20 CHILD protection committees
to ensure the protection of children in the quarrying region.

Helping to ensure that Kota District has a clear plan for child protection; including **PROTECTIVE MEASURES** for children among the quarrying community.



Helping to ensure that the District is able to implement **special training** to ensure that children are prepared for mainstream schooling.



Developing a health referral system for children and their families.



Working with the local school management committees in 50 villages to improve the enrolment and retention of children from the quarrying community.

EDUCATING KEY STAKEHOLDERS

- teachers, community leaders, young people about child protection, education and the rights of children.

WORKING WITH 50 SCHOOLS
to develop and deliver child friendly schools.*



Identifying **vulnerable families and children** in the 50 villages and linking them to **SOCIAL PROTECTION SCHEMES.**



SENSITISING DISTRICT AND LOCAL OFFICIALS
on the issues which children in the quarrying region face.

What we're doing continued...

"This important research - Children's Lives Cast in Stone' - confirms our fears, observations and understanding regarding the extent of child labour in the industry and finally draws a line in the sand. It's an issue that we've been engaged in for ten years, but not one that we can solve alone."

"In response to UNICEF's report findings and recommendations Marshalls has a clear plan of action regarding its own actions and also its leadership role in engaging the wider sector."

Marshalls' own activity will be focus upon embedding its newly developed 'Marshalls Protocol Regarding the Elimination of Child Labour' which is effectively a Standard Operating Procedure (SOP) for the organisation which sets out further measures to help ensure a child labour free supply chain, and also importantly details what should be done in the best interests of a child if an instance of child labour is identified. However, for maximum, positive and lasting impact an industry-wide standard operating procedure is required in order to identify all stakeholders and clarify

their roles in ensuring child labour becomes a thing of the past and that the rights of children currently caught up in the sandstone industry are safeguarded.

We will also be working to establish a Living Wage Benchmark for the region using Living Wage Foundation and OXFAM methodologies. Where appropriate Marshalls will include these and other actions as a result of the research recommendations into its ongoing Human Rights Impact Assessment programme, its Children's Rights & Business Principles process and the organisations targets set out in its annual UNGC Communication On Progress.

Scrutiny of a business's human rights impact are at an all-time high and it's now time for the sector to integrate Children's Rights and Business Principles into its thinking and operations."

Elaine Mitchel-Hill,
Business and Human Rights Specialist

The report's key recommendations are set out across the following three areas:

- ❖ Creating a supportive policy and regulatory framework to protect children
- ❖ Creating a responsible and transparent industry
- ❖ Creating improved communities for workers in the industry.

Creating a supportive policy and regulatory framework to protect children

- ❖ Review and strengthen child protection systems at state, district, block and panchayat level
- ❖ Clarify and better define the jurisdictions and responsibilities of central and state government actors
- ❖ Review industry structures to identify impacts on social welfare and fair competition to ensure marginalised and vulnerable people are protected.

Creating a responsible and transparent industry

- ❖ Ensure due diligence processes for core worker rights and human rights are embedded in the sector
- ❖ Establish a living wage benchmark
- ❖ Establish Standard Operating Procedures for instances of child labour
- ❖ Establish a voluntary sustainability standard within the sandstone sector.

Creating better communities for workers in the industry

- ❖ Invest in public infrastructure systems – with a specific focus on improving education and health care systems
- ❖ Ensure the availability of safe and potable water and improved provision for sanitation within communities
- ❖ Develop community mobilisation programmes around health, nutrition, and early childhood development.

The full recommendations can be found in the report www.marshalls.co.uk/sustainability/Publications_Library/publication/7/Reports/

Fairstone® INDIA Defined

Be part of the solution. Buy Fairstone.



Marshalls knows where its quarried stone comes from. It knows how it is manufactured and that it has been produced in accordance with a clear and unequivocal set of ethical values and commitments. Specifically in the India supply chain:

- ✓ **Child labour should not be used.**
- ✓ **Indian workers should receive living wages.**
- ✓ **Health and safety practices should be in place.**

Marshalls employs a full time, field-based, Social Auditor in India who works with quarry owners and workers on a daily

basis to ensure the ongoing implementation of the Ethical Trading Initiative Base Code and to monitor progress. Daily contact, weekly reporting, annual third party auditing and regular quarry inspections by Company employees allow Marshalls to ensure that Fairstone commitments are upheld.

Marshalls is committed to working in partnership with its sole supplier Stone Shippers India to achieve continuous improvement in supply chain conditions and to help deliver tangible benefits to all workers involved in stone production, their families and the wider community.

Since early 2007, and following community consultation, Marshalls has worked with local NGO Hadoti Hast Shilp Sansthan in partnership to:

- Develop and fund 6 Free Schools giving the children of migrant workers and local workers an education that they would not otherwise have had.
- Develop 6 free Health Centres and deliver monthly community health camps in the heart of the quarrying area in Bundhi. These services offer consultation, treatment, free medicines and referral pathways all of which would not otherwise be available.

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(1) Children's Rights & Business Principles - www.unicef.org/csr/12.htm

(2) UNICEF Research: Children's Lives Cast in Stone, India. 2015.

(3) International Labour Organisation, Marking progress against child labour: Global estimates and trends 2000 - 2012, ILO, Geneva, 2013

(4) Based on statistical evidence from UNICEF the International Labour Organisation (ILO) and the World Bank.

(4) United Nations General Assembly, Conventions on the Rights of the Child, 20 November 1989.

(6) UK Government Modern Slavery Bill - www.gov.uk/government/collections/modern-slavery-bill

(7) Poverities.org Research for social & economic development



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