



## ORGANIZATION

Marshalls Plc, United Kingdom of Great Britain and Northern Ireland  
pledges to

**Say no to child labour and yes  
to children's rights**

## Say no to child labour and yes to children's rights

### Name:

We are all either part of the problem or part of the solution.

### Description:

Marshalls' IYECL pledge is simple and clear. We will say 'no to child labour' and 'yes to children's rights' in every way that we possibly can as a business. We will ensure that we listen to children and to those that advocate for them, that they have a voice and are heard by us.

We are taking very practical and concrete actions in 4 main areas;

1. Marshalls People: we will ensure that our people understand the issues and that they are aware of the role that we play, the pledge we have made, the issues, causes and potential solution to help ensure they act with confidence; we will ensure they are empowered to make good choices every day in the job that they do in support of children's rights and are driven to eliminate child labour.
2. Marshalls Customers: we will build the knowledge of our own commercial teams so that we become a knowledge partner for our customers; we aim to be able to articulate the case for the elimination of child labour, so that customers are aware that the decisions they make have a direct impact upon children.
3. Marshalls Suppliers: we will work with our suppliers in India to eliminate child labour and the root causes in the natural stone sector; our enhanced human rights due diligence processes and procedures will ensure that we exert pressure where we can to gain traction, which results in the elimination of child labour.
4. Indian Sandstone Sector in Rajasthan: we will continue to work with governments, civil society, workers, children's advocates and a range of actors in India to push for systemic change; as part of this, we will facilitate and drive the development of a 'guiding framework' for companies sourcing sandstone from India' to work to eliminate child labour.

### Implementation plan:

Our 2021 Action Pledge is firmly rooted in our Business & Human Rights Strategy. We will implement it by ensuring that our sales team are aware and empowered to speak out in support of the eradication of child labour. We will overhaul and enhance our HRDD processes and build a supplier engagement programme at the heart of which is the elimination of child labour. We will ensure that children's rights and the elimination of child labour are at the heart of our company-wide human rights RESPECT Programme. We will continue to work

MARSHALLS PLC, UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND

with governments, civil society, workers, children's advocates and a range of actors in India to facilitate and lead the development of 'guiding framework for companies sourcing sandstone from India'. All of this work is already in action.

**Impact:**

We will ensure that everyone who is part of the value chain understands that the decisions they make have a direct impact on child labour and that they are either part of the problem or part of the solution.

[Website](#), [Facebook](#), [Twitter](#), [Instagram](#), [Linkedin](#)