



Marshalls

for sustainable landscapes



Marshalls' sustainable approach

Marshalls plc believes in conducting business in a manner which achieves sustainable growth whilst demonstrating a high degree of social responsibility. Marshalls is fundamentally committed to sustainable development and to ensuring that its activities are managed in terms of their economic, social and environmental impacts.

Imported natural stone

Many suppliers importing Indian natural sandstone are not engaged in auditing how their stone is produced. However, Marshalls understands that regulation and auditing are essential to ensure international governance and ethical trading with developing countries.

Marshalls recognises the complex ethical and sustainability issues surrounding the quarrying of natural stone in India and is actively addressing and raising awareness of these issues through the Marshalls for Sustainable Landscapes programme.

Ethical Trading Initiative

Marshalls is a member of the Ethical Trading Initiative (ETI), an alliance of companies, trade unions and non-profit organisations that aims to promote respect for the rights of workers worldwide.

As a member of the ETI Marshalls is committed to progressively improving conditions in its suppliers' work places and to improving the lives of workers who make its products. Marshalls has signed up to the nine point ETI Base Code, which has the following principles:

- No-one should be forced to work
- Workers are free to join and form trade unions and bargain with management
- Working conditions are safe and hygienic
- Child labour shall not be used
- Living wages are paid
- Working hours are not excessive
- No discrimination is practised
- Regular employment is provided
- No harsh or inhumane treatment is allowed

As well as adopting the ETI Base Code, members also commit to:

- Monitoring and independent verification of their supply chains
- Reporting annually to ETI on their progress
- Awareness-raising and training
- Driving year-on-year improvements
- Assessing the impact of their core business activities on labour standards
- Participating in ETI projects

As further commitment Marshalls became the UK first heavyside materials company to be accepted into the prestigious UN Global Compact – the World's largest corporate citizenship and sustainability initiative.



Marshalls' ethical commitment

Marshalls believe it is their duty to be able to demonstrate the highest ethical standards.

As a member of the ETI, Marshalls has a programme in place to assess working conditions in its suppliers' work places. These suppliers are audited independently using a multi-stakeholder audit approach with experience of International Labour Organisation and trade unions principles on the ETI nine point base code - and re-audited regularly to ensure compliance.

In India, Marshalls only buys sandstone from Stone Shippers India, which in addition to the ETI base code compliance, is certified by AIB – Vincotte International not to source any raw materials from quarries employing child labour. Marshalls will continue to undertake regular auditing to ensure that the highest standards are maintained at all times.

Independently Audited Results

The audits that Marshalls have undertaken, using these independent experts, have clearly shown that:

- (i) There is no evidence of child labour in use in our supply chain
- (ii) Collected evidence of regular employment and 'living' wages
- (iii) Our supply chain provides regular employment, fair rates of pay and workers rights are respected
- (iv) There are no serious non-compliance issue with the ETI base code
- (v) Working conditions are good
- (vi) Marshalls suppliers carry out quality control audits on their process and products

Recognition

The awareness, improvements and commitments made by Marshalls in the procurement of Indian Sandstone has been recognised by several judging panels.

Recent recognition includes:

- Business in the Community Big Tick Award for Excellence
- Sustain Magazine Award for International Trade for Marshalls pioneering approach to supply chain accountability

The assurance of quality

As a company, Marshalls only work with reputable and reliable suppliers that meet its own stringent requirements and those within the industry. In India, our supplier partner has achieved ISO 9002 Quality Assurance accreditation.

Marshalls is also a member of the FTSE 4 Good, designed to measure the performance of companies that meet globally recognised corporate responsibility standards. FTSE 4 Good assesses Corporate Social Responsibility (CSR) practices based on principles of Socially Responsible Investment (SRI).

For more information about Marshalls, please visit www.marshalls.co.uk or call 01422 312000.

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