



## Health & Safety Policy Statement

Marshalls plc recognises that the health, safety and welfare of its employees 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 its employees meets with current legislation and codes of practice. The company will ensure that appropriate arrangements are in place to comply with all legislative duties and enable the pursuit of continual improvement in its operations and management systems.

Marshalls are committed to providing a safe and healthy working environment for all its employees and visitors. To help achieve this, the company actively engages and consults with all its employees, customers and contractors to promote an effective pro-active approach to everyone's health and wellbeing.

Employees and persons who work in or on behalf of Marshalls plc are empowered to take responsibility and ownership for their and others health and safety within the business. The business actively promotes good communication at all levels within the company and recognises that listening to its employees is as important as giving them the information.

The organisation has taken all reasonably practicable steps to ensure the health, safety and welfare of its employees, and others effected by its activities, by providing the following:

- A process to identify hazards and risks with a process to report them and put suitable measures in place to adequately control them.
- The correct instruction, information, training and supervision to enable employees to do their job safely and effectively.
- An effective wellbeing programme, which includes Mental Health Awareness.
- Effective communication between all levels within the business.
- A working environment that encourages and promotes safe behaviour and restrains unsafe acts.
- A formal process and management system to enable the company to meet all its legal obligations.
- Set annual objectives and targets against which its performance is monitored and reported.

To demonstrate Marshalls plc commitment to the health and safety of its employees and others, the company is committed to meeting with the requirements of BS ISO 45001 for its health & safety Management system.

The company will ensure this policy statement is on all main notice boards across the business, and also where employees, contractors and other interested parties will have access to read it. This policy will be reviewed at least annually for effectiveness and to ensure its relevance to the business.

Martyn Coffey, Chief Executive  
November 2018