



Our people



Our planet



Our principles

Slavery and Human Trafficking Statement

2025

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Introduction from our CEO

We take a
zero-tolerance
approach to
modern
slavery



Iain Percival
Chief Executive Officer



We are committed to combating slavery and human trafficking, and to acting ethically, transparently and with integrity in all of our transactions and relationships

This statement is published in accordance with the Modern Slavery Act 2015

The statement provides an update on the actions we have taken, and continue to take, as a business during the year ending 31 March 2025, to monitor and prevent slavery and human trafficking from occurring within our own operations and supply chain

Our commitment

Our core strengths of customer focus, excellent quality and service go hand in hand with doing the right thing. We are aware of the economic and community impact we have across our global footprint and are committed to being a responsible business.

We treat everyone fairly and with respect and operate a zero-tolerance approach to all forms of unacceptable behaviour.

With the risk of modern slavery becoming increasingly prevalent around the world, we comply with UK employment law and regulations related to modern slavery, as well as all global equivalents.

Trifast remains committed to eradicating all forms of slavery or human trafficking and expect the same standards from our suppliers, customers, distributors, contractors and other suppliers of goods and services around the world.

We monitor suppliers by performing regular assessments to assure ourselves of each supplier's commitment in this area.

Given our supply chain includes a wide range of manufacturing activities across a number of emerging economies, the business ethics of suppliers are assessed as part of the procurement process and through site audits.

Governance

We review the effectiveness of risk management through our internal audit procedures.

Overall accountability for anti-slavery initiatives and the Slavery and Human Trafficking Statement is held by the Executive Leadership Team (ELT), chaired by our CEO, Iain Percival. The report is also reviewed by the Responsible Business Committee and approved by the Board.

Iain Percival

Chief Executive Officer
11 September 2025

This statement has been approved by the Board of Directors.

Our purpose and vision
is to sustainably drive our
customers' success by simplifying
their fastener supply chain and
supporting them in their
technical requirements through
our world-class engineering
and manufacturing capabilities

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



Our focus

Our business model proposition to customers is supply chain simplification, supported by engineering and manufacturing. It plays to our current capabilities and to the needs of our customers



Engineering

Our early involvement in design and strong technical knowledge allows us to offer significant engineering capability and innovation to help drive value, solve application problems and support new product development



Manufacturing

With our manufacturing capacities and capabilities, we offer the confidence and know-how of threaded fastener technology and a high-quality supply chain that is capable of manufacturing critical components in-house



Supply chain simplification

We offer our customers supply chain simplification and deliver a solution that removes administration, engineering and supply chain complexity, allowing our customers to focus on their own core competence, technology and higher-value components



We are Trifast

A trusted specialist

Driving success with simplified fastener supply solutions, world-class engineering and manufacturing

Our ambition

Our ambition is to create a high-performing Trifast that is safe, inclusive and an enjoyable place to work for our employees and operates at the upper quartile of the industry peer group performance resiliently

Our values



We work with integrity



We're agile and forward thinking



We respect everyone



We care about the environment



We're passionate and courageous

16

Countries

1,200

Employees

c.8,300

Customers

c.65

Countries
exported to

We supply billions of critical components to the world's leading industrial companies, with c.5.3bn being produced in-house



North America

62

colleagues



UK & Ireland

433

colleagues



Europe

270

colleagues



Asia

410

colleagues

Our principles

Ethical business practices

We are committed to conduct our business in a fair and ethical manner and comply with all relevant laws and regulations. We recognise our operations' activities may impact on the regions we operate in, and we are committed to ensuring we act responsibly within those communities.

As a global business we bring together people from a variety of backgrounds, origins, experiences and cultures. It is our responsibility to respect and value others and maintain high ethical standards.

Our reputation is critical to our success, and we therefore ask all employees to read, understand and adhere to the Code of Business Conduct. We also ask that a responsible business approach is fulfilled throughout our supply chain.

We expect customers, suppliers, distributors and contractors around the world to observe all relevant laws and regulations as well as the conditions of our Code of Business Conduct.

Code of Business Conduct

Our comprehensive Code of Business Conduct sets out our purpose, vision and core values, alongside the policies and guidance that ensure ethical business practices.

- Anti-Bribery Policy
- Business Ethics and Responsible
- Behaviour Policy
- Charitable and Political Donations Policy
- Environmental Policy
- Equality, Diversity and Inclusion Policy
- Fair Competition and Anti-Trust Policy
- Freedom of Association Policy
- Health and Safety at Work Policy
- Trade Compliance and Sanctions Policy
- Whistleblowing Policy
- Working Conditions and Human Rights Policy

Conflict minerals

We continue to gather information from our current suppliers concerning the origin of the metals that are used in the manufacture of products. Based on information provided by our suppliers to this point, we do not supply products containing metals derived from a specified conflict region.



