

We are all either part of the problem, or part of the solution.

This year is the International Year for the Elimination of Child Labour, and Marshalls' pledge is simple and clear. We will say 'no to child labour' and 'yes to children's rights' in every way that we possibly can as a business. We will ensure that we listen to children and those that advocate for them, that they have a voice and are heard by us.

We are taking very practical and concrete actions in 4 main areas;

1 Marshalls People: we will ensure that our people understand the issues, are knowledgeable about the role that we play and the pledge we have made, the issues, causes and potential solution to help ensure they can act with confidence and are empowered to make good choices every day in the job that they do in support of children's rights and the drive to eliminate child labour.

2 Marshalls Customers: building the knowledge of our own commercial teams so that we become a knowledge partner for our customers; able to articulate the case for the elimination of child labour, so that customers are clear that the decisions they make have a direct impact upon children.

3 Marshalls Suppliers: working with our suppliers in India to eliminate child labour, and the root causes in the natural stone sector. Our enhanced human rights due diligence (HRDD) processes and procedures will ensure that we exert pressure where we can to gain traction which results in the elimination of child labour.

4 Indian Sandstone Sector in Rajasthan: we will continue to work with governments, civil society, workers, children's advocates and a range of actors in India to push for systemic change; as part of this we will facilitate and drive the development of a 'guiding framework for companies sourcing sandstone from India' which works to eliminate child labour.

How we will implement our 2021 Action Pledge: Our 2021 Action Pledge is firmly rooted in our Business & Human Rights (BHR) Strategy; we will implement it by ensuring that our sales team are knowledgeable and empowered to speak out in support of the eradication of child labour; we will overhaul and enhance our HRDD processes and build a supplier engagement programme at the heart of which is the elimination of child labour; we will ensure that children's rights and the elimination of child labour is at the heart of our company-wide human rights RESPECT Programme; we will continue to work with governments, civil society, workers, children's advocates and a range of actors in India to facilitate and lead the development of a 'guiding framework for companies sourcing sandstone from India'. All of this work is already in action.

How it will contribute to ending child labour by 2025: By ensuring that everyone who is part of the value chain understands that the decisions they make have an impact on child labour; they are either part of the problem or part of the solution.

How we will communicate our pledge: Our lead BHR communications campaign in 2021 is the International Year for the Elimination of Child Labour; this includes both internal and external stakeholders. We will speak out at events, panels and platforms. We will produce films, podcasts and other collateral to support our pledge commitments.

The Key Stakeholders we will focus on/work with: All of our employees, special programmes for our sales and procurement operations, suppliers, specifically our suppliers in India.



Marshalls' pledge is to continue to be part of the solution; whatever it takes.

