



Code of Conduct

Code on a page

This 'Code on a page' is a quick reference guide for our colleagues. It also reflects the expectations we have of our partners and suppliers. The following principles apply to our business:



What is our Code of Conduct?

We're focused on building tomorrow's world. Our vision is to be the customer's first choice for building materials and infrastructure solutions, but how we do things is just as important as what we do.

Our Group Code of Conduct (Code) is our guide to doing business the right way. It explains the behaviours we expect from colleagues. It also reflects the expectations we have of anyone who supplies us, partners with us, or represents us. We have a long and proud history. We've been around for over 130 years and the way we do business has always set us apart. Our strong reputation and the external recognition we've received show exactly who we are and what we stand for.

Our reputation depends on how we behave and act, so it's important that you read this Code, as we're all responsible for upholding its principles.

The principles in this Code are what we expect from all our colleagues, at every level and in every location. These are the standards that customers, partners and communities can expect from us. It's about knowing we'll all do the right thing, even when it may not be so obvious.



A message from Simon

“

Our Code guides everyday behaviour within the Marshalls Group. It helps everyone connected to us make responsible choices in any situation. It is a practical guide on how to uphold the behaviours that help us to perform to the high standards we demand of ourselves and each other.

Customers and communities rely on what we do. That's why our Code sets a clear standard for how we act and treat one another every day. We do the right things, for the right reasons, and in the right way.

When we live and breathe this Code consistently, we strengthen Marshalls Group, helping us on our journey to perform with purpose today, delivering value for customers, colleagues and shareholders so we can grow sustainably tomorrow.

”

Simon Bourne
Chief Executive Officer

Please take time to read our Code, discuss it with your team, and if you have any questions, please raise them with your manager or the Legal team.



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How to use our Code

Using this document

Our Code is set out in easy-to-read sections with the principles that guide our behaviours.

Our policies

Remember our Code supports our policy framework but doesn't replace it. You should understand the policies linked to each of the principles.

Operating legally

Marshalls Group is subject to a range of laws and regulations which all colleagues, partners and suppliers are expected to fully comply with. By following these rules, we'll continue doing the right things, for the right reasons and in the right way for each other, our customers and our communities.

What's expected of you

A simple way of understanding what's expected of you is to remember the words, know, talk and do:

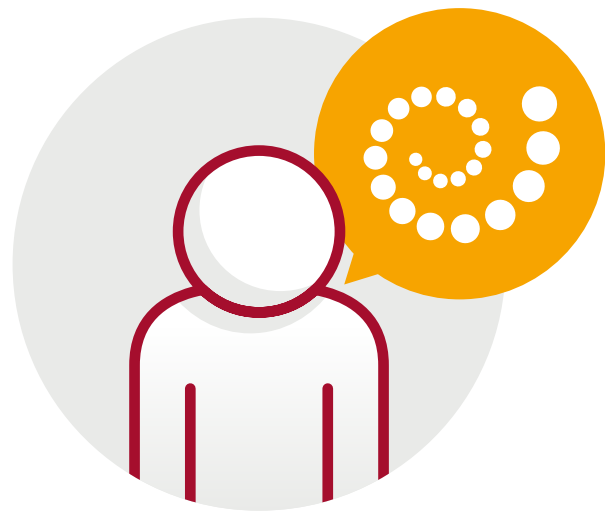


Know

You should know our Code

Talk

Talk about it, discuss it with colleagues, partners and suppliers and hold each other accountable



Do

And finally do it. Put our principles into practice and if you see something that doesn't meet them, speak up

What I need to do

All our colleagues should understand our Code and put the expected standards and behaviours into practice. That way, we're building trust in each other and an understanding that we all know the right thing to do.

This means:

- Reading and understanding our Code and associated policies (where relevant)
- Living and breathing the Code each day we come to work
- Asking questions when you're faced with an ethical dilemma that you're unsure about
- Working with our partners and suppliers to make sure their actions are consistent with our Code
- Completing mandatory training showing that you've acted, and will continue to act, in accordance with our Code



Are you making the right decisions?

Sometimes, there are grey areas where making a decision isn't straightforward. If you're not sure about something, it doesn't feel right or makes you uncomfortable, use this decision-making tool to help you do the right thing.

Ask yourself:

- Does it feel right, based on your instincts and your knowledge and experience?
- Is it legal?
- Are my actions, or the actions of others in line with our Code principles and our policies?
- Is it ethical and in line with our MAP, doing the right things for the right reasons and in the right way?
- Would you be okay if your decision became public and you had to justify your actions?
- Have you considered the impact on others in your decision making?

You're probably making the right decision but if you're still unsure, speak to your manager or the Legal team.



legal@marshalls.co.uk

Stop! Speak with your manager if you can and report to the Legal team if you have an ongoing concern.



legal@marshalls.co.uk

Yes to all

No to any



Making decisions

This is us, our **MAP** on how we do things

-  We work as one team
-  We share what we learn
-  We treat each other with respect



We do the right things, for the right reasons and in the right way.

How you can speak up

We need to work together to make sure we're all working to our Code and our MAP, as well as our policies and procedures. If something doesn't feel right, you must speak up and report it.

Don't wait to speak up about a concern. If it feels like something is wrong, it probably is. Speaking up as early as possible allows us to deal with the issue quickly and efficiently.

Coming forward about something that concerns you is always the right thing to do. We won't stand for any retaliation or discrimination of any kind against someone who raises a concern in good faith.

