

MODERN SLAVERY POLICY



THE PRINTWEAR COMPANY LTD

16 David Hobbs Rise
Market Harborough
Leicestershire
LE16 7YE

0800 464 7144

studio@printwearco.com
printwearco.com

Document Ref: TPC-QMS-POL-005	Version: 1.0
Review Period: JAN 2025 - 2026	Approved By: Director

Modern slavery is a criminal offence and a gross violation of fundamental human rights. It takes many forms, including slavery, servitude, forced or compulsory labour, and human trafficking – all of which have in common the deprivation of a person’s liberty by another in order to exploit them for personal or commercial gain.

The Printwear Company Ltd maintains a zero-tolerance approach to all forms of modern slavery and human trafficking. We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure that modern slavery is not taking place anywhere within our operations or supply chains.

We are equally committed to transparency in our business dealings and to fulfilling our obligations under the UK Modern Slavery Act 2015, ensuring that this commitment is clearly communicated and consistently applied throughout our organisation and supply network.

Scope

This policy applies to all individuals working for or on behalf of The Printwear Company Ltd in any capacity, including:

- Employees at all levels
- Directors and officers
- Agency staff, contractors, and consultants
- Freelancers, suppliers, and business partners

We expect the same high ethical standards from all our contractors, suppliers, and business partners, and we require them to operate in compliance with this policy within their own supply chains.

Responsibilities

Overall responsibility for ensuring compliance with this policy rests with the Director.

Management teams are responsible for communicating and enforcing this policy, monitoring its effectiveness, and ensuring that appropriate due diligence is carried out before engaging any new supplier or subcontractor.

Employees are required to familiarise themselves with this policy, remain vigilant to the risks of modern slavery, and report any concerns immediately through established company channels.



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Commitments

The Printwear Company Ltd commits to:

- Conducting due diligence on all suppliers and subcontractors in accordance with the Modern Slavery Act 2015.
- Maintaining supplier approval procedures that include ethical and compliance checks.
- Refusing to work with any organisation that does not demonstrate transparency and integrity in its operations.
- Training key personnel on identifying and mitigating the risks of modern slavery within supply chains.
- Providing appropriate mechanisms for employees and suppliers to report concerns confidentially and without fear of reprisal.
- Taking immediate corrective action where any breach or suspected breach is identified.

Raising Concerns

Any employee or supplier who suspects that modern slavery is occurring within our operations or supply chain should report the matter immediately to the Director or through our confidential reporting procedure. All reports will be investigated fully, and appropriate action will be taken.

Breaches of this Policy

Any employee found to be in breach of this policy will face disciplinary action, which may include termination of employment.
We also reserve the right to terminate contracts or business relationships with any third party working on our behalf if they are found to be in breach of this policy.

Training and Awareness

Training on this policy and on the risks of modern slavery forms part of the induction process for all employees and will be refreshed periodically. Updates will be communicated via email, internal meetings, and training sessions.

Suppliers and contractors are also made aware of our zero-tolerance approach and are expected to cascade this principle throughout their own supply chains.



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Review

This policy will be reviewed annually to ensure its effectiveness, compliance with current legislation, and continued relevance to the nature of our operations.

Approved by:

A handwritten signature in black ink that reads "Robert Pharréll".

Robert Pharréll | Director

Date: 10/01/2025

