

SUPPLIER CODE OF CONDUCT POLICY

Document Ref: TPC-QMS-POL-009	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 conducting all aspects of its business ethically, responsibly, and in accordance with applicable laws and internationally recognised standards. We expect all suppliers, subcontractors, and business partners to uphold the same principles in their own operations and throughout their supply chains.

This Supplier Code of Conduct establishes the minimum standards required of all organisations that supply products or services to The Printwear Company Ltd. It is intended to ensure mutual accountability, transparency, and continuous improvement in the areas of labour, health and safety, environment, ethics, and governance.

Scope

This Code applies to all suppliers, contractors, agents, and consultants working with or on behalf of The Printwear Company Ltd. It forms part of our procurement terms and conditions and is incorporated into supplier selection, onboarding, and ongoing evaluation processes.

Overall responsibility for compliance with this Code lies with the Director, supported by management and procurement teams who ensure it is communicated, monitored, and enforced.

Standards of Conduct

1. Legal and Regulatory Compliance

Suppliers must comply with all applicable laws and regulations relating to labour, employment, health and safety, environmental protection, trade, taxation, and anti-bribery.

2. Human Rights and Labour Practices

Suppliers must:

- Support and respect the protection of internationally proclaimed human rights.
- Prohibit all forms of forced, bonded, or child labour.
- Ensure working hours comply with national laws and are not excessive.
- Provide fair wages and benefits that meet or exceed legal or industry minimums.
- Guarantee freedom of association and the right to collective bargaining.
- Ensure equal opportunities and prohibit discrimination, harassment, or abuse in any form.

3. Health and Safety

Suppliers must provide a safe, hygienic, and healthy working environment, taking proactive steps to prevent injury or illness. Adequate training, equipment, and emergency preparedness measures must be maintained at all times.



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4. Environmental Responsibility

Suppliers must minimise the environmental impact of their activities and comply with all relevant environmental legislation. They are expected to adopt practices that promote energy efficiency, waste reduction, responsible resource use, and pollution prevention.

5. Ethical Business Conduct

Suppliers must act with integrity in all business dealings. This includes prohibiting bribery, corruption, extortion, embezzlement, or any form of unethical inducement. All transactions must be transparent, accurately recorded, and subject to appropriate oversight.

6. Product Quality and Safety

Suppliers must ensure that all products and services provided to The Printwear Company Ltd meet agreed specifications, applicable standards, and relevant regulatory requirements.

7. Subcontracting and Supply Chain Management

Suppliers must not subcontract work or engage secondary suppliers without prior written approval from The Printwear Company Ltd. They are responsible for ensuring that their own suppliers also comply with the principles of this Code.

Monitoring and Compliance

Suppliers are expected to maintain records demonstrating compliance with this Code and to provide access to relevant information, facilities, and personnel for audit or assessment purposes upon request. Where non-conformance is identified, suppliers are required to take immediate corrective action. Failure to do so may result in suspension or termination of the business relationship.

Continuous Improvement

The Printwear Company Ltd values long-term partnerships and encourages suppliers to continuously improve their environmental, social, and ethical performance. We are committed to supporting suppliers in achieving higher standards through collaboration, communication, and guidance.



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Review

This Code of Conduct will be reviewed annually to ensure continued relevance, alignment with international standards, and consistency with our broader corporate responsibility objectives.

Approved by:

A handwritten signature in black ink, reading "Robert Pharréll".

Robert Pharréll | Director

Date: 10/01/2025

