



Hammerson plc Slavery and Human Trafficking Statement 2016

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015. The statement applies to Hammerson plc ("Hammerson"), its subsidiaries and joint venture investments in the United Kingdom where Hammerson acts as asset manager ("the Group") for the financial year ended 31 December 2016. It sets out the approach taken by Hammerson to understand the potential modern slavery risks related to its business and explains the actions taken to prevent slavery and human trafficking within the Group's supply chains or own business.

Our business and supply chains

At Hammerson, we create destinations that excite shoppers, attract and support retailers, reward investors and serve communities; destinations where more happens. Our portfolio includes investments in prime shopping centres in the UK, France and Ireland; convenient retail parks in the UK; and premium outlets across Europe. We are a responsible owner, manager and developer of retail property and have a sustainability vision and strategy, called Positive Places, to create retail destinations that deliver positive impacts economically, socially and environmentally.

Risk management

Our Group-wide risk management approach, which is explained in our 2016 Annual Report, provides a robust foundation for identifying risks, assessing mitigation actions and establishing clear management responsibility. This includes risks in our supply chain where we have identified our key risk areas as construction activities and low-skilled shopping centre support services such as cleaning.

Our supply chain policies

We have a Responsible Procurement Policy which demands that businesses in our supply chain comply with all applicable laws and includes our Supply Chain Code of Conduct. This code requires suppliers to provide their employees with a written contract in their local language stipulating employment terms and conditions, and to provide employees with a safe workplace free of discrimination, harm, intimidation, harassment and fear. Before engaging a new supplier we complete due diligence on the organisation including health, safety, environmental and labour practices and will not engage with organisations who fall below the Group's required standards.

For contracts over £100,000 we require the completion of our Positive Places Supply Chain Survey which includes a declaration that the organisation complies with labour standards. We publish the results of our supplier survey annually in a separate Annual Supplier Report.

In 2016, we amended our UK shopping centres procurement processes to contractually require our contractors and consultants to comply with anti-slavery laws and notify us of any actual or potential breaches.

Our staff

Hammerson is an equal opportunities employer and does not discriminate between local and migrant employees. We directly employ fewer than 600 people across the Group and enjoy high levels of employee retention, engagement and development. We expect our employees to operate in line with our Code of Conduct which requires employees to treat other people with respect and to comply with all laws and regulations. We also have a Whistle Blowing Policy under which employees are encouraged to confidentially seek advice and report any suspected wrongdoing.



We promote diversity and have a Group diversity and inclusion programme. In 2017, this will include an event promoting the UK Anti-Slavery Day which will act to increase employee awareness and explain actions which individuals and teams can take to address modern slavery issues. We are also introducing an e-learning training system which will provide modern slavery awareness training for new and existing employees.

Effectiveness measured against performance indicators

Our annual Corporate Responsibility report includes information on our performance in achieving positive economic, social and environmental impacts. While we do not use key performance indicators specifically for slavery or human trafficking, we believe that our policies, standards, practices and actions have been effective in preventing slavery and human trafficking during 2016. We are further developing our policies and procedures in this area with a number of enhancements planned for 2017.

Conclusion

We seek to conduct our business affairs to a high standard of integrity and honesty. As a FTSE4Good listed company, we are committed to making a positive impact on the economy, society and environment. This includes working to ensure that slavery and trafficking do not exist in our supply chains and work places. We will review our effectiveness in this area each year and make public our findings through the publication of an annual statement.

This statement is approved by the Hammerson plc Board on 25 April 2017.

David Atkins
Chief Executive