



Transforming Britain's Landscapes

## **Marshalls and the Ethical Trading Initiative**

The Ethical Trading Initiative (ETI) is a diverse alliance of retailers and brands, trade unions, charities and campaigning organisations working together to tackle the complex questions posed by ethical trade.

Marshalls was the first member of the ETI from the hard landscaping industry and has adopted the ETI Base Code, which is based on the International Labour Organisations' conventions and is widely accepted as a model code of practice.



## **Ethical Trading Initiative**

The ETI Base Code contains provisions based on the following principles:

- No-one should be forced to work
- Workers should be able to join and form trade unions
- Working conditions should be safe and healthy
- Child labour shall not be used
- Working hours should not be excessive
- Wages should be enough to live on and provide some discretionary income
- Workers should be treated equally, regardless of their sex, ethnic group, religion or political opinions
- Where possible, workers should be provided with regular employment
- Workers should not be verbally, physically or sexually abused or disciplined

As a socially responsible company, Marshalls is committed to managing its supply chain through regular independent auditing to ensure that safety, environmental and human rights laws are upheld by its suppliers.

The audits provide both verification and an agenda for improvement that Marshalls and its suppliers can work to. These audits are carried out against the Base Code of the Ethical Trading Initiative.

For more information on the ETI's work worldwide, download **Marking our First Decade** from our publications library