

the t-shirt factory

www.TheTshirt-Factory.co.uk

DECEMBER 2024

# NEWSLETTER

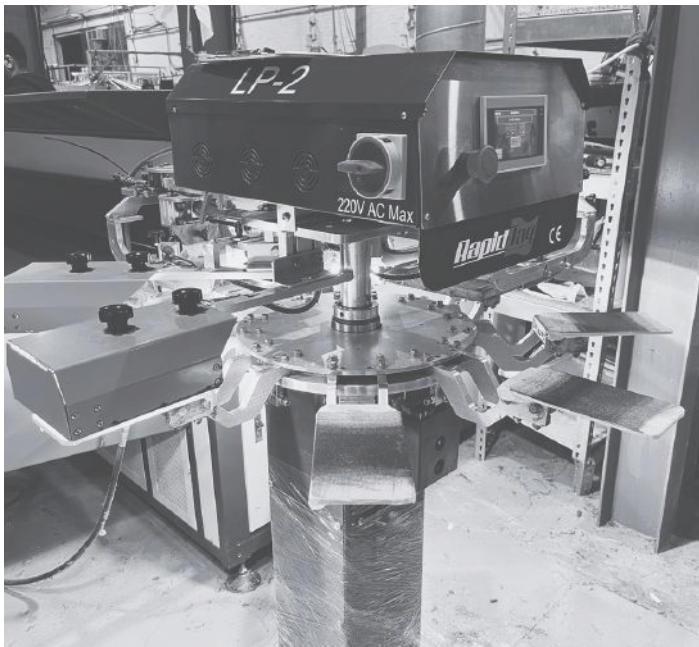
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## PRINTING IN 16 COLOURS

An insight into the new machinery on the factory floor and a word from Production Manager Wayne.

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# AN INTRO

Welcome to the first newsletter in Tshirt Factory History. We intend this to be informative, fun, and a way to bring all staff closer together, learning more about who we are as people, not just the job that we do.



We will use this to celebrate individual and company achievements together, and rally around in support of each other for various life events.

Now that everyone is settled in at Barkby Road, and we have grown into the space, we want to offer a final welcome to you all. 2024 has been a transitional year for us, moving in, expanding the teams, adding new machinery and systems, and auditing the factory to the highest standards. This puts us in a very strong position to maximise every opportunity that comes our way in 2025.

Thank you all for your continued hard work, enjoy the newsletter, and Merry Christmas.

Nick and Adam

*Nick Higgins*  
*Adam Stewerton*

# Printing In 16 Colours

## November 2024 WELCOMES A NEW MACHINE

The newest addition to the fleet of screen printing machines.  
Oval in shape and capable of printing up to 16 colour jobs.



## MHM iQ-Oval

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We're excited to expand our capabilities with jumbo printing, opening up new job opportunities and enabling us to print across sleeves and seams without outsourcing. This advancement allows us to handle a wider variety of print jobs in-house. Our goal for the coming year is to complete over 80% of all projects internally, further enhancing our efficiency and service quality.

This machine welcomes with it a new Spyder III capable of cutting the new jumbo screens. Big printing means wider Squeegees, bigger exposure units, upgraded drying cabinet and jumbo screen frames!

## New Staff

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Operating new machinery requires experienced staff. A warm welcome to all new employees. Lucky Kahlon, Parbat Tank, Asif Tai, Mahendra Babu, Dilip Ira, Mohmad Shaikh and Hafsa Shaikh.

# TEAM RECOGNITION



**TRAIAN**, Took over planning side and for going above and beyond to assist Wayne run production smoothly. Thanks TJ!

**ARSHDEEP**, Has started completing his own digitization in the embroidery department, using his initiative he has taught himself new software that the company has decided to support him with. Great work Arshdeep!



**SHAM & ISHANT**, Big shout out to you both for doing an amazing managing Boohoo Man with a surge of increased orders throughout the year. Fantastic job this year guys!

**FALGUNI & HAFSA**, the Finance Team, for doing a fantastic job in transforming this function. They facilitated audits, hit all deadlines, and introduced new financial controls to help the business to run more efficiently



## PRAVIN

Promoted to a new role in sampling and is doing well in his new position.

**Well Done Pravin!**



## PRIYANK

Promoted to a new role of DTC Team Leader, we look forward to seeing you develop in the new role.

**Nice Job Priyank!**



## ANVAR + TEAM

Took on a large quality control job that came in pre printed from elsewhere, upon the clients request

**Great Work All Involved!**

**LEANNE**, has decided to leave our team in the office as merchandiser to pursue a career in the footwear industry!

We wish you all the best Leanne, good luck!



