



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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ESSENTIALS**



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November 2019



With the global market for electric vehicles (EV) growing at approximately 60% per year since 2014, the current narrative points to an automotive industry that is set to enter a period of wide-ranging and transformative change. However, if companies want to have a successful, long-term future then key strategic decisions need to be made with caution over the next 18 months as sales continue to shift and regulations tighten.

As a full service provider with a global reach from the USA to Asia and Europe to the UK, TR Fastenings is consistently developing established relationships with partners and customers throughout the world within the automotive space. We are in a solid position to respond to global developments and are ready to play a significant role in shaping the industry as we progress forwards.

As such, we were recently invited by The Society of Motor Manufacturers and Traders (SMMT), Santander Corporate & Commercial and the Department for International Trade (DIT) to be part of a delegation of UK suppliers to address 95 companies in Warsaw, Poland, to discuss the growing international capabilities of TR Fastenings and how we contribute to the wider evolution of the automotive sector.

Poland has a large base of automotive suppliers at each stage of the supply chain and presently, automotive manufacturing is one of the largest industrial sectors in the country, accounting for 11.0 per cent of sold production value in this part of its economy.



November 2019

Driving OEMs into the future

Automotive OEMs face some serious challenges. We supply over 10,000 different fasteners annually to Tier 1s in the automotive sector. These cost effective parts are predominantly manufactured, according to our zero defect philosophy, at our flagship manufacturing plants in Malaysia and 2 factories in Taiwan – the gateway to our Asia/Pacific OEM relations.

The expectations of the customer have changed. Due to the waning of product differentiation and a general increase in vehicle quality throughout the sector, customers are becoming less loyal to a specific brand and expect more high-end features to be standard.

However, many automotive customers have specific needs in terms of product and in order to help customers maximise a component's full potential, TR's team of Application Engineers work closely with their Tier 1 customers' design engineers. TR has built a reputation as the 'go to' company for support and our technical team are happy to arrange on site visits for problem solving or a like-for-like cost-saving alternative product development or the design of a totally new component.

We work closely with our customers to localise their parts and supply base and offer lean supply solutions close to their facilities. Our global presence and market expertise enables us to support Tier 1 companies on an international basis, leveraging volumes and simplifying supply chains.



October 2019



Not many people's career paths will have started from the top of Mount Kilimanjaro, but that is where it all began for Mark Belton who in February celebrated 20 years at the global fastenings group Trifast, known in the industry as TR Fastenings.

Initially Mark trained as an accountant with KPMG. "As soon as I qualified, I left and went travelling. I didn't want to be an auditor as I preferred making the decisions, rather than checking other people's work. Plus, travelling really gave me a greater understanding of working with other nations and cultures."

"It was at the top of Mount Kilimanjaro where, by chance, I met another accountant who was working for a charity organisation in Africa. After learning about the qualities required for such a role, I realised this would be a great opportunity for me to use my skills and travel at the same time. I applied and got a position at the same charity, which was based in Tanzania, Zaire (as it was then) and Rwanda, working with refugees."

"I worked alongside the UN, getting involved with logistics, admin, finance, dealing with the press; you name it, I got involved in it. It was very much about pulling the team together."

"It was an unbelievable and humbling experience that usually an accountant would rarely have. Once I got back to the UK, I still had the buzz to work with different cultures, so I became a global accountant – working for several companies before joining Trifast, just over 20 years ago."

"One of the beauties of being in a Group finance role is that you are involved in absolutely everything. You are dealing with employees from operations across the USA, Asia and Europe. By doing this you get to know all the different parts of the business because ultimately every decision made comes back to a financial implication. That was a really good foundation for me to grow within TR."

A big impact on the market and TR was the financial crisis in 2009. "There was a restructuring of the company and I was involved in getting the business back into 1.830 shape. We really had to start at the beginning and once again set the foundations. I became group finance director and along with Malcolm Diamond (chairman), Jim Barker (CEO) and the rest of the board, began to get morale back into the business and do the simple things right.

That progressed very well and we started to grow again and develop our global accounts."

