

# Health & Safety Policy Statement



## Policy Overview

This policy applies to all our people at Marshalls and all other people working under any other type of contract.

Version/Issue:	Issue 12
Ratified by:	The Board
Date ratified:	29 January 2026
Author/Originator:	Group Health, Safety & Environmental Team
Developed in association with:	This policy has been developed in consultation with Group Health, Safety & Environmental Team
Review Date	January 2027
Name of responsible reviewer:	Group Head of SHE

## Version Control:

Version/Issue No	Type of Change	Date	Description of Change
Issue 10	New CEO	July 2024	No significant change. Change of CEO and signature.
Issue 11	Annual review / policy integration	January 2025	Incorporates Marley.
Issue 12	New CEO	Jan 2026	No significant change. Change of CEO and signature.

**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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### For further information:

Marshalls plc – Group Health, Safety & Environmental Team  
Landscape House, Elland  
Jan 2026 – Issue 12.0

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Marshalls plc (“Group”) recognises that the health, safety, wellbeing and welfare of our people is essential for the efficient operation of its business. Senior management recognise the importance of conducting the business in a manner that ensures the health and safety of our people and meets with current legislation and codes of practice. We will ensure that adequate resources and appropriate arrangements are in place to comply with all legislative duties and to enable the pursuit of continuous improvement in its operations and management systems.

We are committed to providing a safe and healthy working environment for all our people and visitors, with the aim of preventing work-related injury and ill health. To help achieve this, we actively engage and consult with everyone to promote an effective, pro-active approach to everyone’s health, safety and wellbeing.

Our colleagues, and other persons who work for or on behalf of us, are empowered to take responsibility and ownership for their own health, safety and wellbeing within the business and that of others they engage with in the day-to-day running of the business. The business actively promotes and provides regular communication on health, safety and wellbeing matters throughout the organisation and recognises that listening to colleagues is as important as giving them the information.

We have taken all reasonably practicable steps to ensure the health, safety and welfare of our people and others who are affected by the day-to-day running of the business, including the following:

- a process to identify and report hazards, risks and opportunities to provide safe and healthy working conditions and to establish measures to adequately control and mitigate them;
- the correct instruction, information, training and supervision to enable colleagues to do their job safely and effectively;
- a commitment to consultation and participation of workers, and workers’ representatives;
- safeguarding the health, safety, and welfare of interested parties on our sites and offices i.e. customers, contractors, visitors, and the public;
- ensuring that facilities and arrangements are in place to provide for colleagues’ welfare at work;
- continual improvement of the occupational, health and safety management systems;
- an effective wellbeing programme, which includes mental health awareness;
- effective communication throughout the business;
- a working environment that encourages and promotes safe behaviour and addresses unsafe acts;
- an independent whistleblowing line that enables colleagues to raise any concerns;
- a formal process and management system to enable the company to meet all its legal obligations; and
- objectives and targets against which the health and safety performance will be monitored and reported.

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To demonstrate our commitment to the health, safety and wellbeing of our people and others who engage with us, we are committed to meeting the requirements of the ISO 45001 Health & Safety Management System and promoting a positive safety culture.

This policy will be reviewed annually for effectiveness and to ensure its relevance to the business.

A handwritten signature in blue ink, appearing to read 'Simon Bourne'.

Simon Bourne, Chief Executive Officer  
January 2026