



Marshalls

Transforming Britain's Landscapes

Health & Safety

The continued improvement of both the Health and Safety Management System and annual Health and Safety Performance are key priorities that remain fundamental to the success of the business.

The Safety, Health and Incident Prevention (SHIP) teams, consisting of both employee representatives and managers, are the cornerstone of the safety management systems at site level.

Health and Safety training remains a priority for Marshalls. In 2008, a range of courses took place with great success:

- One-day safety refresher course to complement Marshalls' extensive management Health and Safety Training programmes.
- Enhanced Accident Investigation training courses for first-line managers.
- Awareness training regarding the impact of the Corporate Manslaughter and Corporate Homicide Act 2007 to be extended in 2009 to include the introduction of the Health and Safety (Offences) Act.

Accidents and incidents (rate per 1,000 employees)	2005	2006	2007	2008
Major injury	2.7	2.9	4.2	1.4
Injury resulting in over 3 absence days from work	21.9	18.5	13.5	18.1
All RIDDORS	24.6	21.4	17.8	19.5
Average UK headcount	2,884	2,746	2,804	2,774

The overall rate of workplace accidents within the Group, when measured over a five year period, has fallen significantly, with the number of 'Major Injuries' (as classified under the Reporting of Injuries, Diseases and Dangerous Occurrence Regulations, or RIDDOR) reducing from 12 in 2007 to 4 in 2008.

Marshalls remains committed to meeting the highest safety standards for all its employees, and will be aiming to reinforce and develop further its safety processes, including training and accident management systems, with a view to maintaining the five year downward trend and achieving a year-on-year reduction of 10% in 2009.