



TR PRESS PACK

Press Releases

TR FASTENINGS IS RECOGNISED THROUGHOUT
THE INDUSTRY FOR WORLD CLASS PRODUCTS
& SERVICES

WE MANUFACTURE, STOCK & DISTRIBUTE
A VAST RANGE OF INDUSTRIAL
FASTENERS & COMPONENTS

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TR Press Release

TR Scotland reaches 30 year milestone



August 2018



TR Scotland is celebrating its 30th anniversary this year, having first opened in April 1988. It was the third TR site to open in the UK, following Uckfield and Belfast, and the opening was attended by TR chairman Malcolm Diamond. The Scotland team originally consisted of just ten people, spanning warehouse, sales and management positions.

TR Scotland primarily focused on supplying fasteners to the electronics sector and experienced significant growth throughout the 1990s due to the emergence of Scotland's own Silicon Glen. The site still continues to service electronics and general industrial customers today.

However, the expertise that the TR Scotland Team have gained during this period has enabled them to support other TR colleagues in Europe who are servicing companies in Poland, Hungary, Czech and Romania. They provide sourcing, purchasing and logistics support, which has been invaluable over the last 15 years.

Today, TR Scotland has been developing business across aerospace and defence markets, and as a result, staff numbers have grown to 38. This also incorporates a number of Group staff supporting colleagues in mainland Europe.

Stuart Harkness, Operations Manager, who has been with the company for 29 years, has his own story to tell about the growth of the TR Scotland site, having been a member of the team since the very beginning. Originally a YTS apprentice, Stuart worked across the warehouse, quality, sourcing and purchasing departments, before becoming purchasing manager and now leads the site as operations manager. He says:

"The great thing about working for TR is the care and support it shows to its people. Always promoting from within, the business is dedicated to identifying and nurturing organic talent and I'm proof that someone can start at a junior position and work their way up. The Scotland operation has of course evolved and grown over time as the industry and the wider world develops, but the company's focus on its customers and its staff has always remained."

TR Press Release

TR Fastenings supports growing EV sector with tailored resources for charging units



June 2018

Global fastener firm has the extensive product ranges and expertise needed to support the design, manufacture and development of charging units for Electric Vehicles

Global fastenings manufacturer and distributor, TR Fastenings (TR), is working with a number of firms involved in the design, manufacture and development of Electric Vehicles (EVs) with the main focus on the associated charging units. Along with the extensive product ranges typically used in electric charging units, TR also has the necessary technical knowledge, sector expertise and experience to support these customers as this sector continues to emerge and develop.

TR is already actively supporting a number of key customers involved in the design or manufacture of EV chargers for both commercial and residential use. TR's qualified engineers and sales staff are on hand to advise designers, production and purchasing teams on a number of matters, from Design for Manufacture (DfM) to new fastener technology, sourcing insight and cost reduction.

Jeremy Scholefield, Director of Strategic Business at TR Fastenings comments:

"The rapid growth of the EV sector is being exacerbated further by developments such as the Government's initiative to ensure that by 2040, all new vehicles will either be electric or hybrid, zero-emission models.

"Such measures, along with an increasing consumer interest in and awareness of EV technology, means that the manufacturing market in this area, particularly in terms of electric charging stations, is starting to gather pace.

"Our product ranges, combined with our knowledge of and experience in design, distribution and manufacture, puts us in an excellent position to assist customers working in this field and advising them on the best ways to achieve cost-effective and quality-driven routes to market."

EV charging stations typically include the following fastener groups, many of which include TR's own branded product ranges:

Standard Fastenings

- DIN/ISO/ANSI (Steel and Stainless Steel)
- Thread forming screws for metal

Fasteners for Plastic

- Thread forming screws for plastic
- Brass Inserts
- Fasteners for Sheet Metal
- Hank® Self Clinch Fasteners
- Hank® Rivet Bushes
- Blind Rivet Nuts
- Blind Rivets
- Weld Nuts

Plastic Hardware

- Circuit Board Hardware
- Cable Management

- Rivets
- Machine Screws
- Nuts

Enclosure Hardware

- Locking Systems
- Locks
- Lock Components
- Hinges and Latches
- Clamps and Terminals

Security Fasteners

- Machine Screws
- Self Tapping Screws
- Wood Screws
- Self Drilling Screws
- Nuts



TR Press Release

TR Fastenings launches Technical and Innovation Centre in Gothenburg



May 2018



New facility is located in the thriving Lindholmen Science Park, a hub for automotive innovation

TR Fastenings (TR) has opened a new Technical and Innovation centre in Gothenburg, the heart of Sweden's automotive industry. The site will allow TR to achieve two main objectives: to form and enhance working relationships with key customers in the region, and to provide a showroom-style location where customers can visit, view fastener products and discuss design and manufacturing options with the TR team.

