

# Carbon and Climate Change Policy



## Policy Overview

This policy and procedure applies to all colleagues regardless of length of service. It does not apply to agency workers or self-employed contractors.

<b>Version/issue:</b>	Issue 7
<b>Ratified by:</b>	The Board
<b>Date ratified:</b>	January 2026
<b>Author/originator:</b>	Group Sustainability
<b>Developed in association with:</b>	This policy has been developed in consultation with Group Sustainability and ESG teams.
<b>Review date:</b>	January 2027
<b>Name of responsible reviewer:</b>	Head of Sustainability

## Version Control

<b>Version/Issue No</b>	<b>Type of Change</b>	<b>Date</b>	<b>Description of Change</b>
Issue 1	Annual Review	September 2020	Review
Issue 2	Annual Review	January 2021	Reviewed by the Board
Issue 3	Annual Review	January 2022	Reviewed by the Board
Issue 4	Annual Review	January 2023	Reviewed by the Board
Issue 5	Annual Review	January 2024	Reviewed by the Board
Issue 6	Annual Review plus amends. 1. Combined to create group wide policy 2. Changed title from Energy and Climate Change to Carbon and Climate Change 3. Amended text to reflect group carbon goals and new SBTi Net Zero target	January 2025	Reviewed by the Board
Issue 7	Annual Review	January 2026	Reviewed by the Board

**When this document is viewed as a paper copy, the reader is responsible for establishing that it is the most current version.**

This policy will be reviewed annually.

### For further information:

Marshalls plc – Group Sustainability  
Landscape House, Elland

January 2026 – Issue 6

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Increasing climate change impacts and growing demands from our customers to provide lower carbon products mean that the importance of reducing our direct and indirect carbon emissions has never been so important. Marshalls is committed to minimising our impact on the environment and key to this is our plan to reduce our greenhouse gas (GHG) emissions to net-zero.

To ensure that this is meaningful and our progress against this target stands up against scrutiny, we have set near-term and long-term targets that are in line with the Paris Agreement's goal of limiting global warming to 1.5°C above pre-industrial levels. These targets have been approved by the Science Based Targets initiative (SBTi) and we have committed to reach net-zero across our value chain by 2050

This policy is also aligned with the UN Sustainable Development Goals (SDGs), UN 2030 Agenda for Sustainable Development and our 'Transform & Grow' strategy. Operating our business as market leaders in a sustainable and responsible manner underpins our purpose of 'Building Tomorrow's World'.

Marshalls recognises that good energy management and carbon reduction is vital to the future of our business and forms part of our management and operational procedures so that it is an everyday part of what we all do. Marshalls commits to ensuring that appropriate energy management systems are developed and maintained, and that sufficient resources are made available to achieve the objectives of this policy in a sustainable manner.

This policy applies to all Marshalls' businesses and requires Marshalls to:

- achieve our Scope 1, 2 and 3 greenhouse gas emission targets, as approved by the Science Based Target Initiative (SBTi);
- procure energy, raw materials, products and services, where appropriate, that are zero or low carbon rated;
- track, understand and implement all relevant legislation and other requirements related to carbon and energy use, consumption and efficiency;
- set group wide and site KPIs and targets, appropriate to the nature and scale of our operations, for energy efficiency and emission reduction;
- ensure all fuels are effectively monitored, measured and analysed to target energy efficiency opportunities;
- commit to the continuous improvement of our energy performance and energy management systems, and conduct energy reviews to identify opportunities for efficiency improvements and implement appropriate action plans;
- ensure energy efficiency and carbon reduction is designed into capital projects that have a significant impact on consumption and emissions;
- ensure contractors and suppliers that have a significant impact on energy and carbon, support Marshalls' energy and carbon performance improvement;
- ensure Marshalls' staff have been trained in order to fulfil their responsibilities in relation to energy efficiency, carbon reduction and efforts to tackle climate change;
- develop on-site renewable energy generation or direct connections to renewable power, where financially and operationally viable;
- develop resilience, mitigation and adaptation strategies for climate change impacts and fossil fuel depletion;
- report progress in relation to this policy to internal and external stakeholders; and in accordance with mandatory and voluntary climate-related reporting frameworks and standards
- review the Group's targets and policy annually against business objectives, industry initiatives and wider stakeholder opinion.

Simon Bourne, Chief Executive Officer  
January 2026

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