



# Equality & Diversity Policy

# Equality & Diversity Policy

Date: October 2025  
Review: October 2027

## Our commitment

The Embroidered & Printed Clothing Company believes that diversity, equity and inclusion are central to building a strong and successful business. We are committed to creating an environment where every individual feels respected, valued and able to contribute fully.

People perform at their best when they can be themselves at work

Different perspectives and backgrounds strengthen decision-making and problem-solving

Equality of opportunity must be matched with fairness in access, training, pay and career progression

## Objectives

Maintain gender balance across all levels of the company

Increase representation of under-represented groups in leadership roles

Review recruitment processes to remove bias and attract a wider talent pool

Ensure equal access to training, promotion and development

Regularly review pay and benefits to ensure fairness and equity

## Accountability

Progress against objectives monitored annually

Managers responsible for fair practices within their teams

Colleagues encouraged to raise concerns via grievance procedures without victimisation

## Compliance

This policy aligns with the Equality Act 2010

## Review

This policy will be reviewed every two years to ensure it reflects legislation, best practice and workforce needs.

**Signed:** Justin Baker

Managing Director

October 2025