Once back in a profitable position, to help with TR's evolution and to build its position within key markets, the next step was a period of acquisitions. "We added TR PSEP (Malaysia) in 2011, TR VIC (Italy) in 2014, and TR Kuhlmann (Germany) in 2015, to the TR family. Adding these companies helped develop our business in key areas, with each adding different qualities and aspects to the overall Group. The most significant factor was that each business we acquired had the same mentality, culture and philosophy as us. A lot of companies talk about having a 'unique culture' but we really have something special. You can go to any of our sites around the world and it is the same culture – investing in people, investing in quality, and treating staff, customers and suppliers with respect and fairness. That ethos is crucial to the way we work and to our success."

"Adding these companies helped develop our business in key areas, with each adding different qualities and aspects to the overall Group. The most significant factor was that each business we acquired had the same mentality, culture and philosophy as us."

October 2019

As the business grew there were a lot of opportunities to make some step changes, with Mark becoming CEO in 2015. “Jim and Malcolm came to me and encouraged me to apply for the CEO role. Besides the experience I had gathered over more than fifteen years at TR, I knew the people in the organisation, I knew the business and, importantly, I knew the culture. Having such a great team within TR also made it an easy decision for me to make.”

“At times, I see myself like a conductor of an orchestra; my job is to pull together all these instruments to make great music. Being able to collaborate with everyone and guide and support them, is essential. Our people know their functions and roles, so it is a case of letting them know where we are going as a business and motivating them to achieve our goals. They then understand the part they are going to play in delivering the vision.”

The Group’s strategy of investment has recently continued with the acquisition of UK-based Precision Technology Supplies (PTS) in 2018. “PTS has been a great acquisition, it has a strong management team and adds a lot of product knowledge to the Group, especially in stainless steel, which will assist us with our sourcing going forward. The addition of PTS has also improved our position in the distributor sector, an area in which we have been performing phenomenally – not only in the UK but also across the rest of Europe. We have 34 Master Distributors around Europe, helping us reach the parts we can’t reach ourselves – predominantly selling our TR branded product ranges.”

“As for the end user markets, automotive is a key sector for us and despite the current negative media around this sector, we are continuing to build market share thanks to our global capabilities and the emergence of new technologies resulting from the ongoing evolution of electric vehicles. We monitor the market closely for the next exciting areas of opportunity and we are flexible enough to move quickly when required.”

“At the moment we are seeing automotive companies consolidating their supply chain, preferring global players that they can rely on to deliver a full service across the world. We have our own manufacturing facilities in Asia, Europe, and the UK, and we are continuously investing in the quality and capacity of our manufacturing sites, most of which have recently been accredited to IATF 16949, putting us in a very strong position. A key aspect of working with automotive customers is being able to offer the same specific part to different global locations. Thanks to our global network and our shared market knowledge, we are able to deliver the right solution for each customer wherever it is needed.”

“... we are continuously investing in the quality and capacity of our manufacturing sites, most of which have recently been accredited to IATF 16949, putting us in a very strong position.”

Where TR is winning when it comes the automotive industry is by getting its parts ‘designed in’ to new models and by working with the electric vehicle (EV) sector. “For the bigger accounts, the key thing is staying close to the customer and adding value by getting involved at the early stages of R&D. We have a very strong partnership with our customers.

Our engineers talk to the customers’ engineers and work with them on applications and solutions, including products into plastics, mouldings and plastic composite. Working with the customer and being able to manufacture the parts ourselves gives us greater control of quality, which is another big positive with customers because they know we are in control of the supply chain.”

TR has its own manufacturing facilities in Asia, Europe, and the UK, and is continuously investing in the quality and capacity of its manufacturing sites



October 2019

“Working with the customer and being able to manufacture the parts ourselves gives us greater control of quality, which is another big positive with customers because they know we are in control of the supply chain.”

“When it comes to automotive, it really doesn’t matter if a car is electric, hybrid, petrol or diesel, as the majority of our parts goes into the chassis, dashboard, seating, lighting and the interior of a car.”

“Going forward, China will be one of the fastest growing areas for EV, as it is dedicated to reducing the high levels of pollution it has in the country. Also, the USA, with a number of start-up EV companies emerging, will be an opportunity. We are keeping close to these markets and our customers’ R&D technical centres, as well as focusing on Europe, which is also rapidly developing EV solutions.”

“We have set up an Innovation and Technical Centre in Gothenburg, Sweden, an area in which many of the key players are developing forward-thinking solutions for the automotive market, including EV technology. It is a prime location for us to be based in and we are working on some exciting projects. We will also be opening an Innovation and Technical Centre in the Midlands, UK, in the summer and will be working with some big OEMs through our tier 1 customers.”

