



Hallmark Cards PLC Modern Day Slavery Statement 2016/17

Introduction

Hallmark Cards PLC is a market leader in the greetings industry supplying high street grocers and independent retailers, operating mainly across the UK and Republic of Ireland.

We strictly prohibit the use of modern slavery and human trafficking in any of our operations or wider supply chain.

As a business we take our ethical performance very seriously. We view suppliers, licensees and their subcontractors as an integral element of our business success and strive to select suppliers who adopt strong ethical standards, conduct their respective operations in a manner that respects the rights of the individuals they employ, and demonstrate careful stewardship of the environment.

Hallmark has committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains.

We expect that our suppliers will hold themselves and their own suppliers to the same high standards.

Policies and Procedural Controls

Hallmark has developed its Modern Day Slavery Policy and we communicate this policy to employees via our internal website on an annual basis. We have also undertaken Modern Day Slavery training with key staff.

Our internal policies include our Modern Day Slavery Policy which sets out Hallmark's stance with respect to prevention of modern day slavery; our Ethical Policy which outlines our expected ethical performance and code of conduct; and our Whistleblowing Policy which gives our employees information on how they can raise issues.

During 2016 Hallmark updated its' standard supplier contractual terms and its terms and conditions of order to include the obligation we place on our suppliers to comply with the Modern Day Slavery Act.

All new suppliers are required to complete our Supplier Profile where it is stipulated that we expect all suppliers and their subcontractors to operate their facilities and conduct employee relations in an ethical manner and to meet the requirements stipulated by law in their respective host countries. This includes, but is not limited to, laws and regulations relating to labour, compensation, work hours, health and safety, and the environment.

Supply Chain

Hallmark recognise that our exposure to Modern Day Slavery is most at risk within our supply chains. We require all suppliers to comply with our Ethical Policy which is underpinned by the Ethical Trade Initiative (ETI) base code.

Hallmark is a member of the Supplier Ethical Data Exchange (SEDEX) and has annual ethical trade audits (SMETA) within its own facility. We encourage our suppliers to be SEDEX members and to carry out annual, semi announced ethical trade audits. These ethical trade audits assist Hallmark in mitigating the risk of modern day slavery within our supply chain.

We work with suppliers to understand what level of ethical audits are taking place within their facility, and would draw on our own internal Supplier Code of Compliance teams to carry out internal supplier audits and progress suppliers to meet our internal Code of Conduct.

All new suppliers are required to complete a Supplier Profile document which includes details of our expected workplace standards and practices for suppliers.

The Supplier Profile document acts as a risk assessment and due diligence tool to assist us in ensuring that we are working with suppliers who will meet Hallmark's high standards.

The Supplier Profile document also acts as a focus tool to highlight any areas where a supplier may need support from Hallmark to achieve its own ethical obligations

Future Intent

Hallmark will continue to raise awareness both internally; and with its supply partners to ensure the risks of Modern Day Slavery are recognised, managed and mitigated.