



Marshalls

Statement of Health and Safety Policy

It is the policy of the Marshalls Group of Companies to comply with both the letter and the spirit of all current health and safety legislation applicable to its undertakings and to regard these as minimum requirements. Marshalls believes that the effective management of health and safety is a sound business principle that makes a significant contribution to the company's profitability.

Marshalls is committed to the safety and well being of all persons and communities who may be affected by its activities. In order to maintain this commitment, health and safety will be considered, promoted, communicated and managed through the organisation in the same way as all other aspects of the business.

Marshalls is committed to the belief that health and safety is an integral function of its management team and that all managers are accountable for the health and safety performance of their areas of responsibility. To ensure the effective implementation and subsequent monitoring of this policy it is necessary to define the duties and accountabilities of all persons and these are set out in the appendices to this statement.

Marshalls is committed to the following principles:

That all incidents are preventable and that all risks can be safeguarded, also that all incidents demand prompt investigation and timely remedial actions when and where appropriate. That all employees have responsibilities for health and safety and therefore will be provided with appropriate information, instruction, training and supervision to enable them to work safely and efficiently.

That active co-operation between management and workforce is an essential element in promoting and maintaining a safe and healthy workplace and that all employees should be involved in the development of safe operating procedures derived from a comprehensive risk assessment process.

That company safety standards are established and maintained corporately and must therefore be complied with by all parts of the business and that specialist health and safety advice will always be available when and where required.

That targets and objectives should be set to ensure a continual improvement in health and safety performance and that active monitoring is an essential element of performance improvement.

That appropriate resource both financial and physical will be made available to support this policy.

Marshalls undertakes to revise this policy as often as future developments in health and safety legislation render appropriate.

Signed by:

Graham Holden
Chief Executive
Date: February 2009