

**1 January 2019 – 31 December 2019**

### **Transparency in Supply Chains**

*This statement, signed by a director and approved by the Hamleys Board of Directors, is made in accordance with our obligations under the UK's Modern Slavery Act 2015.*

*Hamleys welcomes the UK's Modern Slavery Act and the duty it places on a business to publish what steps it has taken to address slavery and human trafficking.*

*Hamleys is a global retailer of toys. We place importance on our company's ethical and moral duty and are committed to tackling modern slavery through due diligence and transparency of our supply chains. Hamleys' aim is to ensure that all of the products we sell have been sourced responsibly.*

*In the UK, Hamleys' products are sold through the Group's own (instore and online) retail operations. Internationally, our partners operate in 23 countries, with 114 stores across the world. We employ directly 532 people in the UK and 8 staff internationally.*

### **Supply Chain**

*Throughout our supply chain our approach is to stay close to our suppliers and liaise with them to ensure that they meet our minimum requirements. We only work with reputable, preferred suppliers.*

*Our suppliers must confirm that they comply by certification to the ICTI Care Program or equivalent.*

*Whilst we have received satisfactory responses from our suppliers to our enquiries we will continue to consider the risk that some suppliers may present and work with them on any actions needed as a result.*

### **Training**

*It is our aim to ensure that all staff employed directly by Hamleys are provided with awareness training in respect of the Modern Slavery Act to enable them to recognise it, mitigate any risks in their day to day employment, and provide a means to report it. Our HR policies also include a working hours policy and anti-bribery policy, and our wages and benefits meet or exceed the national legal minimum wage.*

### **Next Steps**

*We will continue to develop our procedures to ensure our supply chains are free from slavery and human trafficking. We will carry out further staff training and carry out a full supply chain review to ensure we have identified any key risks.*



**Yong Shen**  
**CEO**