Corporate Responsibility & Social Value 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.

The policy has been designed to provide clear guidance to management and colleagues about our approach to social value and being a responsible business.

Version/issue:	Issue 5
Ratified by:	The Board
Date ratified:	October 2026
Author/originator:	Jo Holmes
Review date:	October 2027
Name of responsible reviewer:	Jo Holmes

Version Control

Version/Issue No	Type of Change	Date	Description of Change
Issue 1	Annual review	2020	Annual review
Issue 2	Annual review	2021	Annual review
Issue 3	Name and content	October 2023	Changed name and content to include social value
Issue 4	Annual review	October 2024	Annual review
Issue 5	Annual review	October 2025	Annual review and minor content change
Issue 6	Annual review	October 2026	Annual review and minor content change

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

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Marshalls seeks to make a positive and sustainable contribution to the societies and communities wherever it does business. Any engagement and investment in social and community-based initiatives and programmes is informed by our organisational ESG strategy, our commitment to the United Nations Global Compact (UNGC) Principles, and the work we do to contribute to the UN's Sustainable Development Goals.

By doing business in a responsible and sustainable way, we aim to make a positive and lasting impact to individuals and communities in our direct operations and our supply chain by:

- Contributing to the delivery of the UN's Sustainable Development Goals
- Looking after our people and being a Living Wage accredited employer
- Paying our fair share of tax and holding the Fair Tax Mark
- Providing our people with opportunities to develop in their chosen careers
- Building partnerships which allow us to make an active contribution and add value to the community
- Fundraising for our corporate charity
- Supporting projects that promote social value
- Consulting with local stakeholders on community projects, as appropriate

Marshalls has a suite of policies which support our corporate responsibility activity and are reviewed annually. They include:

- Carbon and Climate Change Policy
- Environmental Policy
- Health and Safety Policy
- Tax Policy
- Diversity and Inclusion Policy
- Anti-Bribery Code
- Serious Concerns Policy
- Human Rights and Modern Slavery Policy
- Children's Rights Policy

Led by our purpose of Building Tomorrow's World, we annually publish a Sustainability Report and Modern Slavery Statement which outline our activities and the progress we have made.

Simon Bourne

October 2026

For further information:
Marshalls plc
Landscape House, Elland

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Marshalls