The new facility is located in the Lindholmen Science Park, which is home to many of the key players developing forward-thinking solutions for the automotive market, including Electric Vehicle (EV) technology. From major OEM firms and IT software developers to technical and engineering teams from Tier 1 manufacturers, Lindholmen is fast becoming a hub for automotive innovation in Europe.

TR, owned by Trifast Plc, is a full service provider to the automotive industry, supplying and distributing fastener products to the Tier 1 market. TR's global reach now extends to 31 sites, since the launch of the Gothenburg location and the recent acquisition of stainless steel supplier and distributor Precision Technology Supplies (PTS). Globally, TR supplies more than 50 billion components annually to over 5,000 customers and also produces over 8 billion parts per annum from its 8 manufacturing facilities worldwide.

TR's Technical and Innovation Centre comprises a showroom area, housing samples of TR products across 12 categories. Customers can examine the products and also see how they are assembled and used in product applications. There is also space to host meetings, where TR can discuss design and manufacturing strategy with customers, partners and OEMs.

TR started setting the centre up in November 2017, and initial meetings with customers and other companies across the Lindholmen Science Park have generated considerable positive feedback.

Manoj Parmar, Business Development Manager at TR Sweden, comments:

"The Centre offers TR considerable potential in terms of business development: having a base here at Lindholmen sends a strong signal that we are committed to innovation, manufacturing excellence and automotive development in particular. There are so many exciting and successful companies operating in this space, and already, we've had excellent feedback from businesses who are keen to find out more about the role of fastening technology in the manufacturing process, and how our expertise can assist them in their own ventures."

Eugen Kuhn, Engineering Manager at TR Sweden, adds:

"It is so valuable for both us and our customers if we can be involved early on in the design process. We work closely with Tier 1 suppliers including assisting them with OEM requirements, and our expertise allows us to advise them on using the right fastening technology to get the best results. Having this platform in Gothenburg is an excellent opportunity for us to have those vital early conversations with customers and enable them to make profitable decisions."

TR Press Release

TR's Geoff Budd shares insights and experience at Fastener Taiwan 2018



May 2018



Geoff Budd, European Managing Director of global fasteners manufacturer and distributor TR Fastenings (TR), was one of the featured speakers at the Global Fastener Summit in Taiwan in April.

The three day 2018 Taiwan International Fastener Show is the world's third-largest and Asia's second-largest professional trade show, was held in Kaohsiung, Taiwan, hosting over 415 manufacturers and over 2,000 buyers from 82 countries.

The aim of the event was to showcase Taiwanese manufacturing excellence, innovative processes and futuristic technology. After the show, international buyers were invited to tour factories and facilities in nearby Gangshan, the local base for fastener firms.

Geoff Budd was one of six global experts invited to speak at the show, to share insights on worldwide fastener trends and industry developments, specifically in the automotive sector. In his speech, Budd shared his secrets to the success of TR as a growing global business and detailed the role TR plays in the burgeoning automotive fastener market.

Speaking about the event, Budd commented: *"With over 40 years in the fastener industry, I've witnessed a tremendous amount of growth and change in the industry, and it's always an honour to share my observations with my peers."*

"It's been fascinating to watch and be part of the huge journey taken not only by TR, but by the fastenings business as a whole into global manufacturing and distribution practises. I'm sure as technology and international relationships continue to flourish, we will see this growth continue long into the future."

February 2018

Congratulations to Nicola Pritchard from Drive Devilbiss Sidhil Ltd who has won our annual calendar competition!

Nicola's winning tie breaker answer to the question 'What I like about TR...' was: "everything, attitude, commitment".

Well done Nicola, we hope you enjoy your new Amazon Kindle Fire.

Check out the answers above to see if you managed to find all the hidden TR's too!

Thank you to everyone who took part in this years competition!

Pictured below: Ian Shaw (Business Development Manager, TR), Nicola Pritchard (Buyer, Drive Devilbiss Sidhil Ltd)



January 2018



Interview by Will Lowry, Editor for Fastener and Fixing Magazine.

What have been the key points of your career?

"I originally started in fast moving consumables with two American corporations. However, I could see with the advent of computerisation that things were going to change and that they were not going to need 450 sales people on the road. I therefore moved into industrial sales in 1982 and within five years I had risen to sales director. In 1990 I joined TR Fastenings Ltd as sales director for the Telford manufacturing site.

I could see from joining TR that the company was growing and it just felt the right thing to do. TR had a fresh approach and were at the early stages of vendor managed inventory, which was new at the time.

