



Marshalls

Marshalls Integrated Systems Policy Statement

Marshalls recognises its commitment to provide all stakeholders with appropriate policies that ensure adequate controls over its activities.

Marshalls is committed to comply, as a minimum, with all legal, regulatory and other requirements and to provide its employees resources to implement, maintain and improve its management systems. These management systems are intended to identify, eliminate, reduce and contain risks to the operations of the business and ensure that objectives are set to achieve these aims.

Marshalls is committed to ensuring that manufacturing standards are met and where beneficial, exceeded. It is also committed to initiatives such as the acceptance (as the first heavy side materials manufacturer in the UK) within the United Nations Global Compact, the World's largest corporate citizenship and sustainability initiative. This consists of ten universally accepted principles based on human rights, labour, environment and anti-corruption.

Marshalls has also ensured that the requirements of the Construction Products Regulations (2011) have been fully applied in order to CE mark relevant product lines covered by harmonised standards.

Furthermore, Marshalls are engaged in the Ethical Trading Initiative (ETI) base code in order to provide assurance to all stakeholders that our supply chain is being managed in an ethically acceptable manner.

Marshalls has implemented the requirements set by BRE in BES 6001 (Environmental and Sustainability Standard) in order to further strengthen commitment to manage supply chain responsibilities and to integrate these within the management systems framework covered by the Standards; these are described in the attached annex.

In order to achieve this Marshalls is utilising PAS 99:2012 as a means of integrating the common elements of our business management systems. The current management system standards are BS EN ISO 9001, BS EN ISO 14001, BS OHSAS 18001 and BS EN ISO 50001.

In conjunction with this policy there is a framework of supporting Group policies that reflect all of Marshalls' activities. These policies are communicated throughout the organisation to its employees, customers, suppliers and to other stakeholders.

This Integrated Systems Policy will be reviewed at least annually as part of the Marshalls' Management Review process.

Signed by:

Martyn Coffey, Chief Executive

April 2017

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Annex 1 Responsible Sourcing as defined in BES 6001

In order to support the Marshalls Integrated Systems Policy and in conjunction with other Company policies this annex policy statement sets out a commitment to the broad principles of the above standard.

Marshalls recognises the need to adopt and apply standards of ethical behaviour appropriate to the purpose and activities of the organisation. As part of this a Procurement Policy has been constructed that sets out these expectations with regard to the supply chain.

The Marshalls IMS Policy Manual has been constructed to describe the typical stakeholder engagements and communications and responses to any concerns. The Manual also sets out the principles of complaints management and the commitment to record, analyse and act on corrective actions. This applies to complaints on activities, issues with products and corrective action on prosecutions and improvement notices.

Marshalls activities with the Ethical Trading Initiative (ETI) help identify and prescribe actions to ensure that supply chains across the world abide by the principles of fundamental rights at work, abolition of child labour, forced or compulsory labour, the rights of freedom of association and collective bargaining and the elimination of discrimination.

The Marshalls Health and Safety Policy sets out the commitments to protect employees, contractors and visitors.

The Marshalls Policies with regard to Environmental systems and Climate Change ensure that policies are set for climate change and energy, resource use, site stewardship, water, waste and energy management.

Marshalls intends to strengthen its commitments towards managing transport issues through improvement forums such as driver awareness, refresher training and fuel usage monitoring. .

Marshalls is committed to ensuring that skills and competencies are delivered to the workforce and also ensuring that its activities are operated fairly and without prejudice or discrimination. As a result of company wide surveying further commitment has been made to the ongoing development reviews and communicating business updates to all employees.

Marshalls is constructing a policy for Community work that involves all of the businesses making up the Group of companies.

Marshalls has a long term commitment to the design and development of products that will improve the quality and sustainability of the built environment.

April 2017