“Interestingly, we are seeing more of our electronic customers entering the EV arena, especially in battery and EV charging units. We have a large presence in the electronics sector and we are already working with customers in this area.”

“Electronics is a more competitive market for us, with slightly more commodity items than ‘designed in’ parts. This often leads to a focus on cost, however, more companies are beginning to realise it’s about the total cost of ownership (TCO) rather than the price of individual parts. At TR, we are all about providing the whole package, including a consistent, quality supply of products, backed by excellent customer service.”

Another key sector for the Group is domestic appliances, which has shown steady growth in recent years. “When we acquired TR VIC, it gave us a really good footprint in the domestic appliance sector. TR VIC is one of the largest European fastener manufacturers to the white goods sector and, since the acquisition, it has gone from strength to strength. We also enjoy success in Asia, where we have a number of large domestic appliance customers, where having close relationships between our engineers and customer engineering teams is key.”

With a head office in the UK, a big unknown for the Group is the potential impact of BREXIT. “As soon as it was announced two years ago, we set up a cross-functional BREXIT team across the company in the UK, as well as involving our European colleagues. We carried out reviews with our customers and with our supply chains, so we understood the whole picture. From that we have Plan A, Plan B, Plan C, etc, based on the eventual outcome.”

“Our main concern is around supply delivery, which is why we are increasing our inventory levels. The last thing we ever want to do is stop a customer’s production line, so we are taking steps to ensure this doesn’t happen. With our distributors, we are ensuring we have the right products to hand, supported by impeccable quality and service, and are there to offer help with any technical issues they may have.”

“We are in a good position, but an unknown factor is ultimately how our customers will be impacted by BREXIT. We are staying close to our customers to ensure we fully understand what their requirements will be. This will help us to assist them where necessary, whatever the outcome of BREXIT.”

Looking to the development of the fastener industry, Mark believes that consolidation is inevitable. “I believe there will be further sector consolidation in the next 5 – 10 years, as it is getting harder for smaller companies to keep on top of increasing changes in legislation and quality requirements. That said, there will always be a place for smaller fastener companies who have carved out a niche for themselves.”

October 2019

“We have just embarked on a substantial investment programme, Project ATLAS. This is the largest organic investment we have ever made – GB£15 million over four years.”

“A big ‘game changer’ for the industry will be digitalisation, which will provide the efficiencies the supply chain needs. That is why we are investing heavily in this area. We have just embarked on a substantial investment programme, Project ATLAS. This is the largest organic investment we have ever made – GB£15 million over four years.



Before pushing the green light, our team spent a great deal of time going around the business looking at the IT infrastructure, management information systems and processes, which highlighted the benefits of bringing all of these aspects together within the Group.”

“We are very much a decentralised group, as each site has its own P&L, although, over the top of this we provide Group

services to give support (Group sales and marketing, HR, IT, etc). From this structure, we benefit by pulling best practice together around the Group and sharing knowledge, skills, as well as customer and supplier information.”

“ATLAS is an exciting project and it is something we are really embracing. It is not just an ERP implementation, it is a global business transformation, drawing the Group even closer together.”

Whilst digitalisation provides a big opportunity within the industry, Mark is clear it needs to go hand in hand with investing in engineering and people. “People buy off people. People want help; they want to know about the part; they want to talk to an engineer about its capabilities and understand the product. We have lots of colleagues at TR who have a great deal of product knowledge and our aim is to feed that knowledge down into the next generation via training schemes and apprenticeships. We are committed to developing our people’s talent and giving them training and support to reach their potential.”

“Equally as important is to increase the capacity and efficiencies of our machines and manufacturing capabilities, to support our external customers and inter-company business alike. To really grow our presence, it is about investing in our people, our capacity, our products and our service, as well as looking for like-minded businesses to join the TR family that fit our culture, which is very special.”

August 2019



Maddy Webb, director of quality at Trifast Plc, speaks to Editor Will Lowry about the importance of quality within the fastener industry and how the Group's quality strategy is helping it work closer with customers to find optimal solutions.

How did your career start within the fastener industry?

"I started at Trifast Plc, known in the industry as TR Fastenings, in 2000 as a location quality manager – specifically for the automotive division. I then became involved in the supplier quality side, travelling to Taiwan and Europe to assess manufacturing plants, analysing their processes and systems, and addressing any quality concerns. Later I moved into a customer quality role, where I was involved in how customers approach quality. A big part of this was understanding the globalisation of customers' businesses and how it could potentially impact us at TR. In April 2018 I was appointed director of quality in recognition for the work I had done.

