

This statement is published in accordance with the Modern Slavery Act 2015 for the financial year 2020/21 for TR Fastenings.

About us

TR Fastenings Ltd is part of Trifast plc and is an international specialist in the design, engineering, manufacture and distribution of industrial and Cat C fastenings.

TR Group consists of 34 locations within the UK, Asia, Europe and the USA including 7 high volume sites manufacturing cold forged fasteners and special parts and 3 Technical and Innovation Centres. We supply components to over 5000 companies globally across a wide range of industries.

As a full service provider to multinational OEM's and Tier 1 companies spanning several sectors, we deliver comprehensive support to our customers across every requirement, from concept design through to technical engineering consultancy, manufacturing, supply management and global logistics.

Commitment

Trifast plc continue to operate a zero tolerance approach to slavery and human trafficking.

We remain committed to eradicating any and all forms of slavery or human trafficking in line with the Modern Slavery Act 2015. We expect the same from our customers, suppliers, distributors, contractors and other suppliers of goods and services all around the globe.

All Trifast colleagues sign up to our [Corporate Code of Conduct](#), which comprises the policies that ensure ethical business practice and also contains our core values.

Supply Chain

TR Fastenings has an extensive global network of suppliers, ranging from small private limited companies to large multinational companies. We aim to eliminate, as far as possible, the risk of modern slavery within this supply chain and to trade both ethically and with integrity.

Our continuing approach to managing potential modern slavery activities within our supply chain is to audit to raise awareness of the issue and to investigate for any examples of areas of concern. We do this through a proactive audit process which identifies suppliers who could be classified as being a potential higher risk. These potential higher risk suppliers and our identified key suppliers are audited by our team of supplier quality engineers. We aim to undertake these audits on an annual basis.

Additionally, we require identified lower risk suppliers to engage in a self-assessment audit, in which they declare and confirm that they are working in agreement with the principles and values in our Code of Conduct.

Our employees who interact with our supply chain have been identified and trained on the risks of modern slavery and are aware of how to escalate any concerns identified, without fear of repercussion.

Review / Updates from 2020/2021

Our actions included;

- The continued monitoring of our own practices and those of our supply chain to further embed and reinforce awareness of modern slavery. We have introduced the requirement that a number of new suppliers commit to our requirements as part of the assessment and acceptance process. Our Quality and Sustainability Agreement has been reviewed and enhanced to ensure our suppliers inform us of their activity in this area
- The maintenance of our schedule of audits and ensuring they are undertaken against the latest standards using our updated Quality and Sustainability Agreement
- The reinforcement and development of our Trifast Code of Conduct through the review of existing and the addition of new policies
- The recruitment of a Global Supply Chain Director which has resulted in a restructure of the department across our operating locations allowing easier and more effective communication of Modern Slavery issues and policies
- The implementation of an ESG Committee which meets weekly to discuss all relevant matters including those within our supply chain

Planned actions

In 2021/22 we will continue to work across the Trifast Group to review our progress against our actions and to ensure we uphold our values and ethical stance.

We will continue working with our global suppliers to increase the number of supply partners who are fully signed up to our Modern Slavery commitments. Our audit process will be reviewed to facilitate an increase in sign up from our existing suppliers.

Our Modern Slavery training program has been refreshed and will be made available in a number of formats, including e-learning, as a result of new system capabilities within the Group.

Our supply chain and all matters within it forms a major pillar within our ESG sustainability framework and consequently Modern Slavery will be discussed regularly at Board level within the business.

This statement has been approved by the Main Board of Trifast plc who will review and update it annually.

This statement is made pursuant to section 54(1) of the Act and constitutes our slavery and human trafficking statement for the financial year ending 31 March 2021.

Culture & Values

Our values



Trusted

The organisation and its employees need to trust each other - colleagues need to trust each other - the organisation needs to instil trust in its stakeholders



Reliable

We do what we say we will do when we say we will do it - both inside and outside of our organisation



Inclusive

We work together as a team and respect each other



Fair

We are thoughtful of every individual and consistent in how we interact



Ethical

We are mindful of our impact on others and the environment and demonstrate integrity in all our actions



Excellent

We add value and quality to everything we do for our customers and other stakeholders

Culture pillars



Being inclusive but pragmatic and empowering



A 'Can Do' attitude, working in an agile manner to deliver practical results



Engaging with employees regularly and meaningfully



Providing development opportunities



Listening



Working together as a professional global team



Communicating openly, positively and regularly



Investing in the future - people/product/property



Saying thank you, being thoughtful and kind to each other



Celebrating success