



Marshalls

Creating Better Spaces

Press Release. Issued 18th October 2016

Marshalls plc

Committed to the Eradication of Modern Slavery

Marshalls sees **Anti-Slavery Day, 18th October**, as the ideal time to restate its commitment to eradicating slavery in all of its forms and to delivering against both its legal obligations, as a result of the Modern Slavery Act 2015, and its long-standing public commitments regarding human & labour rights as a United Nations Global Compact signatory. Anti-Slavery Day is an annual event and was created by a Private Members Bill in 2010 introduced to raise awareness of modern slavery and to inspire government, business and individuals to eliminate it. (1)

Elaine Mitchel-Hill, Marshalls' Business & Human Rights Lead, says that whilst the organisation has been actively engaged in human rights work throughout its operations, and specifically the eradication of child labour in the Indian sandstone sector for over ten years, the introduction of the UK Modern Slavery Bill 2015 has had a wholly positive effect adding impetus and drive from all quarters with the focus firmly on a victim-centered approach.

She says, "It's our experience that The Modern Slavery Bill has served to propel our business even more to engage on a much wider and deeper basis with our stakeholders. We are having conversations and interactions of a different quality and type which explore and expand upon the issues around the elimination of modern slavery and drive towards actions which will have a direct impact. For example; we're working with key suppliers on accelerated education and training programmes; engaged in informative 'buddy' relationships with large and global businesses in other sectors where we're candidly sharing experiences and developing best practice; engaging with anti-

trafficking and human rights organisations to help us identify potential victims; supporting our local Police and Crime Commissioner and the work of West Yorkshire Police Force by openly engaging in the West Yorkshire Anti-Trafficking Network; equipping our employees and installers to know how to spot the signs and empowering them to play their part in ensuring that Marshalls does not become a victim of corporate criminality by being exploited by the organized criminals responsible for human trafficking. This all sits alongside our longer term work with various UN agencies, UNGC Modern Slavery Working Group and wider engagement suppliers both in the UK and overseas. The recognition by all actors that progress can only truly be made through active action-oriented collaborations is tangible. The lens offered by The Modern Slavery Bill is one which Marshalls' welcomes. Levels of engagement and action are extremely encouraging and momentum is gathering and we look forward to reporting on progress in our next Modern Slavery Disclosure Statement in 2017."

During this first year Marshalls has made a commitment to; make all existing tier one suppliers aware of its Modern Slavery and Human Trafficking Policy and Disclosure Statement; provide and promote clear online supplier guidance; incorporate clear instructions within its procurement code of conduct to ensure that all suppliers understand the standards that it applies in all business dealings; further enhance its due diligence procedures; ensure that employees understand how to spot slavery and report it; and have in place a process of remediation and support for victims. (2)

Chris Harrop, Marshalls Group Marketing Director & Director of Sustainability, added, "As a UNGC (3) signatory we have been actively working on issues of human rights and labour rights across our business operations and supply chain for many years. We understand that human trafficking has become an increasingly complex phenomenon which requires transnational co-operation and the engagement of the private sector and we remain wholly committed to playing our part in the elimination of modern slavery."

Mitchel-Hill concluded by saying that Marshalls is looking forward to announcing details of a hands-on partnership with an anti-human trafficking organisation with global reach which will accelerate the organisations efforts to identify instances of modern slavery and will offer immediate rescue and remediation services for victims.

Fittingly, on the 18th of October Mitchel-Hill will be in Geneva attending the International Labour Organisation 'International Programme on the Elimination of Child Labour' Child Labour Platform; a business-led forum for tackling child labour in supply chains, of which Marshalls is a member.

ENDS

Reference/Source:

- (1) Anti-Slavery Day - <http://www.antislaveryday.com/>
- (2) Marshalls Modern Slavery Disclosure Statement - <http://www.marshalls.co.uk/documents/policies/Marshalls%20Modern%20Slavery%20Policy%20and%20Disclosure%20Statement.pdf>
- (3) UNGC - <https://www.unglobalcompact.org/>
- (4) IPEC Child Labour Platform - <http://www.ilo.org/ipeclang--en/index.htm>

Editors Notes:

- Marshalls became a UNGC signatory in 2009 and a member of the UNGC UK Network later the same year. The organisation is required to report on its progress each year in Marshalls UNGC Communication on Progress Report (COP). You can view the most recent COP at www.marshalls.co.uk