

Human Rights and Modern Slavery Policy

Policy Overview

This policy and procedure applies to employees of any Marshalls group company ('Marshalls') and all other people working for Marshalls under any other type of contract.

Version/Issue:	Issue 1
Ratified by:	The Board
Date ratified:	
Author/Originator:	Elaine Mitchell-Hill
Developed in association with:	This policy has been developed in consultation with the business and human rights team and our head of ESG reporting
Review Date	June 2025
Name of responsible reviewer:	Business and Human Rights Lead

Version Control:

Version/Issue No	Type of Change	Date	Description of Change
Issue 1	Annual Review	January 2021	Review by The Board
Issue 2	Annual Review	May 2022	Review by the Board
Issue3	Annual Review	June 2023	Addition of descriptors highlighted in yellow, and of CoC and MSA link.
Issue 4	Annual Review	June 2024	
Issue 5	Annual Review	May 2025	Hyperlink updated on MSA statement
Issue 6	Annual Review	June 2025	Changes made by BHR Lead

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

For further information:

Marshalls plc – Business and Human Rights Lead
Landscape House, Elland

June 2025 – Issue 6

Human Rights and Modern Slavery Policy

Marshalls supports human rights consistent with the Universal Declaration of Human Rights. In conducting its business activities across the globe, Marshalls respects these rights and seeks to uphold, preserve and promote them.

Marshalls works diligently in all respects to support and uphold the United Nations Guiding Principles on Business and Human Rights. Marshalls has a Business and Human Rights Lead responsible for the human rights strategy and anti-slavery programme which includes:

- human rights due diligence systems and processes
- modern slavery identification, prevention and remediation
- children's rights advocacy and engagement
- supplier education and engagement
- country specific human rights observations and research
- ethical auditing and improvement programmes
- internal training and alignment
- stakeholder engagement
- whistleblowing and grievance mechanisms
- UN partner engagement and
- sectoral and cross sectoral collaboration

Marshalls is committed to working towards eliminating modern slavery and publishes an annual Modern Slavery Statement as required by law.

As part of this process, our Human Rights and Modern Slavery Policy is reviewed on an annual basis.

Marshalls works to ensure that its presence cultivates fair and sustainable relationships. Marshalls respects and values the dignity, wellbeing and rights of employees, their families and the wider community. Marshalls works with employees, communities, non-governmental and other appropriate stakeholders to uphold and promote these rights.

Where human rights are under threat, Marshalls works to uphold local laws, promote international standards and strives to have international standards upheld by the appropriate governments, institutions and agencies.

Marshalls embraces opportunities to promote a broader understanding of human rights values working within its sphere of influence.

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Marshalls actively seeks to collaborate with appropriate organisations to promote respect for human rights in a manner which is consistent with the role of business.

Marshalls operates an independent whistleblowing service with Safecall (telephone number 0800 915 1571: web address www.safecall.co.uk/report) through which any serious concerns regarding human rights can be reported.

This policy applies to all companies within the Marshalls group and should be read in conjunction with our [Code of Conduct](#) and [Modern Slavery Statement](#).

Simon Bourne
Chief Executive Officer
Marshalls plc

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Landscape House, Elland

June 2025 – Issue 6