



Health & Safety Policy Statement

Marshalls recognises that the Health, Safety, Wellbeing 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 and meets with current legislation and codes of practice. The organisation 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, we actively engage and consults with all our 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 are empowered to take responsibility and ownership for their and others Safety, Health & Wellbeing within the business. The business actively promotes good communication at all levels within the organisation 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.
- An independent whistleblowing line that enables employees to raise any concerns.
- A formal process and management system to enable the company to meet all its legal obligations.
- Set annual objectives and targets against which the Health & Safety performance will be monitored and reported.

To demonstrate Marshalls' commitment to the health, safety and wellbeing of its employees and others, we are committed to meeting the requirements of BS ISO 45001 for our Health & Safety Management system.

This policy statement is posted on all main notice boards across the business, 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.

Any serious concerns about health and safety at Marshalls may be notified using the independent Safecall service (telephone number 0800 915 1571: web address www.safecall.co.uk/report).

Signed by:

Martyn Coffey, Chief Executive
January 2020