

ETHICAL SOURCING POLICY



THE PRINTWEAR COMPANY LTD
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Review Period: JAN 2025 - 2026	Approved By: Director

The Printwear Company Ltd is committed to conducting all sourcing, production, and supply-chain activities with integrity, transparency, and respect for human rights. As a premium apparel branding and uniform management company, we recognise our responsibility to ensure that the goods and services we purchase are produced under safe, fair, and ethical working conditions. We actively seek to work with suppliers and partners whose values align with our own commitment to ethical and sustainable business practices.

Scope

This policy applies to all suppliers, subcontractors, and partners who provide materials, garments, print media, packaging, or services to The Printwear Company Ltd. It forms part of our contractual terms with suppliers and sits alongside our Quality, Environmental, and Modern Slavery policies.

Overall responsibility for the implementation of this policy lies with the Director, supported by management teams responsible for supplier selection, purchasing, and contract management.

Commitments

The Printwear Company Ltd commits to:

- Upholding the principles of the ETI Base Code and other recognised international labour standards.
- Ensuring that no forced, bonded, or child labour is used in any part of our supply chain.
- Promoting freedom of association and the right to collective bargaining.
- Ensuring working hours comply with national laws and are not excessive.
- Guaranteeing that wages meet or exceed legal and industry minimums.
- Maintaining safe and hygienic working environments.
- Prohibiting discrimination, harassment, or abuse in any form.
- Ensuring regular employment is provided wherever possible and avoiding precarious labour arrangements.
- Requiring all suppliers and contractors to comply with applicable environmental, health & safety, and labour legislation.
- Conducting due-diligence checks, risk assessments, and site audits to verify supplier compliance.
- Promoting continual improvement and providing guidance to suppliers to raise ethical standards.



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Supplier Expectations

All suppliers and subcontractors engaged by The Printwear Company Ltd must:

- Accept and implement the requirements of this policy and communicate them to their own suppliers and subcontractors.
- Maintain records demonstrating compliance with ethical and legal requirements.
- Cooperate fully with any audits or investigations requested by The Printwear Company Ltd.
- Notify the company immediately of any breach or suspected breach of this policy.

Failure to comply with these requirements may result in suspension or termination of the business relationship.

Monitoring and Review

Supplier performance is monitored through routine assessments, feedback, and audits. Non-conformances are documented, and corrective actions are tracked to completion. This policy will be reviewed annually to ensure its continuing suitability and alignment with current legislation, client expectations, and industry best practice.

Approved by:

Robert Pharréll | Director

Date: 10/01/2025