Any concerns raised will always be treated confidentially, followed up discreetly and shared on a need-to-know basis only. We want to create the kind of environment where people feel comfortable telling us when something isn't quite right.

How to report a concern

There are several ways for you to ask questions or raise concerns.

In most cases, you should be able to get the support you need by speaking to your manager.

You can use our reporting provider Safecall, where independent reports can be made anonymously.

You can also use one of the methods below.



Safecall email reporting:
www.safecall.co.uk/report



Call Safecall:
[08009 151571](tel:08009151571)



**Shiv Sibal, Chief Legal Officer
and Company Secretary:**
shiv.sibal@marshalls.co.uk





Principle 1

We take care
of ourselves
and keep each
other safe





We put health, safety and wellbeing first so everyone can go home safe, every day.

Why this matters?

Because nothing we do is worth someone getting hurt; physically or mentally. Each of us has a responsibility to look after and promote our own health, safety and wellbeing and of those we work with.

What does this mean for me?

Always

- ✓ Put the physical and mental wellbeing of ourselves and others at the centre of everything we do
- ✓ Acknowledge good practice and ideas that help us keep safe and share these with others
- ✓ Challenge unsafe behaviour and promote a safe working culture for everyone
- ✓ Support people who speak up about unsafe practices and hold each other to account
- ✓ Make sure everyone is involved, informed and fully engaged in good health and safety practices
- ✓ Report hazards, near misses, injuries and support full investigations so we can learn

Never

- ✗ Ignore something unsafe because ‘it’s quicker’ or ‘it’s always been done this way’
- ✗ Come to work unfit to do your job safely, including without the right Personal Protective Equipment or when under the influence of alcohol or illegal drugs

Quick questions

I’ve spotted something unsafe. Do I really need to speak up?

Yes. If it doesn’t feel right, it probably isn’t. Speaking up early helps us deal with issues quickly and reduces the risk of harm.

No one was hurt it was only a near-miss. Should I still report it?

Yes. Near-misses help us fix problems before someone gets injured. Report it so we can prevent a bigger incident.



Learn more

 [Group Health and Safety Policy](#)

 [Drug and Alcohol Policy](#)

 [Viridian Solar Health and Safety Policy](#)





Principle

2

We achieve
high standards
in everything
we do





We never compromise on quality, safety or standards because our customers trust us to get it right. Our Quality Policy sets out the high standards that we apply to the products Marshalls Group makes.

Why this matters?

Our products are designed, manufactured and procured to the required British and/or European Standards, or other customer requirements. We make sure our products are independently certified and carry the Kitemark where applicable.

We make this commitment to the quality of our products because we know our customers trust us to deliver the highest standards. We will never compromise on product quality.

What does this mean for me?

Always

- ✓ Put quality and safety first in everything you do
- ✓ Quality is everyone’s responsibility and we’re all accountable for it
- ✓ Know and understand the standards and specifications for our products and ensure you always meet or exceed them
- ✓ Look for ways to improve the quality of our products and reduce waste

Never

- ✗ Knowingly allow sub-standard or defective products to reach our customers

Quick questions

I’m under pressure to pass work that doesn’t meet our standards. What should I do?

Stop and raise it. Don’t cut corners or bypass checks. Speak to your manager or Quality team so we can fix the issue properly.

I’ve spotted a defect or something that could cause a safety issue. Do I need to report it?

Yes. If it’s not right, raise it. It’s always better to ask early than risk a problem reaching a customer or causing harm.



Learn more

- Marshalls Quality Policy
- Marley Quality Policy
- Viridian Solar Quality Policy





Principle

3

We protect
our Group's
reputation





It’s vital that information shared about us is authentic, consistent, and correct. We’re really proud of our brands.

Why this matters?

We work hard to promote and protect our reputation. We know that a misjudged comment, share or reply on social media can have an impact on our business, as can sharing inaccurate information. So please think before you post anything online about us and check if the contents are correct beforehand. We are committed to transparency, so we will challenge information that appears to be inaccurate.

When it comes to speaking for the business, we have official spokespersons who can talk on our behalf publicly. Unless you are authorised to do so, don’t make any public statements either to the media or online.

Putting it into practice

- Only official spokespersons can speak publicly on behalf of Marshalls Group
- All media enquiries and public requests for information must be forwarded to the Brand Communications team email address brand@marshalls.co.uk
- Any requests for financial information should go to the Finance Department on [01422 312 000](tel:01422312000)

While we’re happy for positive and non-confidential information about any work with Marshalls Group to be shared online, we ask that you:

- Don’t damage the company’s reputation
- Don’t share confidential information about our suppliers or customers
- Don’t breach copyright (use someone else’s original content without permission)
- Don’t post anything that could be considered as discrimination, bullying or harassment of any individual or group of individuals



Quick questions

I’ve been asked for information about Marshalls Group by someone outside the business (or on social media). Can I reply?

Only if you’re authorised to speak on behalf Marshalls Group. If not, don’t respond. Refer it to the Brand team or your manager.

I’ve seen something online about Marshalls Group that looks wrong or unfair. Should I correct it?

Don’t respond online. Take a screenshot and share it with the Brand team. A quick reply can easily be misread or shared, so it’s better to let the right people handle it. Contact the Brand team on brand@marshalls.co.uk



Learn more
 **Content and Social Media Policy**





Principle

4

We believe
in our brands
and compete
fairly





We win through the quality of our products, the strength of our service and the expertise of our people, competing confidently and fairly, and never through shortcuts, unfair or unlawful practices.