# RECENTLY



## TAYLOR SWIFT

A big round of applause to everyone who took part on the recent Taylor Swift print job. The prints look fantastic and the client shared with us some very positive feedback. **Bhavin** and **Natalia** played vital roles in the success of this project, great work all around. Well done!

## GLASTONBURY FESTIVAL

Recently we pitched and won a 10 year contract with Glastonbury festival. Winning this huge contract would not have been possible without our amazing reputation and sustainability credentials. We will now be printing for Glastonbury for years to come.



## THE THREE AUDITS 2024



As of the time of reading this, all three of the big audits will have taken place. Meaning we can now take on more high profile clients and display proudly that we are a great place to work. We hope to uphold this high level of standard for years to come.

Thank you to the senior management team for pulling together to get us through these.

## New Warehouse

We recently expanded into the adjoining warehouse next door. This has been opened up and used for storage. Along with this came two new forklifts.

# STANLEY/STELLA OFFICIAL DEALER

We are pleased to announce this year we have become an official dealer for Stanley/Stella.

This partnership status gives us competitive pricing, opens up new opportunities, and has enabled us to achieve GOTS certification



## BEST SELLERS

We've had a fantastic year selling into online retailers such as Boohoo Man. Lets take a look at our best sellers below.



**20,000+ Units**

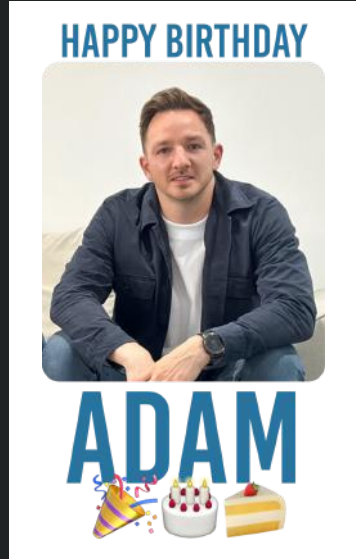
Best seller unlicensed tee designed by **Kishan**, Boohoo Man have been selling this style for years and place frequent rebuys.



**18,000+ Rebuys**

A classic top seller, designed by **Craig**. This design had sold for years, the perfect tee for any mans wardrobe.

# WE'VE HAD SOME FUN



## HAPPY BIRTHDAY

We celebrated Adams birthday recently! Thanks for all coming out and making his day. I dont think he expected the tshirts!

We recently celebrated Diwali. We hope you enjoyed the food put on for you all.

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दीपावली

## UPCOMING CELEBRATIONS

### December Birthdays:

Vikram Bagoan,  
Dinesh Ganes,  
Parbat Tank

### February Birthdays:

Umesh Ramji  
Nick Higgins  
Parvinder Singh  
Prakash Ramji  
Sureshkumar Carsane

### January Birthdays:

Arshdeep Singh,  
Craig Birchall,  
Ashish Baliram,  
Falguni Maisuria,  
Harmeet Packer,  
Jaspreet Singh,  
Sunjilkumar Tandel,  
Nitesh Issuarlal  
Sureshkumar Patel  
Ishant Singh

### In Other News:

Yogesh and his wife have recently had a baby boy, Congratulations!

# UPCOMING IMPROVEMENTS



## SPRING 2025 OBJECTIVES

We have had a productive year and The T-shirt Factory has made fantastic progress. Overall there is always work to be done and in the beginning of 2025 there will be a focus on the DTG department. The Implementation of Priyank as Team Leader is just the first step in streamlining the day to day operations.

The DTG machines will receive software updates in the new year and new processes will be put in place to increase productivity.

Across the entire company we hope to increase the amount of printed garments leaving the factory by almost double in 2025.