A key point was around 2000 when our customer base was drifting towards low cost countries abroad and leaving the UK. We decided to set up a global team and catch the business that was moving abroad. I put a team together and worked extensively out in China, as well as eastern Europe, and was instrumental in the opening of our Hungarian operation.

What we found when we went to these countries was that a lot of the senior people that we dealt with in the UK or in Europe had gone out and were running the plants. This meant that straight away we had a relationship. They liked what TR did for them in the UK and they wanted to recreate that in China, Hungary, Czech Republic, Poland, wherever it maybe.

Our business has grown substantially on the back of it, and following the global multinationals has probably become the key driving force of our business today – especially with the automotive market.

At the time, setting up businesses around the world was difficult. I was travelling on my own, and whilst I enjoyed trailblazing and setting up something new, it took a long time to get the momentum in the different markets. But once the ball was rolling you could make it a success. The key was having a good team with knowledgeable people."

How has the company and market developed since you started?

"A key development was in 2007, which is when TR Fastenings started to have a stronger automotive strategy, as we could see that automotive was going to be the fastest market coming out of recession. Focusing on the automotive sector enabled us to upscale the way we operated and put us in a different league – as we could provide the products and importantly the service. The demands of the automotive customers are a lot more stringent and they require a lot more service. By working at this level for the automotive sector our other customers benefited.

Another big change has been globalisation. Thanks to our decision to follow our customer base and set-up operation around the world, we

January 2018

could take advantage of opportunities. We now have three global account directors and strategic business managers that work with our locations around the world to ensure the same service is delivered.

We have got to the stage where we are supplying some global companies over 45 sites, which means everyone has to work to the same blueprint. To do this you have got to have good people on the ground servicing them locally; good people in the middle that have all the skills sets to make the business 'lie down'; and the global account directors and strategic account managers to work closely with the customers – so that we properly represent what that clients need, wherever they are in the world. We have won quite a lot of business awards through this approach, which we jealously guard.



I must point out that we don't just focus on the 'big' companies, we have business models to support different sectors and sizes of companies. We take a logical approach and we are not just interested in the 'big players', we have a nice spread.

The final difference is legislation – the amount of paperwork and legislation now compared to when I first started with TR is almost night and day. I think because of product recalls and warranties, and the way the world is going, if you don't have the necessary paperwork in place you are not able to deal with the big companies.

You need to be able to ensure you have the right certifications – such as ISO/TS 16949 and ISO 14001. Customers now expect these as standard. You also need be aware and prepared for topics such as conflict minerals and the bribery act, plus the requirements for non-disclosure agreements. Being able to provide all this information immediately elevates you above the competition.

Our attitude is that if new legislation is on the horizon then we will embrace it early and be ahead of the game – to take the pain away from customers. We have done this successfully with REACH and

RoSH2. In fact, we had customers coming to us saying that they had a RoSH manager and they would need to work with us and we were able to tell them our products were already certified. This underlines our philosophy of being a leader not a follower.”

What opportunities do you see for the future?

“I think technology will play a big role in the future. It has already made enormous difference to our life for the better. Everybody now has got a laptop, a mobile phone or a tablet, but 17 years ago it was a lot more difficult. I remember being in China and having to use a dial-up line for my laptop, which made it very tough. Now you have Skype that enables you to keep in touch with the office easily and you can talk face-to-face with customers or colleagues on the other side of the world.

Other interesting technologies include 3D printing – where we are doing a lot of prototyping – as well as liquid metal moulding, which we are exploring with the aim of helping us to shorten lead times.

Another opportunity is e-mobility, we have done a huge amount on electric vehicles and we are trying to understand how the market is going to change and what fasteners will be used for the future – such as in composites and new materials. We can then look at what is missing in our portfolio and how we can fill that gap.

January 2018

Finally, as well as continuing to see purchasing managers in companies, we are focusing on engineers and designers. We recently restructured our whole website to target engineers – so that we can get involved in projects at the beginning.

Previously you would deal with the commodity managers who would send you a drawing. Now they want you involved in their design centres, and they want the early involvement. You could be dealing with an engineering group that is in Germany, designing a product that goes into North America. Because we are in both these areas we have engineers that can work with the different continents, which is a huge benefit. We are always trying to see what can keep us ahead of the game. Customers will always need fastenings and it is about catching that next wave.”

What did you think of BIAFD's initiative to focus on 'Women in the Industry'?

“I hadn't been to a meeting before, so I hadn't realised how male dominated it was, so I think BIAFD was trailblazing really. There were some quite strong ladies that attended, a lot that I knew within the industry but had never had the pleasure to meet. It was quite nice to see the numbers of people there. In years gone by I would go to seminars and found myself being the only woman in the room, which I quite liked because you stood out from the crowd. But I am seeing more women attending meetings within the industry, which can only be a good thing. I hadn't expected the turnout that BIAFD managed to achieve. I think they did a great job in getting everyone there and I think a telling point will be the next meeting. Most of the people I spoke to said that they would be back. I am planning on attending the next one, so that shows how much I enjoyed it.”

