



Marshalls

Statement of Health and Safety Policy

Marshalls is committed to safeguarding the health and safety of our workforce, and others who may be affected by our undertakings. We aim to achieve and maintain the highest standards of health and safety and are committed to continual improvement in health and safety performance.

Marshalls believe that health and safety is an integral function of our management team and that all managers are accountable for the health and safety performance of their areas of responsibility. It is however, incumbent on all employees to take personal responsibility for health and safety, ensure that unsafe acts or conditions are not accepted and refrain from undertaking unsafe activities.

In order to meet these commitments, the Board has agreed Marshalls will:

- Comply with company policies and procedures and all applicable local laws
- Continuously review and revise company policies and procedures to encompass changes in legislation and best practice, or following recommendations from internal investigations
- Promote a culture in which managers visibly demonstrate health and safety leadership
- Adopt a behavioural approach to the management of health and safety
- Provide effective instruction, training and supervision to enable employees to work safely and efficiently
- Maintain effective means of communication and consultation with our employees in relation to health, safety and welfare matters
- Promote the cooperation and involvement of employees at all levels, in our health and safety efforts
- Provide training and development programmes to ensure all employees have the necessary health and safety competency for their given role
- Plan, review and assess our health and safety performance against measurable targets and industry best practices
- Set a programme of annual objectives to help improve safety performance, the primary of which for 2017
- Investigate, monitor and openly report our health and safety performance
- Provide appropriate resources, both financial and physical, to fulfil this policy

We believe that all workplace injuries and ill health are preventable, and can be achieved by adopting a zero tolerance towards unsafe acts or conditions and unsafe working practices.

Signed by:

Martyn Coffey, Chief Executive
April 2017