Why this matters?

Competition laws exist to ensure markets remain fair and transparent. Breaking these laws can have serious consequences for colleagues and the Group.

What does this mean for me?

We always compete honestly, responsibly and:

Always

- ✓ Report any suspected anti-competitive behaviour
- ✓ Delete or return confidential information received in error
- ✓ Speak to the Legal team if you are unsure about discussions involving competitors or pricing

Never

- ✗ Share confidential information about competitors, their pricing or bids
- ✗ Exchange sensitive commercial information with competitors
- ✗ Use information that you believe has been obtained improperly

Quick questions

I’ve received confidential competitor information by mistake (for example in an email, tender pack or meeting notes). Can I use it?

No. Don’t use it. forward it or store it. Delete it (or return it if needed) and tell your manager or the Legal team so it’s dealt with properly. Email legal@marshalls.co.uk

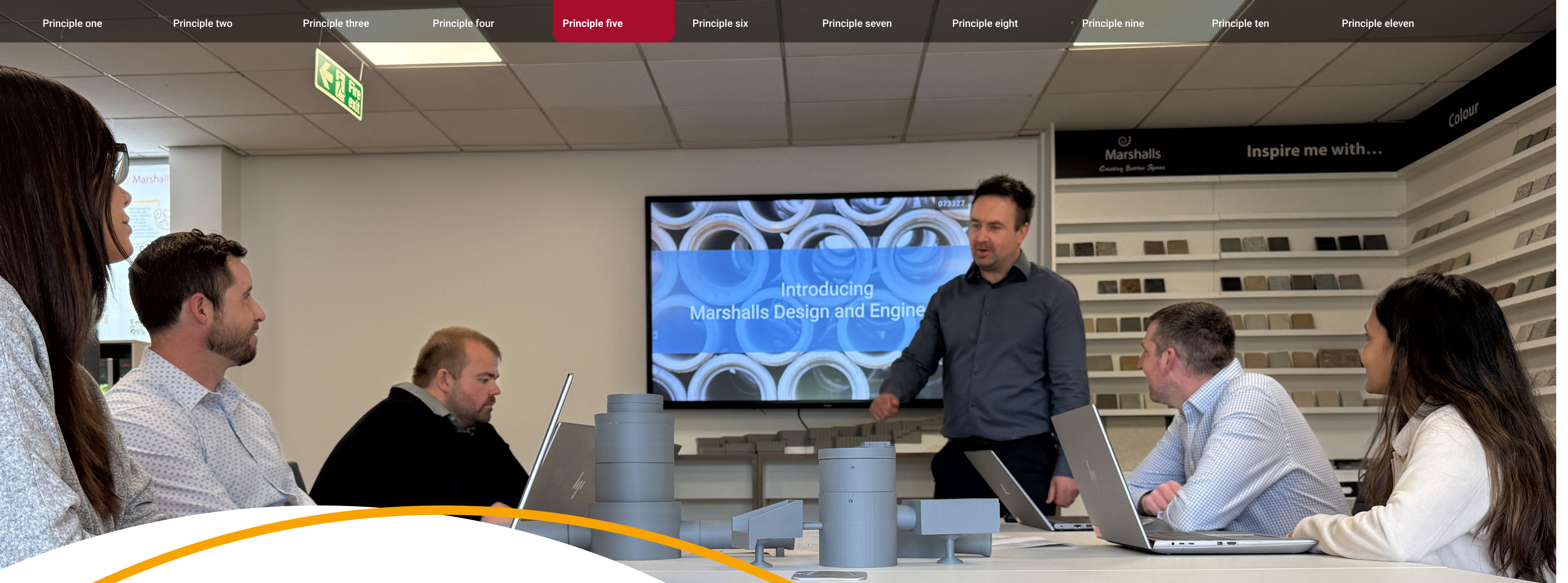
A supplier offers to share ‘inside’ information about our competitors to help us win. Is that okay?

No. Don’t accept it. Ask them to stop and let your manager or Legal team know. We compete fairly and don’t use information obtained improperly. Email legal@marshalls.co.uk



If in doubt, ask. Protecting Marshalls Group and maintaining fair competition is everyone’s responsibility.





Principle

5

We're all
different and
we respect it





We treat everyone fairly and with respect. We don't tolerate bullying, harassment, sexual harassment or discrimination of any type.

Why this matters?

We're all different people and, as a business, we embrace diversity and treat everyone equitably. We respect and find value in different ways of thinking, ideas, opinions, backgrounds and experiences. We value everyone's contributions.

We build teams that reflect the diverse nature of society and the communities we operate in.

What does this mean for me?

Always

- ✔ Treat people how you'd want to be treated
- ✔ Listen to different views and ideas and make space for others to contribute
- ✔ Challenge inappropriate behaviour when it's safe to do so and support others who speak up

Never

- ✘ Discriminate or treat anyone unfairly because of age, race, sex, religion or belief, national or ethnic origin, colour, gender, sexual orientation, pregnancy or maternity, marital and civil partnership status, disability (unrelated to the task in hand), union membership or political affiliation
- ✘ Take part in bullying, harassment, sexual harassment, intimidation, physical or verbal abuse in person, on the phone, or online
- ✘ Excuse harmful behaviour as 'banter'. If it humiliates, threatens, offends, or undermines someone, it's not okay

What counts as bullying or harassment?

