

HEALTH AND SAFETY POLICY

Trifast plc and its subsidiaries



Document Details

Document ID	1.1.5.11
Document Title	Health and Safety Policy
Document Owner	Global EHS Director
Document Approver	CEO
Scope / Applicability	Trifast Plc and it's subsidiaries

Document Control

Date	Revision	Review / Revision Summary
03/11/2023	0	Legacy document number GM025f added to the IMS
28/08/2025	1	Reviewed and updated policy

HEALTH AND SAFETY POLICY

Trifast plc and its subsidiaries



1. Purpose

Trifast plc Group is committed to placing safety at heart of everything we do and sending our team home safely each day. Our approach is to foster a safety work environment that supports our organisational values, promotes accountability for safety, and to engage our team in improving our performance.

2. Scope

Trifast is a global leader in the design, engineering, manufacture and supply of fastenings and category 'C' components. Supplying major assembly industries, we deliver innovative solutions that enhance efficiency and performance.

This policy applies to all operations, employees, contractors and facilities involved in the manufacturing, packaging, storage, distribution and administration of our products and services.

Consideration is taken of health and safety issues arising from business decisions, activities and processes, and this policy is supported by internal policies, documents and processes.

3. Commitment

To support this, we are committed to:

- **Incident prevention**

Preventing accidents, occupational diseases, and workplace incidents, and to continuously improve the working environment. This involves proactively working to eliminate hazards and reduce risk through clear company-wide standards for our core business hazards

- **Compliance**

Conduct our activities in full knowledge of, and compliance with, all applicable laws, regulations, approved codes of practice, industry standards and other health and safety requirements where approved by top management

- **Strategy**

Developing and implementing a clear health and safety strategy to drive higher standards alongside developing a safer work environment

- **Work environment**

Providing safe and healthy working conditions for our employees and ensuring all our team have access to mechanisms to report health and safety hazards and concerns encountered during their work

- **Employee consultation and training**

Consulting, educating, raising awareness, and informing our employees on health and safety matters and providing training and education to our team on health and safety hazards and topics, ensuring competence to complete work duties safely

HEALTH AND SAFETY POLICY

Trifast plc and its subsidiaries



- **Monitoring**

Regularly monitoring our performance at a Board, Top Management, Regional and Site level, and responding to trends and priorities for improvement. Objectives and targets are established for improving our safety performance focusing on both reactive and proactive key safety performance indicators

- **Auditing and continuous improvement**

Auditing our operations to review compliance to our internal health and safety standards and implementing improvement plans to promote continuous improvement

4. Implementation

To support this policy, we will:

- Periodically review health and safety performance and standards across all our operations
- Annually self-assess compliance to our internal Trifast health and safety standards
- Implement our health and safety strategy objectives globally, including establishing and monitoring environmental KPI's
- Collaborate internally to promote best practice and establish consistent organisational standards

5. Responsibility

The Executive Leadership Team (ELT), Regional Leadership teams and Senior Leadership Team (SLT) hold overall accountability for implementing and maintaining this policy at the organisational level.

Site leads and function managers are responsible for ensuring the policy is effectively applied and integrated into all functions and local operations.

All employees are expected to actively support and uphold our environmental commitments through their daily actions and decisions

Breaches of this policy may be subject to disciplinary action, up to and including dismissal

6. Supporting documents:

- Trifast EHS Framework

Signed Iain Percival
CEO