



# Marshalls

## Social & Community Investment Policy

Marshalls seeks to make a positive and sustainable contribution to the societies & communities wherever it does business. Any engagement & investment in social and community based initiatives and programmes is informed by our organisational sustainability model, our commitment to the United Nations Global Compact Principles, and our work in relation to specific UN initiatives such as Children's Rights & Business Principles, Women's Empowerment Principles & the CEO Water Mandate.

In our supply chains, our 'Sustainable Procurement Strategy, which considers environmental, social and economic consequences, helps ensure that we make a positive impact through a process which meets our needs for goods, services, works and utilities in a way that achieves value for money on a whole life basis. This means generating benefits not only to the organisation, but also to society and the economy, whilst minimising damage to the environment.

By doing business in a responsible and sustainable way we aim to make a positive and lasting impact to the individuals and communities which are part of our supply chain; by building long term trading partnerships, sharing relevant experience & knowledge, encouraging engagement with UNGC, and contributing to the Sustainable Development Goals.

We seek to make a positive impact on societies and communities in our supply chains by

- Either paying living wages or working with other agencies to establish living wages where none exist resulting in a positive economic impact, especially in developing economics
- Employing and recruiting a diverse workforce, including disadvantaged members of the community including women, ethnic minorities, those with disabilities for example, bearing in mind the hazardous nature of much of our work as a hard landscaping manufacturer and our policies regarding child labour
- Working with the appropriate actors to formalise sectors which are still operating as informal – as classified by the ILO and to seek systemic change for the benefit of the workers, children, families and communities, as well as the sector as a whole looking to build capacity and to support interventions which empower local communities.
- Consulting and engaging with local community stakeholders to ensure that their views are reflected in our social and community investment approach.

Each year we nominate a Group wide Marshalls charity of the year who become the focus of our fundraising activities.

In our operations we actively engage with and contribute to the communities in which we operate and look for opportunities to be a good neighbour and employer. We support local community activities in a number of ways including providing products, providing the opportunity for employees to spend time engaging in community programmes, initiatives and landscaping projects which respond to & benefit the community and also reflect our approach to sustainability.

We seek to make a positive contribution to society & local communities by

- Being a Living Wage accredited employer
- Being certified as a Fair Tax Mark company
- Consulting with local stakeholders so that we understand and can react better to any needs as well as evaluate our performance in relation to our community-based activity
- Building partnerships which allow us to make an active contribution and to seek to add value to the community
- Supporting local schools and educational facilities which encourage pupils to develop their understanding of the environment and their enjoyment of the landscape.

A handwritten signature in black ink, appearing to read 'M. Coffey', written in a cursive style.

Martyn Coffey, Chief Executive  
April 2017