Bullying or harassment is behaviour someone finds humiliating, intimidating, threatening, hostile, violent, discriminatory, or sexual in nature. It can happen face-to-face, on the phone, or online including interactions with third parties. We should also be mindful that what's acceptable in one culture may not be in another. Check the Preventing Sexual Harassment Policy on Buzz. If you're unsure speak to your manager.





Quick questions

How do I spot sexual harassment?

Sexual harassment can involve different scenarios of unwanted physical/non-physical attention. This may include incidents like gender-based bullying, unprofessional comments related to sex/gender, sexist teasing, innuendo, comments or jokes, intimate questions related to sex, sexual photos, videos or written material like texts, email, social media messages, sexually charged conversations, looks or gestures, inappropriate advances, pressuring for sexual favours or dates, touching, groping, leaning over, stalking (defined as physical or digital intrusion into someone's personal life) and more.



Someone made a 'banter' comment and a colleague looked uncomfortable. Should I do anything?

Yes. If it's safe, challenge it in the moment and reset the tone. Then check in with the colleague privately. If it continues (or feels serious), raise it with your manager, HR, or use Safecall.

What if the person involved is senior or I'm worried it'll come back on me if I speak up?

The standards are the same for everyone. You're protected when you raise a concern in good faith; we don't tolerate retaliation. Use the route that feels safest: HR, or Safecall for confidential reporting.



Learn more

Diversity and Inclusion Policy

Preventing Sexual Harassment Policy





Principle

6

We know what
we're buying
and who we're
buying from





Working together to deliver best value.

Why this matters?

What we buy, and who we buy it from, reflects who we are as a business. Responsible buying protects our reputation, supports ethical supply chains and helps us deliver quality products and services safely, fairly and sustainably.

What does this mean for me?

Collaborating with suppliers and encouraging competition promotes innovation and the delivery of long-term value to us and our customers.

When selecting suppliers and contractors we:

Always

- ✓ Act with integrity and transparency
- ✓ Follow the procurement policy and processes
- ✓ Make fair, objective decisions based on safety, quality, value and sustainability
- ✓ Declare conflicts of interest early and step back from decisions where needed
- ✓ Treat suppliers fairly, honour contracts, protect shared information and pay on time
- ✓ Raise concerns early if something doesn't feel right in the supply chain

Never

- ✗ Bypass agreed processes, approvals or controls
- ✗ Favour a supplier because of personal relationships or benefits
- ✗ Ignore concerns about safety, quality, ethics or human rights
- ✗ Be involved in, or turn a blind eye to, tax evasion or schemes that help others avoid paying the tax they owe



Marshalls and Marley have achieved BES 6001 accreditation for Responsible Sourcing.

Sustainable sourcing

We consider the environmental, social and ethical impact of what we buy, not just the price. We expect suppliers and contractors to share our values, respect human rights, protect the environment and put issues right quickly if something goes wrong.

If these expectations aren't met, we challenge it and take action.

Quick questions

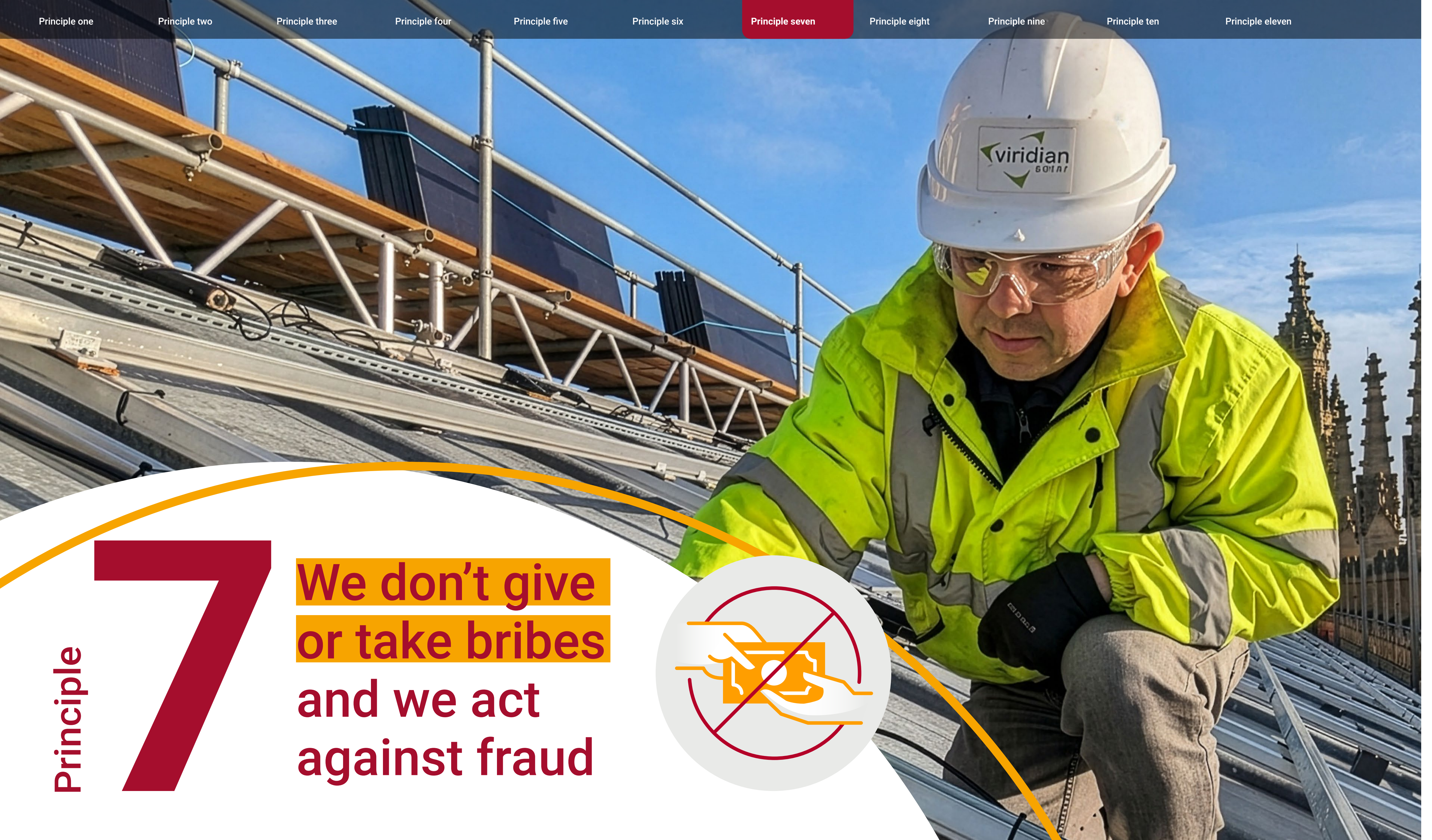
I'm being asked to use a supplier quickly and to skip the usual checks or approvals. What should I do?