However, it was the experience I gained prior to starting at TR that has been the foundation to everything I have done. I started with a university degree in metallurgy and materials engineering, which isn't that common. Most people who study

engineering degrees go into structural engineering, which is great for customer applications. However, when it comes to the components themselves it doesn't really help. Therefore I like to know what is going on inside the products and understand the applications, so metallurgy and materials engineering appealed to me.

After university I worked for several organisations including a heat treatment company, which provided me with insight into heat treatment processes and the finishing industry. I also worked for a tier 1 to the automotive industry, focussed on seating assembly. This gave me valuable experience of working with an OEM daily, which helped me in turn understand how customers' requirements flow down the supply chain. In addition to this I worked as a quality consultant setting up the QS9000 standard for companies in the automotive industry."

You have been in your role as director of quality at TR Fastenings for over 12 months. What has been TR's main strategy on quality in this time and what are your plans for the future?

"We have focused on the transition from the ISO 16949 standard to IATF 16949, which was key for us as a business. It made sure we were compliant with global requirements. IATF 16949 is an automotive standard specifically for automotive manufacturing and we have now completed the transition at all our automotive manufacturing sites worldwide. A lot of our customers rely on the standard, and they won't take quotes or parts from suppliers who are not accredited.

During this time, our distribution sites have also transitioned onto the new ISO 9001:2015 standard. This is absolutely core for every customer we have, as they all want to check we are running our business and monitoring our processes in a recognised and efficient way.

That is a big difference between us and somewhere like Amazon – where, if it goes wrong, the customer simply sends it back and gets their money back, but the process isn't reviewed. With ISO 9001:2015 we are able to analyse if we have a problem and look at how we can use this to drive improvement, to make sure it is right next time.

A key factor when adopting both these standards is taking what you learn in one industry sector and applying it to other sectors. For instance, the IATF 16949 standard is brilliant for manufacturing with certain tools, but we might not want to adopt all the practices for our non-automotive sites. Therefore, once the standard is established we look to pick out what is best practice and apply it to our key manufacturing sites that aren't automotive and move them towards the IATF standard – to further support some of our product ranges.

August 2019

Looking forward, we have a lot of internal investment planned in the core structure of quality, including the training and development of our staff. There are so many opportunities out there that if we give the people the tools, they will identify their own improvements, which will help us improve as a Group.

Another area, and the fastest growing one in our business, is with the global tier 1's where they have shared programmes, and they want consistency. This involves different divisions of the Group around the world and how we interact with a customer that has globalised its platform.

As a Group we are exploring how we meet those needs and how we can best balance out those requirements. We have a global enquiry portal where all customer enquiries are loaded and my team and I have early involvement in that process to guide and assist.

More and more customers are looking to standardise their global operations and we work hard to support them in this and they can leverage the benefit. This helps drive best practice and provides challenges for us across the Group regarding supply chain management. It is crucial for us to understand what our customers need from us, as it is an ever-changing environment when it comes to quality. There is always a new standard that comes along and changes your perspective. It is a constant cycle of finding out what is needed and reacting to it quickly and effectively, whilst also maintaining and strengthening that customer relationship.

One more project we are working on is the correlation between sales and quality. Customers' requirements and a company's quality are traditionally at loggerheads. The portal allows us to give support early on in the process, and not after the event which is when emotions run high! For us it is about getting the balance between quality and delivering on the needs and expectations of the customers. We look to use our knowledge of quality to drive how we interact with these customers. By ensuring sales and quality work closer together you can optimise your service and ensure customers are getting the right solutions."

You mention the correlation between sales and quality. What do frontline fastener sales and purchasing people need to understand about fastener quality? What questions do they need to ask?



"Sales teams are responding to the request for the fastener a customer actually asks for. However, it's easy to get caught up in what the customer is saying and we may not always ask the right questions about the application, and the use of the part. This is particularly important for special parts. Are they asking us for a part they

are already using and they just want another supplier, or are they developing a new part for a specific application?

