

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, research and bespoke programmes
- ethical auditing
- live supply chain monitoring
- internal training and alignment
- stakeholder engagement
- whistleblowing and grievance mechanisms
- UN partner engagement and
- sectoral and cross sectoral collaboration

Marshalls is committed to working to eliminate modern slavery and makes 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 actively works and collaborates with employees, elected employee representatives, 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.

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.

For further information:

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

June 2025 – Issue 5

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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](#).



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