Don't bypass the process. Explain that we need the right checks and approvals to protect quality, safety and ethics. If the pressure continues, raise it with your manager or Procurement team.

A supplier is recommended by someone I know (or I'm linked to the supplier). Can I still be involved?

Declare it early and step back from the decision. Even if you feel you can stay objective, the selection of a supplier must be fair. The Procurement team or your manager can make sure the selection stays transparent.





Principle

7

We don't give
or take bribes
and we act
against fraud





We never offer, give, ask for, accept or receive bribes and we don't look the other way if something feels dishonest. We don't give or accept anything (like money, gifts or perks) that could sway a public official to favour our business even if that's not the intention.

Small, low-value gifts or hospitality are only okay if they're clearly harmless and not meant to influence anything. If you're unsure, don't guess, check the Gifts and Hospitality Policy.

Why this matters?

Bribery and fraud damage trust with all of our stakeholders, particularly our shareholders, colleagues, customers, suppliers and communities. They can also seriously harm our reputation. We protect the Group by making decisions for the right reasons, keeping clear records and speaking up when something doesn't feel right.



What does this mean for me?

Always

✓ Act honestly, fairly and openly and double-check anything you're responsible for (records, claims, approvals)

✓ Declare a conflict of interest early if a personal relationship or benefit could influence (or look like it influences) a work decision

✓ Keep accurate records that match what actually happened (time, expenses, invoices, deliveries, approvals)

✓ If you're unsure, speak to your manager, Finance team (where relevant) or the Legal team

✓ Speak up straight away if something feels wrong. Early is best

Never

✗ Offer, give, request, accept or receive a bribe in any form

✗ Give or do anything to influence a public official (directly or indirectly) in person, on the phone, or online

✗ Falsify, hide, 'adjust' or backdate information to make something look better than it is even if someone asks you to

✗ Let a personal relationship influence a decision (or appear to). If in doubt, declare it to your manager and step back





Bribery

A bribe is giving or receiving something of value to improperly influence a person’s actions, decisions, or duties. It can include favours, kickbacks, facilitation payments, hospitality, gifts or anything that creates pressure or expectation.

We don’t tolerate bribery in any form.



Conflicts of interest

A conflict of interest is when a personal relationship or benefit could influence decision making for the Group. It can happen anywhere including recruitment, procurement, or managing suppliers. If in doubt, declare it early and step back.



We act against fraud

Fraud means deliberately trying to trick someone, being dishonest, or misusing your position to gain any kind of advantage. It also includes helping someone else do this.

What does this mean for me?

Fraud is a crime in most countries. In some countries, like the UK, you can be prosecuted even if you didn’t mean to commit fraud but were careless or ignored warning signs.

We also have a legal responsibility to stop fraud by any companies in our Group, our colleagues, agents and by those who provide services on our behalf.

The key rule is simple, don’t try to gain any advantage by being dishonest, misleading people, making false claims, or allowing others to do so on your behalf. This includes stealing from the company, customers, or anyone else, or misusing someone else’s property.