Interview by Will Lowry, Editor for Fastener and Fixing Magazine.

January 2018



Interview by Will Lowry, Editor for Fastener and Fixing Magazine.

The key word that sums up 2017 for us as a business is growth. We entered the year focused on expanding our operations, not only in terms of size and location, but also regarding the quality of service we offer. This growth has been achieved by consolidating our position as a full-service provider to our customers, delivering end to end support from design and engineering to manufacturing and distribution on a global basis.

Our long standing history (we are 45 in 2018!) means we are well qualified to work closely with our customers, advising and collaborating on how fastening solutions can help them streamline and improve their supply chain process and product delivery. As a global business operating in 28 locations worldwide with 8 manufacturing plants, we are not only on top of international trends and developments, but are also able to assist customers with their global supply requirements, providing a seamless service across multiple markets and locations.

Business performance in Asia and the UK in 2017 was strong, better in fact than we had forecast at the start of the year. Asian growth was largely led by expanding the geographical footprint with our global OEM multi-national customers, predominantly in the automotive and domestic appliance markets. In the UK, there was a general uplift across most sectors, particularly due to strong growth from our European distributors, underlined by our commitment to delivering high quality products and excellent customer service. European operations grew as expected in 2017, whilst US growth was slower, reflecting a reduction in sales to the electronics sector. This slowdown was largely because of the manufacturing issues some of our key customers experienced in the wake of Hurricane Harvey.

For the industry as a whole, if not the wider business community, 2017 has been a year of uncertainty, as Brexit negotiations continue to test the pound and put the performance and resilience of UK PLC under the spotlight. However, we approached the year with an open mind, as weaker sterling actually benefits global business, due to translation of overseas results.

Of course, import costs have risen due to Brexit, but our view is that the current challenges facing British industry are not the first and will certainly not be the last. Businesses which prioritise quality, their customers and their people will always find a way through any challenge, and often with a renewed sense of purpose and determination. The key is to be flexible, informed and prepared, and be led by the requirements of each customer, adapting our own skills and expertise to the challenges and opportunities that they lay before us.

In terms of market sectors, the growth of automotive has been phenomenal in 2017, much stronger than in recent years. There is of course a great deal of excitement around the future of automotive, with electric, hybrid and even autonomous vehicles dominating discussions both in boardrooms and in the media.

Details of government plans to ban new petrol and diesel vehicles by 2040 to reduce NOx levels was largely greeted with surprise and dismay in the national press when it was announced in Summer 2017. However, to an industry which is used to undergoing rapid change, this is yet another milestone in the UK's automotive journey and actually presents as many opportunities as it does challenges. The automotive supply chain has already started to prepare and implement the technology needed for electric and hybrid vehicles, such as lightweight components.

TR Press Release

Janus Perspective - Mark Belton, CEO of Trifast plc, parent company of TR Fastenings



January 2018

This is an exciting time for automotive businesses: the start of a new era calling for innovation, flexibility and vision as technology and consumer attitudes continue to progress.

Looking forward to 2018, it's clear that technology will continue to play a huge role in the progression of fasteners, engineering and global business as a whole. With advancements being made in 3D printing, prototyping and manufacturing processes, the speed of getting products to market is increasing. With this comes an enhanced need to prioritise quality, process management and adherence to regulations, as corporate governance plays a more central role than ever. As industry 4.0 continues to advance, with new methods emerging in manufacturing, reporting and digitalisation, it's more crucial than ever to comply to robust international standards in everything from sustainability to cybersecurity. In 2017 we have opted voluntarily to audit and invest in a number of certifications and quality standards, driven both by the requirements of our customers and our own dedication to delivering to an impeccably high standard.



2018 will be a year of investment for us, just as 2017 has been, with developments such as the set-up of our new site in Barcelona and our innovation centre in Gothenburg. We will continue to invest in our people through training, development and recruitment, as well as increasing spend in plant & machinery and digital technology to improve efficiency and expand capacity.

Future-proofing our business will be a major driver for next year, as we look to further our capabilities in technical engineering, product knowledge, sector expertise and fastener innovation. In a fragmented market, we know that consolidation will play a big role in our journey in 2018, and acquisition remains high up on our agenda for the New Year, as we look for more like-minded and ambitious companies to join the TR family.

As we look ahead to another year which is sure to be full of yet more challenges, opportunities and maybe even some surprises, we will continue to be positive, engaged and forward-looking. Above all, we always aim to stay one step ahead of what's coming, ready to play our part in the ever-changing story of our industry.



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