

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. 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 Business & Human Rights team are responsible for ensuring that the company's Children's Rights Policy is implemented across the business.

Marshalls provides specific guidance for employees who may have contact with children or vulnerable people in the course of their work.

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.

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.

For further information:

Marshalls plc – Group Sustainability
Landscape House, Elland

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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.

In 2022, Marshalls acquired Marley, a leader in the manufacture and supply of pitched roofing systems. Marley is currently being integrated into the Marshalls Group. As part of this integration exercise, we are reviewing Marley's existing policies with the aim of establishing a single set of policies that will apply to the whole of the Group. Until we've completed this, any reference in this policy to "we", "our", "Marshalls" or "the Group" does not necessarily include Marley.

This policy will be reviewed annually.

Martyn Coffey
January 2023

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