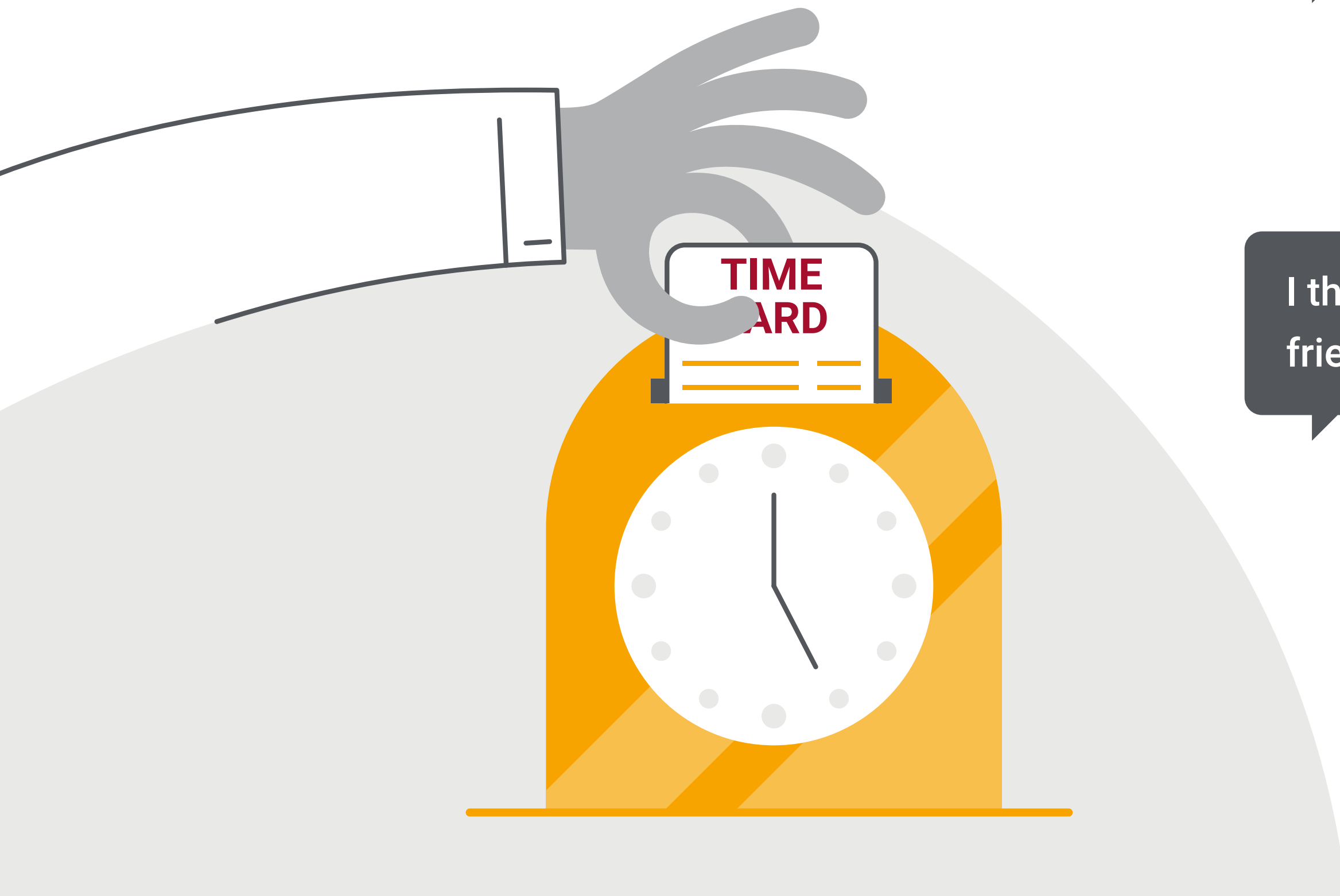
False claims

Fraud also includes:

- Recording incorrect working hours
- Claiming for work, materials, or services that weren't actually provided
- Hiding problems or defects
- Falsifying evidence

Even if someone asks you to do this, it's still not allowed.

Only claim for things you genuinely believe you're entitled to and make sure you have evidence that can be verified to support it.



Your responsibility

Preventing fraud is everyone's responsibility. We have a zero-tolerance approach to fraud of any kind.

If something doesn't feel right, don't ignore it. Speak to your manager, the Finance team, the Legal team or Safecall (our confidential reporting partner).

All concerns will be taken seriously, investigated thoroughly and handled in the right way.

Quick questions

A supplier offers tickets/a personal favour as a thank you. Is that okay?

If it could influence a decision, or look like it could, it's not okay.

Don't accept it. Check the Gifts and Hospitality Policy on Buzz and speak to your manager if you're unsure.

I think I might have a conflict of interest (family/friend involved). What should I do?

Declare it early to your manager and step back from the decision.

It protects you and it protects Marshalls Group. If you're unsure, ask the Legal team for guidance. Email legal@marshalls.co.uk



Learn more



Anti-Bribery Code



Viridian Solar
Anti-Bribery Policy



Gifts and
Hospitality Policy



Conflicts of
Interest Policy





Principle

8

We respect
human rights
and act against
modern slavery





We respect human rights, we don't tolerate modern slavery, and we expect the same of anyone working with or for Marshalls Group.

Why this matters?

People should be treated with dignity and respect wherever we operate and wherever we source from. This principle protects workers, supports ethical supply chains and helps maintain trust in our business and brands.

We signed up to the United Nations Global Compact (UNGC) in 2009, making a public commitment to support and uphold the ten UN Guiding Principles on Business and Human Rights.

Principle 10

work against corruption in all its forms, including extortion and bribery

Principle 9

encourage the development and diffusion of environmentally friendly technologies

Principle 8

undertake initiatives to promote greater environmental responsibility

Principle 7

support a precautionary approach to environmental challenges

Principle 6

support the elimination of discrimination in respect of employment and occupation

UNGC principles



Principle 1

support and respect the protection of internationally proclaimed human rights

Principle 2

make sure that they are not complicit in human rights abuses

Principle 3

uphold the freedom of association and the effective recognition of the right to collective bargaining abuses

Principle 4

eliminate all forms of forced and compulsory labour

Principle 5

support the effective abolition of child labour





Taking action against slavery; raising ethical standards

We’re committed to tackling modern slavery and human trafficking and addressing ethical labour risks in the UK and overseas. We work collaboratively with colleagues, commercial partners and third parties to share our knowledge.

