

# Modern Slavery policy

## **POLICY STATEMENT**

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and 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 T-Shirt Factory have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships within our own business or our supply chain.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chain. We expect the same high standards from all of our contractors, suppliers and other business partners.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors, external consultants, third-party representatives and business partners. This policy does not form part of any employee's contract of employment and we may amend it at any time.

## **RESPONSIBILITY FOR THE POLICY**

The T-Shirt Factory directors have primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given any required training

## **COMPLIANCE WITH THE POLICY**

You must ensure that you read, understand and comply with this policy. The prevention, detection and reporting of modern slavery in any part of our business or supply chain is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy. You must notify your manager OR the Director as soon as possible if you believe or suspect that a conflict with this policy has occurred, or may occur in the future.

You are encouraged to raise concerns about any issue of suspicion of modern slavery in any parts of our business or the supply chains of any supplier tier at the earliest possible stage. If you believe or suspect a breach of this policy has occurred or that it may occur you must notify your manager or director in accordance with our Whistleblowing Policy soon as possible.

## **COMMUNICATION AND AWARENESS OF POLICY**

Training on this policy, and on the risk our business faces from modern slavery in its supply chain will be given where needed. Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

## **BREACHES OF THIS POLICY**

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

*Nick Higgins & Adam Steventon*

Managing Directors

The Tshirt Factory Europe Limited. Hayre Building, Ulverscroft Road, Leicester, LE4 6BY



<b>Amendments</b>			
<b>Version Number</b>	<b>Detail</b>	<b>Date</b>	<b>Approved by</b>
1	<i>Version 1.0 original policy issued</i>	02/08/2020	Jason Arrowsmith
2	<i>Version 1.0 Review of standards all sections no changes</i>	07/08/2022	Jason Arrowsmith
3	<i>Version 1.0 2 year review no changes</i>	31/10/2024	Jason Arrowsmith