

Health & Safety Policy Statement



Marshalls recognises that the health, safety, wellbeing and welfare of its employees is essential for the efficient operation of its business. Senior management recognise the importance of conducting the business in a manner that ensures the health and safety of its employees and meets with current legislation and codes of practice. Marshalls will ensure that appropriate arrangements are in place to comply with all legislative duties and to enable the pursuit of continuous improvement in its operations and management systems.

Marshalls is committed to providing a safe and healthy working environment for all its employees and visitors. To help achieve this, we actively engage and consult with all our employees, customers and contractors to promote an effective, pro-active approach to everyone's health, safety and wellbeing.

Employees and persons who work for or on behalf of Marshalls are empowered to take responsibility and ownership for their own health, safety and wellbeing within the business and that of others they engage with in the day-to-day running of the business. The business actively promotes and provides regular communication on health, safety and wellbeing matters throughout the organisation and recognises that listening to its employees is as important as giving them the information.

Marshalls has taken all reasonably practicable steps to ensure the health, safety and welfare of its employees and others we engage with in, or who are affected by, the day-to-day running of the business including the following:

- a process to identify and report hazards and risks and to establish measures to adequately control and mitigate them;
- the correct instruction, information, training and supervision to enable employees to do their job safely and effectively;
- an effective wellbeing programme, which includes mental health awareness;
- effective communication throughout the business.
- a working environment that encourages and promotes safe behaviour and restrains unsafe acts;
- an independent whistleblowing line that enables employees to raise any concerns.
- a formal process and management system to enable the company to meet all its legal obligations; and
- annual objectives and targets against which the Health & Safety performance will be monitored and reported.

To demonstrate Marshalls' commitment to the health, safety and wellbeing of its employees and others who engage with us, we are committed to meeting the requirements of ISO 45001 for our Health & Safety Management system and promoting a total safety culture.

This policy will be reviewed at least annually for effectiveness and to ensure its relevance to the business.

Any serious concerns about health and safety at Marshalls may be notified using the independent Safecall service (telephone number 0800 915 1571; web address www.safecall.co.uk/report).

For further information:

Marshalls plc – Group Health, Safety & Environmental Team
Landscape House, Elland

January 2021 – Issue 6



Marshalls

Creating Better Spaces

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A handwritten signature in black ink, appearing to read 'M. Coffey', located below the title.

Martyn Coffey
January 2021

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