Compliance

We comply with the employment laws of every country in which we operate, and expect our suppliers to do the same

Collaboration

We engage with industry-led, NGO and public sector initiatives to accelerate the eradication of slavery

Human rights due diligence

We monitor ethical risk in our operations and supply chains, mapping critical sectors back to raw materials where we can

Supplier engagement

We set our ethical expectations with suppliers from the outset, encourage transparency, and implement regular social audit programmes and training where necessary

Annual reporting

We publicly report on our progress in tackling ethical labour risk in our annual Modern Slavery Statement

Modern slavery awareness training

We regularly train colleagues on modern slavery awareness and ethical labour issues, organising additional strategic training for those in critical roles

I’m worried a contractor or supplier isn’t treating people fairly. What should I do?

Raise it early. Speak to your manager, the Procurement team or contact the Business and Human Rights Manager in confidence. Use Safecall if you don’t feel comfortable raising it internally.

Where can I find out more about modern slavery?

You can see our annual updates on progress in our Modern Slavery Statement. Also look out for our annual training on the Marshalls Learning Zone or contact the Business and Human Rights manager with any questions.



Learn more



Human Rights and Modern Slavery Policy



Children’s Rights Policy



Modern Slavery Statement





Principle

9

We take care
of personal
information





We respect everyone’s privacy and personal information and take our legal obligations seriously.

Why this matters?

Getting this right protects people and helps maintain trust in our businesses. We also expect partners and suppliers to protect personal information when working with us.

What does this mean for me?

Always

- ✔ Only collect and use personal information when there’s a genuine business reason
- ✔ Keep personal information secure, whether it is held on systems, devices or paper
- ✔ Share personal information only with authorised people who need it for their role
- ✔ Report concerns straight away if personal information is lost, shared incorrectly or accessed without permission

Never

- ✘ Access personal information you don’t need for your role
- ✘ Share personal information casually or with unauthorised people
- ✘ Ignore a possible data breach even if it feels minor

What is personal information?

Anything that can identify someone for example name, address, account number, email address, location, CV or medical information. If you’re unsure, treat it as personal information and check with the Legal team.

Email legal@marshalls.co.uk

If you work with or for Marshalls Group and handle personal information, you’re expected to protect it and raise concerns with your contact.

Quick questions

I think I’ve sent personal information to the wrong person (or I’ve lost a device). What should I do?

Report it straight away even if it feels minor. Quick reporting helps us protect people and put things right. Tell your manager and follow the data protection guidance (or contact your local IT support team if needed).

Can I use personal information for something helpful, like birthdays or a team list?

Only if there’s a genuine business reason and it’s allowed by policy. When in doubt, don’t use it, ask first and follow the guidance.



Learn more
 [Data Protection Policy](#)





Principle 10

We use technology responsibly and protect our digital world





Technology, data and digital systems are critical to how we work, make decisions and serve our customers. We all share responsibility for using technology safely, ethically and securely, protecting our people, information and reputation.

Why this matters?

Our systems and data underpin almost everything we do. Cyber incidents, misuse of technology, poor data handling or irresponsible use of AI can cause real harm to individuals, disrupt our operations and damage trust in our brands. Strong digital discipline helps keep our business resilient, compliant and secure.

What does this mean for me?

Always

- ✔ Use company technology, systems and data responsibly and only for legitimate business purposes
- ✔ Protect access to systems and information by following security guidance and never sharing passwords or accounts
- ✔ Use only approved tools, systems and AI solutions when handling business or personal information
- ✔ Be alert to cyber risks such as phishing, scams or unusual system behaviour and report concerns immediately
- ✔ Follow guidance on data protection, information security and acceptable use of technology

Never

- ✘ Bypass security controls, approvals or safeguards for convenience
- ✘ Use unapproved apps, tools or personal storage for company information
- ✘ Share confidential, personal or commercially sensitive information through unsecured or unauthorised channels
- ✘ Click on suspicious emails or attachments where you don't know the sender or cannot verify them as being genuine
- ✘ Ignore or delay reporting a suspected cyber incident, data breach or system misuse

Quick questions

I've found a new digital or AI tool that could help me work more efficiently. Can I use it?

Only if it's been approved. Using unapproved tools can expose the business to data, security and compliance risks. Check with IT first.

I think I may have clicked something suspicious or noticed unusual behaviour on my device. What should I do?

Report it immediately. Early reporting helps protect systems, data and colleagues even if you're not sure.



Learn more

- Information Security Policy
- Acceptable Use of IT Policy
- Use of AI Policy





Principle
11

We minimise our environmental impact and look after our world





We want to minimise our impact on the environment so it’s our responsibility, working together with our stakeholders, to reduce carbon emissions, save energy and use resources efficiently. It’s only by working together that we’ll make a difference.

Why this matters?

We care about the natural world, and we recognise our responsibility to the environment by making a commitment to achieving the highest standards of environmental, energy and carbon performance.

This isn’t just about big projects. It’s also about everyday actions using resources carefully, preventing pollution, reducing waste and spotting issues early.

What does this mean for me?