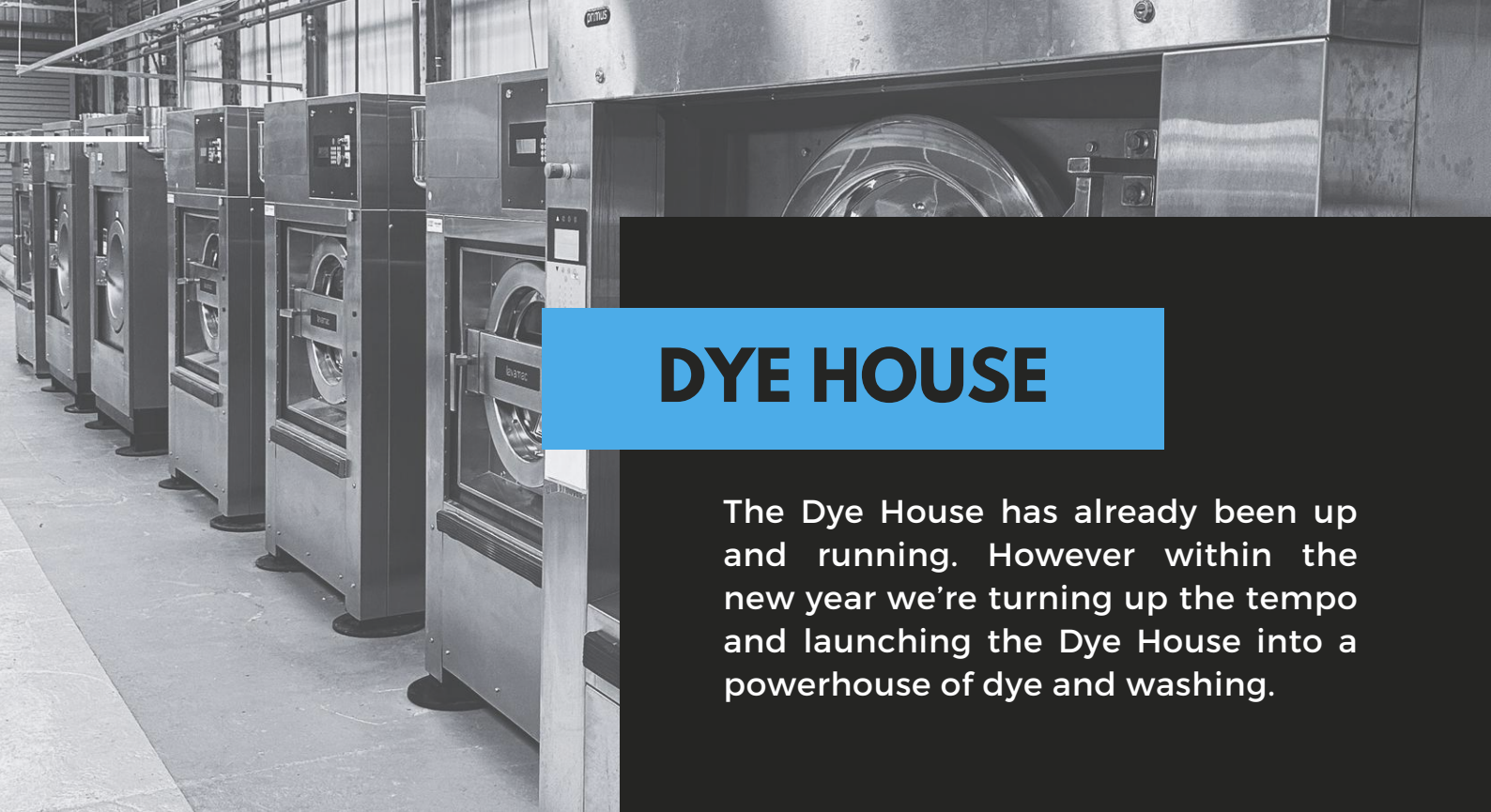


## DEDICATED BACK NECKS

The area in the middle of the factory floor previously used for screen print sampling, has been cleared to make room for a designated back neck print area.

New staff have been hired to operate this growing area of the factory,





# DYE HOUSE

The Dye House has already been up and running. However within the new year we're turning up the tempo and launching the Dye House into a powerhouse of dye and washing.

## Additional Highlights



### Flocking Machine

A device used to apply a layer of fine fiber particles to an adhesive-coated surface, creating a fluffy/velvety finish. The process involves applying glue through screen printing then using the flocking machine to electrostatically charge and apply the fibers.



### New Lightbox

A lightbox for checking Pantones is a controlled lighting device used to evaluate and match colors accurately. These lightboxes simulate standard lighting at 5000 Kelvin (D50) conditions to ensure color consistency and accuracy.



### All Over Prints

An example of our all over prints from the recently installed MHM iQ-Oval. It is ideal for creating bold, eye-catching graphics, such as all-over prints, or unique apparel designs that require full coverage across the garment, seams and sleeves.

# Christmas Break 2024

As the holiday season approaches, we want to thank you for your hard work and dedication this year—it's been incredible! Our last working day will be **Friday 20th December**, and we'll return refreshed and ready to go on **Thursday 2nd January**. Until then, enjoy the well-deserved break.



