

HUMAN RIGHTS POLICY



**MARSHALL
CONSTRUCTION**

MAY 2023

Human Rights Policy and Statement

Marshall Construction Limited is committed to developing an organizational culture that implements a policy of support for internationally recognized human rights and seeks to avoid complicity in human rights abuses. We support the principles contained within the Universal Declaration of Human Rights and the Human Rights Act 1998.

Marshall Construction Limited seeks to identify, assess and manage human rights impacts within our spheres of influence and activities in line with the following policy aims:

1. Employees

To respect the human rights of our employees including non-discrimination, prohibition of child and enforced labour, and freedom of association and the right to engage in collective bargaining.

2. Suppliers and Contractors

To establish and maintain appropriate procedures to evaluate and select major suppliers and contractors, based on Marshall Construction's human rights and social policies, and to monitor their performance where appropriate.

3. Local Communities

To respect the cultures, customs and values of the people in communities in which we operate.

To contribute, within the scope of our capabilities, to promote the fulfilment of human rights through improving economic, environmental and social conditions and serve as a positive influence in communities in which we operate.

To seek to have an open dialogue with stakeholders and participate in community engagement activities.

4. Society

To participate where appropriate in public affairs in a non-partisan and responsible way to promote internationally recognized human rights.

To promote the realization of environmental sustainability.

To uphold the highest standards in business ethics and integrity.

Marshall Construction Human Rights Statement

Marshall Construction is committed to developing an organizational culture that implements a policy of support for the internationally recognized human rights contained within the Universal Declaration of Human Rights and seeks to avoid complicity in human rights abuses.

Our commitment to the realisation of human rights is embedded in the Company philosophy. We treat all people fairly!



B McDermott
Managing Director
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