



Modern Slavery & Human Trafficking Statement

MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

Approved by the Board: 10th August 2025
Next review: August 2027

1. Introduction

The Embroidered & Printed Clothing Company recognises that modern slavery, in all its forms, is one of the most serious human rights abuses of our time. The International Labour Organisation estimates that more than 50 million people are trapped in modern slavery worldwide, with 28 million in forced labour.

The textile and apparel sectors, with complex international supply chains, are recognised as higher risk. This statement explains the steps taken by us during the year ending August 2025, in accordance with Section 54 of the UK Modern Slavery Act 2015.

2. About The Embroidered & Printed Clothing Company

Operations: Headquarters and a 50,000 sq. ft. production facility located in Thanet in Kent, UK, employing more than 50 people.

Customers: Supplying customers in the UK & Europe.

Supply chain: Sourcing textiles, fabrics and garments from the UK, Europe and Asia, including higher-risk regions.

3. Our approach and commitment

We are committed to respecting human rights, aligning with international standards, assessing and mitigating risk, training employees and suppliers, and reporting transparently on progress.

4. Risk assessment

Direct operations: Agency labour, migrant workers, recruitment practices, overtime management.

Supply chain: Raw materials, subcontracted factories, multi-tier suppliers, and high-risk geographies.

5. Policies and controls

Code of Conduct, Supplier Code of Conduct, Whistleblowing Policy and contractual audit and termination rights are in place to prevent and address modern slavery risks.

6. Governance

The Board oversees this statement. Accountability sits with the Group Managing Director, supported by a cross-functional compliance group meeting quarterly.

7. Due diligence and audits

Suppliers are risk-rated, with higher-risk suppliers subject to independent audits and corrective action plans. Failure to remediate may result in termination.

8. Training and awareness

Senior managers and procurement teams are trained. Induction training is provided to relevant new starters. Internal awareness campaigns were delivered in 2025, with supplier training planned for 2026.

9. Collaboration and partnerships

Engagement with industry bodies and review of NGO partnerships and external benchmarks to strengthen our approach.

10. Approval

This statement has been approved by the Embroidered & Printed Clothing Company and is published in accordance with the UK Modern Slavery Act 2015.

Signed:

Justin Baker

Managing Director

28th August 2025

Next review: August 2027