

Environmental Policy



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 and Environmental Team
Developed in association with:	This policy has been developed in consultation with the Group SHE and Sustainability Teams
Review Date	January 2027
Name of responsible reviewers:	Group Head of SHE, Group Technical Director

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. Integration of policies.	Jan 2025	Integration of Marley and Marshalls policies.
Issue 12	New CEO Amended last policy sentence	Jan 2026	Change of CEO and signature. Removed reference to management review and added effectiveness and relevance.

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 – Group Health, Safety & Environmental Team
Landscape House, Elland
January 2026 – Issue 12

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Marshalls plc (“Group”) is committed to continuously improving its environmental performance and to providing positive contributions by our business that reduce our environmental impact. We are committed to sustainable development that meets the needs of the present without compromising the ability of future generations to meet their own needs.

We are committed to responsible stewardship of the natural environment. Recognising the environmental implications of our activities providing products and services to our customers, we are continuously striving to improve environmental performance by setting and reviewing measurable objectives and targets associated with our operations. We seek to minimise natural resources consumption, water usage, waste and adverse environmental impacts, while optimising the use of technology and pursuing the achievement of our strategic objectives.

In pursuit of this environmental policy, we are committed to the following:

- determining, understanding and implementing relevant environmental legislation to fulfil our legal obligations;
- developing adaptation and mitigation strategies against internal and external factors that could have adverse impacts on the environment or the business;
- setting business-wide objectives and targets appropriate to the nature and scale of our activities;
- maintaining and continuously improving our environmental management system and improving awareness and training in relation to environmental protection and performance;
- continuously improving environmental performance by monitoring and measuring improvement initiatives, particularly in relation to energy management, use of water resources through recycling, capture and discharge and also the reduction in waste diverted to landfill;
- protecting and enhancing the natural environment, both within our landholdings and the wider corridor where possible;
- recognising the need for sympathetic restoration and after-use of quarry and other operational sites and considering the character of the local environment and the concerns of the local community and other stakeholders when planning such matters;
- considering the environmental impacts associated with our products throughout their life cycle by efficient resource use;
- prevention of pollution to the environment from our activities;
- ensuring the business has the necessary knowledge, resources and workforce skills to maximise its contribution to the protection of the environment;
- ensuring appropriate emergency response processes are in place to mitigate and minimise damage to the environment;
- considering and appropriately engaging and communicating with interested parties; and

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- reviewing the Group's targets and Policy annually against business objectives and commitments given to industry initiatives and wider stakeholders.

We are committed to meeting the requirements of the ISO 14001 Environmental Management System.

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', located below the policy text.

Simon Bourne Chief Executive Officer
January 2026