## REED Donations

This year The T-Shirt Factory was approached by Reed Recruitment to take part in their charitable donations campaign. The staff all chipped in various chocolate donations and were able to fill two whole boxes with chocolates.

*“ Thank you so much to all the employees of The T-Shirt Factory Europe for your kind donations of Christmas selection boxes for local kids in looked-after care. We're overwhelmed by your generosity”*

*- Katie Kitson, Reed Recruitment*

## A Gymshark Christmas

The team here at The T-Shirt Factory worked alongside Gymshark to create a one-off Gymshark Christmas jumper for 2024. December 10th Christmas jumper day all the staff turned out in their jumpers and donated to Birmingham Women's and Childrens NHS Foundation. Thank you to all involved, dont they look great!



# COMPANY REMINDERS



Confidential locked boxes have been installed in the canteens. We encourage you to use these, everything put inside the box will be listened to and action can be taken to help improve the workplace for you and your co-workers.

If you are unsure what to write, ask yourself these questions:

- Are there tools or resources that could make your work easier or more efficient?
- What would make the workplace feel more comfortable, inclusive, or productive?
- How could leadership provide better support or communication?

## Holiday Reminder

A warm reminder to all that beginning this year in 2025, all staff have a days holiday to take your your birthday off!

## First Aiders



Recently new members of staff were trained in first aid. Please make yourself aware via the notice boards around the canteens who is your designated first aider is.

Congratulations to all newly trained first aiders who aim to help make The T-Shirt Factory a safer environment to work in.

## Department Reps



Members of every team have been appointed as representatives, they act as dedicated point of contact within each team, acting as a bridge between employees and management. These members of staff are:

**Shammin Begum, Arshdeep Singh, Suresh Manio,  
Sanjev Sachdev, Vikram Bagaon.**

# UPCOMING EVENTS

## OFFICE OPEN FORUM



Our next Office Open Forum Discussion will take place on Tuesday, 7th January, in the boardroom. This is an opportunity for office staff to share ideas, feedback, or concerns.

All staff are encouraged to speak with your department representative if you'd like them to raise any topics on your behalf. Let's come together to discuss how we can continue improving as a team!

## OVERALL & OFFICE IMPROVEMENTS

**Milkman**, our office will soon be getting a milkman to deliver fresh milk regularly, making tea, coffee, and cereal breaks even better!

**In House Cleaner**, We're excited to share that the office will soon have an in-house cleaner to ensure a tidy and welcoming workspace for everyone every day!

**JIKO GRILL + BBQ LUNCH**  
**WEDNESDAY 18TH DECEMBER**  
**FROM 1PM**  
Courtesy of Adam + Nick



## COFFEE AND REFRESHMENTS

On the **Thursday 2nd January**, all staff are welcome to refreshments in their respective canteens from **11am**.

Take a moment to enjoy some snacks and drinks as a token of appreciation for all your hard work.

Make sure to stop by and refuel ahead of the new year working together!



# VALUES WE CHERISH

- T** TRUST –internally, with customers/suppliers, being reliable and honest
- H** HARDWORKING – having integrity, accountability, be proactive
- E** EXCELLENCE – maintain high standards, continuous improvement
- T** TEAMWORK – stronger together, support each other
- S** SUSTAINABILITY – consider the environment, future-proof the business
- F** FOCUS – time management, right first time, attention to detail



**KULVIR**

Screenprint Supervisor



**GURPREET**

Screenprint Supervisor



**HAFSA**

Finance Manager



**HARMEET**

Head of Merchandising



**TRIX**

HR Manager



**PRIYANK**

Fulfillment Supervisor

## THE TSHIRT FACTORY MISSION



**PEOPLE**

Our mission is to inspire our people to reach their potential, always seeking excellence, and becoming essential to our customers supply chains, living by our core values.



**SERVICE**

By providing a personal and trusted service, offering expert guidance, high quality and fast turnaround times, we pride ourselves on exceeding expectations and building lasting relationships.



**SUSTAINABILITY**

Fashion and sustainability can go hand in hand, reducing environmental impacts, for the future of our planet. Together, we can create a positive impact on the world, one tshirt at a time.

# CLOSING NOTE

## THANK YOU

Thank you for your hard work and commitment to our vision. If you have questions, ideas, or feedback, we're always here to listen. Let's continue making The Tshirt Factory a great place to work!

Direct any feedback, ideas or shoutouts to William to be included in the next newsletter in **March 2025!**



## William

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### Graphic Designer

Works upstairs in the offices.

Chat to him anytime and he will add it into the next edition of the newsletter!

*William@thetshirt-factory.co.uk*