It is vital you understand this, because there are two sides to fastener manufacturing. There is the straight forward, it exists, it is defined to a standard, please make it. In which case you just need to know what that standard is and what the expectations are for approval, as well as use. The other side is supporting the customer to specify the fastener properly. When developing a part, customers' usually need a lot more support. They may have drawings that no standard fastener process can meet. You will also often find the required product will have features you might not be able to produce from your machines at the price they want.

That is why it is crucial you find out whether the customer is asking for what they really mean. If a customer ends up saying: 'I want this widget' and you allow them to call it 'a widget' – when actually it is a very straightforward hex head set screw – you have then lost the traceability on what it is, you have lost the ability to meet a standard."

August 2019

How does TR make sure the sales team recognise this and act upon it?

“We are in a strong position as we have an excellent sales and engineering team with a lot of technical knowledge. In some companies the only technical resource they may have is the quality team. For us, technical expertise goes a long way beyond quality. We have people right up front with the customers working through those expectations and requirements who have the right level of knowledge to advise them correctly.

Quality is the framework for what we are doing. It is not necessarily the day on day conversation with the customers – that is usually managed by the engineers. Once the specification is set that is the point where quality comes into its own; because quality is compliance to standard, but until you have set the standard you can't comply with anything.

We already have a high-level of technical knowledge within the Group, but we are still working on developing our knowledge even further and we do this through product training. A key tool we have for this is our website, which includes a lot of information on the products, as well as videos and training courses. Training enables you to expand an employee's knowledge and underline the role quality can play in helping them work with the customers to find solutions. I like the idea and concept that everyone in the company can work for quality – everyone is part of the network and striving towards the same goals.”

Are customers starting to appreciate the importance of quality?

“What we find is that customers sometimes think quality is so well assured that they take it for granted and they don't realise the extra steps we take, and processes we have introduced, to ensure only the highest quality products reach them.

You do such a good job protecting the customer, they assume the product will always be right whoever they buy it from and so they try to push the price down or they go somewhere cheaper where they aren't so regimented regarding checks. What we then find is that customers come back to us because the quality of the products starts to become an issue and they realise the quality we deliver is not guaranteed throughout the industry.

That is why we always look to define exactly what the customer is asking for and make sure any extra feature or requirements are included in the drawing. This means everyone that quotes on the drawing is quoting on a like for like basis. If you allow the customer to not define some of those requirements, you are giving them the opportunity to get somebody else to quote at a cheaper price, but they end up getting a different product from their actual requirements.”

Is there a time to say 'no' to the customer?

“Absolutely. Once you understand the customer's requirements and you have gone back with your proposal, if the customer doesn't like it and they want to drive you down on price you have to ask yourself what you are prepared to do as a company. Where does the risk come?

I am not talking about a company's sales strategy, but when a customer wants you to take out steps that are there to guarantee quality and provide assurance. That is when you have to ask yourself as a business is this what we want to get into, and as a group we take this very seriously. Previously we have challenged customers on what they said they wanted and what they are prepared to pay for. It is always a see-saw and we strive to find the balance. We don't just say 'yes' to customers because we want the business, but we also don't just want to say 'no'. We look to get a business balance where we can meet the customers' needs whilst still delivering a quality product.”

August 2019

CASE STUDY



TR Fastenings Provides Bespoke Fastening to Leading Tier 1 Automotive Company

Faltec Europe Employs TR Fastenings to Deliver Competitive Fastener Supply and Tooling Solution.

Credit: North East Automotive Alliance

Background

Faltec Europe, a global vehicle trim product manufacturer, required a bespoke fastening for a new major programme it had recently secured.

As TR Fastenings (TRF) and Faltec are known to each other and are both active within the NEAA network, Faltec approached the global specialist in the design, engineering, manufacture and distribution of high quality industrial and Cat C fastenings to tender for the work. As a result, a Request for Qualification (RFQ) was issued.

Approach and Solution

As a global full-service provider TRF was able to identify the original equipment source and submit a competitive supply solution. TRF was awarded the initial business.

Not only can TRF provide fastener solutions, but in this instance, it was able to supply tooling compatible for the fastener.

Timescales were challenging for both parties but with close co-operation not only were qualified parts supplied but tooling for development and ongoing production was delivered on time.

TRF provided ongoing support throughout the initial trial phase and was asked to assist in technical evaluation ready for onsite production at Faltec.

Following the successful project, TRF has been nominated to supply serial production expected to last over three years, cementing its relationship with Faltec.

