

The EU Referendum and Brexit

Following June's UK referendum result, and given its importance to our company's future, HallMark's directors discussed the subject in some detail.

It would have been difficult for anyone to anticipate with any certainty the outcome of the referendum, but we had for some time been considering the prospect of a vote to leave the EU, as well as our reaction to it.

Our collective belief is that as far as HallMark is concerned, and most importantly the positions within the company of our existing and future staff and management, the referendum result will alter very little.

To begin with, any transition will of necessity be a long and considered process. This will be followed by the simple reality that to retain credibility in the international community, Britain will need to maintain its adherence to EU, as well as all non-EU, production requirements.

Consequently, we will need categorically to retain and develop our team of robust, well-qualified and hard-working professionals.

In that context, whatever the UK's membership status of the EU, we believe that the referendum result will not in any way alter the simple fact that in order to retain such a strong team, we will continue to need to be able to select the right professionals from other EU Member States and the wider international community.

We remain confident that no current or future British government would prevent such a common-sense approach to maintaining the required balance of essential skills throughout the country.

HallMark's Board of directors is fundamentally proud of the company's staff and management; as individuals and, collectively, as a highly professional team. We therefore remain wholly committed to all our existing employees, as well as to investing heavily in our programme of international recruitment, training and development.

We aim to build sustainable careers offering variety, challenge and fulfilment, in precisely the same way as we would have done had the referendum result been different.

David Peace

Chairman

HallMark Veterinary and Compliance Services