

# Health & Safety Policy Statement



## Policy Overview

This policy applies to all our people at Marshalls and all other people working under any other type of contract.

|                                |   |
|--------------------------------|---|
| Version/Issue:                 | Issue 9   |
| Ratified by:                   | The Board   |
| Date ratified:                 | January 2024  |
| Author/Originator:             | Group Health, Safety & Environmental Team   |
| Developed in association with: | This policy has been developed in consultation with Group Health, Safety & Environmental Team |
| Review Date                    | 3 <sup>rd</sup> Jan 2025  |
| Name of responsible reviewer:  | Group SHE Director  |

## Version Control:

| Version/Issue No | Type of Change | Date         | Description of Change |
|------------------|----------------|--------------|-----------------------|
| Issue 6          | Annual Review  | January 2021 | Review by the Board   |
| Issue 7          | Annual Review  | January 2022 | Review by the Board   |
| Issue 8          | Annual Review  | January 2023 | Review by the Board   |
| Issue 9          | Annual Review  | January 2024 | Review by the Board   |

**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 – Group Health, Safety & Environmental Team  
Landscape House, Elland  
January 2024 – Issue 9

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Marshall's plc ("Group") recognises that the health, safety, wellbeing and welfare of our people 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 our people and meets with current legislation and codes of practice. We 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.

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

Employees and persons who work for or on behalf of us 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.

We have taken all reasonably practicable steps to ensure the health, safety and welfare of our people and others who are affected by the day-to-day running of the business, including the following:

- a process to identify and report hazards, risks and opportunities to provide safe and healthy working conditions 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;
- a commitment to consultation and participation of workers, and workers' representatives;
- continual improvement of the occupational, health and safety management system;
- an effective wellbeing programme, which includes mental health awareness;
- effective communication throughout the business;
- a working environment that encourages and promotes safe behaviour and treats 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 and safety performance will be monitored and reported.

To demonstrate our commitment to the health, safety and wellbeing of our people and others who engage with us, we are committed to meeting the requirements of the ISO 45001 Health & Safety Management System and promoting a positive safety culture.

In 2024, we will be reviewing and merging Marshall's and Marley in to 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", "Marshall's" or "the Group" does not necessarily include Marley.

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

A handwritten signature in dark ink, appearing to read 'M. Coffey', located below the policy statement text.

Martyn Coffey, CEO  
January 2024