Always

- ✔ Use energy, water and materials responsibly, avoid waste and use resources efficiently
- ✔ Follow environmental procedures for your site or role, including safe storage, handling and disposal
- ✔ Help prevent pollution by reporting spills, leaks, damage or poor practice straight away
- ✔ Look for simple improvements that reduce waste, increase reuse/recycling and cut unnecessary plastic
- ✔ Challenge shortcuts that increase environmental risk (when it’s safe to do so)

Never

- ✘ Ignore environmental risks, spills or damage even if they seem minor
- ✘ Bypass controls or processes designed to protect the environment
- ✘ Dispose of materials in a way that isn’t approved for your site or role
- ✘ Assume sustainability is ‘extra work’. It’s part of how we work every day

What this looks like every day

- Switching things off when not needed, reducing rework and avoiding unnecessary waste
- Storing, labelling and disposing of materials safely and correctly
- Reporting problems early so they can be fixed quickly (spills, leaks, incorrect disposal, repeated waste)

We expect all our suppliers, sub-contractors, consultants and partners to work with us and look for ways they can help us achieve our environmental targets.



Learn more



Environmental Policy



Viridian Solar environmental Policy



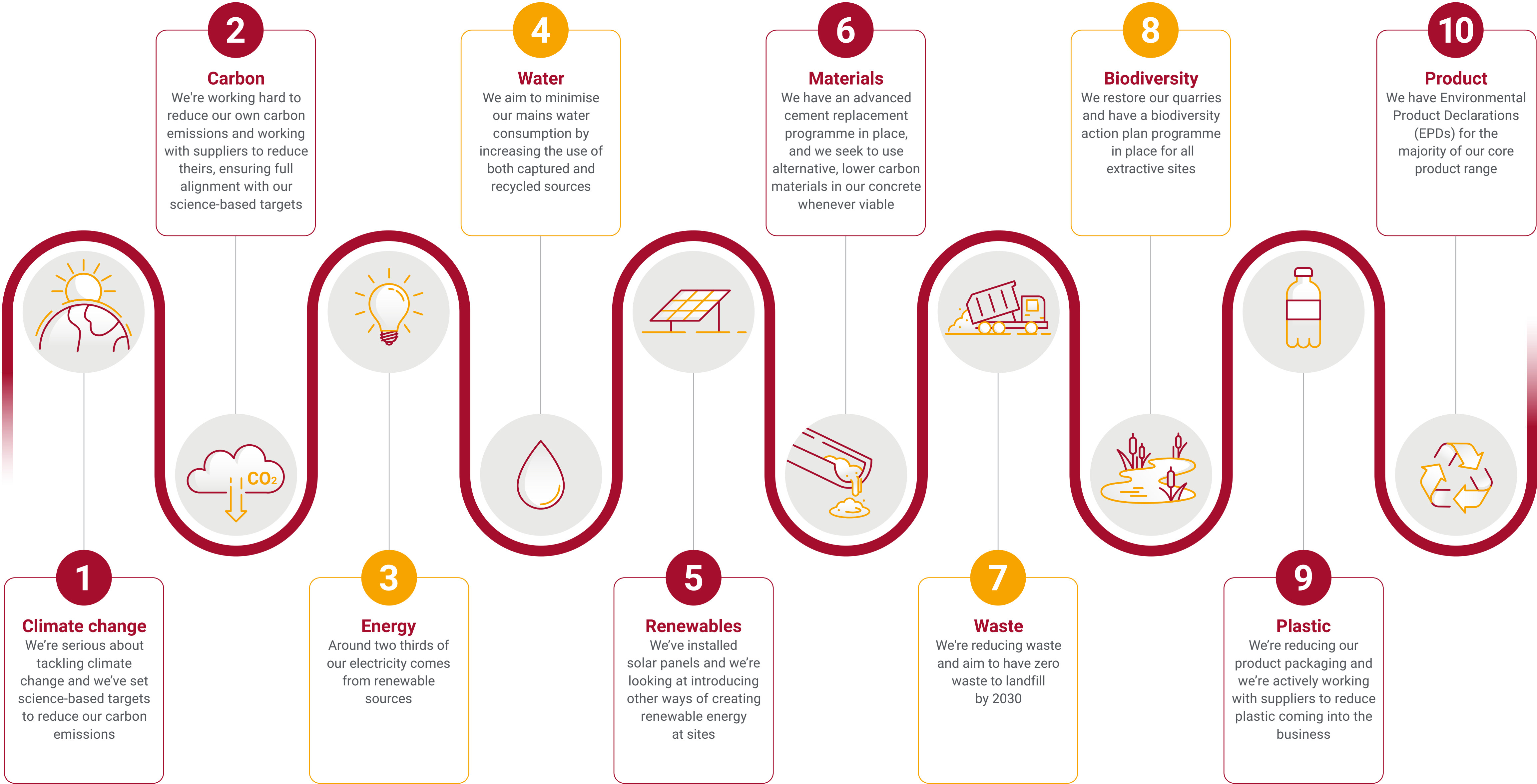
Carbon and climate change Policy



Sustainability Policy



Building tomorrow's world



Doing the right thing isn't always obvious

Sometimes the right decision is clear. Sometimes it isn't. That's why we have our Code to help us make the right choices every day, protect each other and protect what we've built.

If you have any questions about our Code, raise them with your manager or contact the Legal team.



email legal@marshalls.co.uk

Partners and suppliers

If you work with or for Marshalls Group, we expect you to follow these standards too. If something doesn't feel right, raise it with your contact.



The Code only works if we live it.
And that starts with three simple steps:
All you have to do is...

Know

You should know our Code

Talk

Talk about it, discuss it with colleagues, partners and suppliers and hold each other accountable

Do

And finally do it. Put our principles into practice and if you see something that doesn't meet them, speak up



