

EQUALITY, DIVERSITY & INCLUSION POLICY

Document Ref: TPC-QMS-POL-006	Version: 1.0
Review Period: JAN 2025 - 2026	Approved By: Director



THE PRINTWEAR COMPANY LTD
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The Printwear Company Ltd is committed to promoting equality, valuing diversity, and ensuring inclusion across all aspects of our business operations. We recognise that a diverse and inclusive workforce fosters creativity, innovation, and fairness, and we are dedicated to creating a working environment free from discrimination, harassment, or victimisation.

Our objective is to ensure that every individual – whether employee, client, supplier, or partner – is treated with dignity and respect, and that equal opportunities are provided for all, regardless of age, disability, gender reassignment, marital status, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Scope

This policy applies to all employees, applicants, contractors, clients, and suppliers engaged with The Printwear Company Ltd. It covers all aspects of employment, including recruitment, selection, training, promotion, remuneration, and termination, as well as the delivery of our products and services.

The Director has overall responsibility for ensuring that this policy is implemented effectively and that suitable resources are allocated to maintain compliance with relevant legislation and best practice.

Commitments

The Printwear Company Ltd will:

- Comply fully with the Equality Act 2010, associated Codes of Practice, and all relevant employment legislation.
- Actively promote equality, diversity, and inclusion as integral components of our organisational culture.
- Provide equal opportunities in recruitment, training, and career advancement for all employees.
- Ensure that employment decisions are based solely on merit, competence, and business needs.
- Foster a workplace environment that is inclusive, supportive, and free from unlawful discrimination or harassment.
- Encourage reporting of discrimination, bullying, or harassment, and ensure that complaints are dealt with promptly and confidentially.
- Monitor workforce diversity and take action where imbalances or barriers to inclusion are identified.
- Provide regular training and awareness for all employees to support inclusive behaviours and cultural understanding.
- Apply the principles of equality and inclusion to our relationships with clients, suppliers, and the communities we serve.



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Responsibilities

Management at all levels are responsible for promoting equality and inclusion within their teams, leading by example, and ensuring that no discriminatory practices occur within their areas of control. Employees are expected to support this policy by treating colleagues, customers, and partners fairly and respectfully.

Breaches of this policy will be treated as a disciplinary matter and may result in appropriate action, up to and including dismissal.

Monitoring and Review

The Printwear Company Ltd will review this policy annually to ensure its ongoing relevance and compliance with current legislation. Regular monitoring and reporting will enable the company to measure progress against equality objectives and identify further opportunities for improvement.

Approved by:

Robert Pharréll | Director

Date: 10/01/2025

