

Human Rights Policy



Policy Overview

This policy and procedure applies to employees of any Marshalls group company ('Marshalls') and all other people working for Marshalls under any other type of contract.

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| Version/Issue: | Issue 1 |
| Ratified by: | The Board |
| Date ratified: | |
| Author/Originator: | Elaine Mitchell-Hill |
| Developed in association with: | This policy has been developed in consultation with the business and human rights team and our head of ESG reporting |
| Review Date | June 2023 |
| Name of responsible reviewer: | ESG & Human Rights Director |

Version Control:

| Version/Issue No | Type of Change | Date | Description of Change |
|------------------|----------------|--------------|---|
| Issue 1 | Annual Review | January 2021 | Review by The Board |
| Issue 2 | Annual Review | May 2022 | Review by the Board |
| Issue3 | Annual Review | June 2023 | Addition of descriptors highlighted in yellow, and of CoC and MSA link. |
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When this document is viewed as a paper copy, the reader is responsible for establishing that it is the most current version.

For further information:

Marshalls plc – ESG & Human Rights Director
Landscape House, Elland

June 2023 – Issue 3

Human Rights Policy



Marshalls supports human rights consistent with the Universal Declaration of Human Rights. In conducting its business activities across the globe, Marshalls respects these rights and seeks to uphold, preserve and promote them.

Marshalls works diligently in all respects to support and uphold the United Nations Guiding Principles on Business and Human Rights. Marshalls has an ESG & Human Rights Director responsible for the human rights strategy and programme which includes:

- human rights due diligence systems and processes;
- modern slavery identification, prevention and remediation.
- children's rights advocacy and engagement;
- diversity and inclusion programme;
- supplier education and engagement;
- country specific human rights observations, research and bespoke programmes;
- ethical auditing;
- live supply chain monitoring;
- internal training and alignment;
- stakeholder engagement,
- whistleblowing and grievance mechanisms;
- UN partner engagement; and
- sectoral and cross sectoral collaboration.

Marshalls is committed to working to eliminate modern slavery and makes an annual Modern Slavery & Human Trafficking Disclosure Statement as required by law.

As part of this process, our Human Rights Policy is reviewed on an annual basis.

Marshalls works to ensure that its presence cultivates fair and sustainable relationships. Marshalls respects and values the dignity, wellbeing and rights of employees, their families and the wider community. Marshalls actively works and collaborates with employees, elected employee representatives, communities, non-governmental and other appropriate stakeholders to uphold and promote these rights.

Where human 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 promote a broader understanding of human rights values working within its sphere of influence.

Marshalls actively seeks to collaborate with appropriate organisations to promote respect for human rights in a manner which is consistent with the role of business.

Marshalls operates an independent whistleblowing service with Safecall (telephone number 0800 915 1571: web address www.safecall.co.uk/report) through which any serious concerns regarding human rights can be reported.

This policy should be read in conjunction with our Code of Conduct and Modern Slavery Statement.

Martyn Coffey

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