

# Children's Rights Policy Statement



Marshalls respects and 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 children's 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 is a member of the International Labour Organisation Child Labour Platform and actively works to eliminate child labour, especially in supply chains, and to make a meaningful contribution to the realization of Sustainable Development Goal 8 and Alliance 8.7.

Marshalls has a Children's Rights Ambassador its executive management team responsible for ensuring that the company's Children's Rights Policy is implemented across the business. Training sessions on children's rights and CRBP take place throughout business operations as appropriate.

For those employees who have contact with children or vulnerable people in the course of their work, specific guidance is provided.

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 Base 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 Base Code and ILO standard and will not permit children under 18 years old to work on any hazardous activities in its supply chain.

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**For further information:**

Marshalls plc – Group Sustainability  
Landscape House, Elland

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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.

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.

Martyn Coffey  
January 2021

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