

This statement is published in accordance with the Modern Slavery Act 2015 for the financial year 2019/20 for TR Fastenings.

## About us

TR Fastenings Ltd (TR) is part of Trifast plc and is a global specialist in the design, engineering, manufacture and distribution of high quality industrial and Cat C fastenings principally to major global assembly industries.

The TR Group consists of 32 business locations within the UK, Asia, Europe and the USA including seven high volume, high-quality and cost-effective manufacturing sites. 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 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 2019/2020

Our planned actions in FY 2019/2020 included;

- The continued monitoring of our own practices and those of our supply chain to further embed and reinforce awareness of modern slavery. **Ongoing. We have introduced the requirement that all new suppliers commit to our requirements as part of the assessment and acceptance process.**
- The maintenance of our schedule of audits and ensuring they are undertaken against the latest standards. **Ongoing.**
- The publication of our Trifast Code of Conduct which is accessible to all and reinforce the principles for all to follow. **Reinforcement ongoing.**

## Planned Actions

In 2020/21 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 will be refreshed and made available in a number of formats, including e-learning, as a result of new system capabilities within the Group.

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

This statement is made pursuant of section 54(1) of the Act and constitutes our slavery and human trafficking statement for the financial year ending 31 March 2020.



**Trust**

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**Respectful** of each others' abilities

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**Integrity** / open & honest

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**Fairness**

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**Adding** value and embedding quality in everything we do

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**Striving** to achieve excellence / continual improvement

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**Team** player acting for the good of the Group, recognising the bigger picture

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**People** focused / handling with empathy

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**Leadership** giving the empowerment to employees to take responsibility for their own actions

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**Commercially** minded / entrepreneurial & innovative