Outcome and Advantage

- Parts and tooling were delivered on spec and on time given challenging timescales.
- Due to TRF's extensive capability, it was able to offer Faltec additional product tooling over and above the initial bespoke fastening RFQ.
- TRF provided ongoing project support ensuring onsite production timescales were met.
- The successful project has resulted in ongoing work for TRF for the supply of serial production for a further three years.

Click to download as a [PDF here](#).

May 2019



Certification allows TR to bid for Government-level and other contracts handling sensitive information.

TR Fastenings (TR), the global specialist in the design, engineering, manufacture and distribution of industrial fasteners, has passed an audit by HM Government's Cyber Essentials scheme. The certification means that TR is now qualified to bid for Government and other sensitive contracts, given its high standard of base controls in cybersecurity.

In order for any supplier or business to be able to bid for Government contracts which involve handling sensitive and personal information they now require Cyber Essentials certification. This also applies to contracts involving the provision of certain technical products and services, which may be susceptible to cybersecurity risks.

According the Cyber Essentials website, the scheme is 'designed to help UK organisations improve their defences and demonstrate publicly their commitment to cybersecurity.' Passing the audit requires businesses to show that they conform to a set of 'baseline technical controls' and measures to prevent and manage issues such as:

- Hacking
- Phishing
- Password guessing

"The protection of confidential data and information is something we take extremely seriously at TR", comments John Paton, Global Head of IT Security at TR Fastenings' parent business, Trifast plc.

"Our customers quite rightly want to work with partners that can be trusted to access and handle confidential or sensitive information and that have the measures in place to keep this data safe and secure. Having this certification demonstrates not only our credibility in that respect but also our dedication to quality and integrity when it comes to customer information."

Although it was not necessary in order to pass the audit, TR appointed an independent auditing body to assess its cybersecurity standards and conduct extra tests, and TR is now planning to undertake further tests to qualify for the next level of certification, Cyber Essentials Plus. It hopes to achieve this by 2020.

May 2019



Thank you to all who entered our competition, see below for the full list of answers!

And the winner is: Matt Wyre from Haughton Design Ltd! Congratulations from all at TR, your luxury Easter egg is on its way to you now.

Clue 1: TR collaborates with several trade bodies, you'll find the egg hidden amongst them.

Answer: [Trade Bodies](#)

Clue 2: This egg can be found amongst a new self-extruding, high strength thread-form fastener!

Answer: [EPW](#)

Clue 3: We pride ourselves on being an innovative company, supporting the development of EVCU's, look egg-stra hard to crack clue 3!

Answer: [EV Industry sector](#)

Clue 4: Egg-stra, egg-stra, read all about it!

Answer: [News](#)

Clue 5: You'll find this egg hidden within our own branded sheet metal fastener.

Answer: [Sheet Metal Industry](#)

Clue 6: Egg number 6 is a tricky one to find. *Hint * It is egg-stra secure!

Answer: [Security focus](#)



March 2019



Celebrating Women and Apprentices at TR Fastenings

Today (8th March 2019) is International Women's Day. It also marks the end of National Apprenticeship week. So, as we are hugely proud of our female employees and our apprentices, we thought we'd have a double celebration today and share some great TR statistics about both!

Four of our current eight apprentices are female;

- Lydia Ball – HR Apprentice, Uckfield
- Amber Battye, Business Apprentice – H,S & E, North East
- Emily Cowens, Business Apprentice, North East
- Emily Haigh, Warehouse Apprentice – North East
- Five of our seven location heads in the UK are female.
- We have a pay gap of only 2.2% compared with an average figure of 21% in the manufacturing industry. Source: BBC

Lydia Ball, our HR apprentice in Uckfield, says:

"I wanted to leave school and get a job, but I still wanted to continue my education, so getting an apprenticeship was an ideal way to do both. TR Fastenings is an amazing company to work for and I really enjoy working here. My team is wonderful and I feel really safe, valued and looked after. I have already been trained on a range of areas which have given me my own responsibilities and enabled me to identify my strengths and I look forward to developing my career further at TR."

February 2019



Congratulations to David Taylor from Prospec Ltd who has won our annual calendar competition!

David's winning tie breaker answer and the new names of our calendar characters are 'Terry Torque & Ruby Rivet'.



Well done David, we hope you enjoy your new Amazon Echo.

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 left - Chris Park (TR Business Development Manager) and David Taylor



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