[Link to Code of Business Conduct](#)

Our principles

Human and labour rights

Trifast is committed to the highest standards in human and labour rights, employee conduct and compliance with all applicable legislation, as set out in our Code of Business Conduct, our HR policies and our Business Ethics and Responsible Behaviour Policy. It also sets out our commitment to ensuring employees have the freedom to associate without fear of discrimination against the exercise of such freedoms.

Bribery and corruption

The Company will not tolerate any form of bribery or corruption by, or of, its employees, agents or consultants or any person or body acting on its behalf. In addition, we will uphold all laws relevant to countering bribery and corruption in all jurisdictions in which we operate.

Whistleblowing

In today's workplace, employees should feel safe and supported, especially when it comes to raising concerns or reporting wrongdoing. We understand the importance of creating a trusted environment where every team member can confidently voice their concerns without fear of retaliation.

During FY25 we relaunched our whistleblowing awareness and support to all employees. The relaunch ensured that all employees are aware of the leading independent organisation committed to providing a secure and confidential reporting platform for employees to voice any concerns they may have about their workplace, which is available in any language.

Remediation

If any concerns of suspected or identified modern slavery were raised, either internally or via our whistleblowing hotline, these would be investigated promptly. Should issues be identified, we would work with colleagues or suppliers to implement corrective actions or terminate relationships where necessary alongside informing the relevant authorities.



Our supply chain

Maintaining transparency and a deep understanding of our supply chain operations is critical. Ethical and responsible practices remain central to our approach, and we are committed to driving cultural change across our industry by embedding these principles into every aspect of our supply chain management. We recognise that evolving legislation and global operating conditions continue to place pressure on supply chains, affecting all stakeholders across the value chain.

To promote responsible sourcing and supplier accountability, all suppliers on our Approved Vendor List (AVL) are required to sign and comply with our Quality & Sustainability Agreement and our Slavery & Human Trafficking Statement. These form key components of our supplier onboarding and assessment processes.

To date, 282 suppliers (representing 62.0% of total spend) have signed the Quality & Sustainability Agreement and the Slavery & Human Trafficking Statement has been signed by 625 suppliers (representing 82.8% of total spend).

We are in the process of developing a comprehensive sustainable supply chain strategy, which we aim to finalise in FY26.

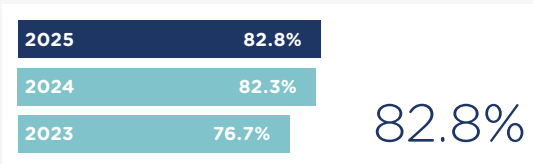
We set clear expectations for our suppliers regarding the management of quality,

environmental impact, social responsibility and corporate governance. Our supplier quality team conducts both desktop reviews and on-site audits for new and existing suppliers.

These assessments evaluate quality standards, sustainability practices, ethical conduct and alignment with our core values. This process underpins our continuous supplier development efforts.

To maintain compliance and performance standards, AVL suppliers are re-audited every two years through formal reviews and site visits.

Supply chain signed up to our Slavery and Human Trafficking Statement (spend %)



Our people

Trifast employs c.1,200 people around the world. We recognise the contribution our people make to the Group's success; it is therefore vital to our ambition that we recruit from the widest possible talent pool and that all our colleagues feel that they are valued members of the Group

Our people bring our strategy and purpose to life. We aim to deliver our growth ambitions through consistently driving the right behaviours and creating an environment that promotes positivity, wellbeing and high levels of employee engagement.

We are committed to developing a working environment that is fair and inclusive, enabling all employees to make individual and valuable contributions to the business.

We are also determined to ensure that we extend this same openness to all our customers, suppliers, business partners and the communities in which we operate.

All our employees are expected to help to create a positive working environment by supporting colleagues and treating others with respect, dignity and courtesy. We expect our managers to exercise leadership in this field by discouraging prejudice, and to lead by example through their own behaviour.

Recruitment and employment

Trifast ensures new employees, including migrant workers, have the legal right to work through identity and right-to-work checks. In line with ethical labour standards, all employees are free to resign in accordance with applicable notice periods and no employee shall be compelled to remain in employment against their will.

Working practices and conduct

Fair pay and safe working conditions are standard across all roles. We support homeworking for our employees with guidance and policies.

We promote integrity and accountability by doing the right thing. We ensure that all employees are aware of the external and confidential whistleblowing service, available in all languages. Our compliance training includes whistleblowing, to ensure all employees are aware of how they can raise any concerns.

We listen and learn from each other and seek to create a safe working environment where employees feel comfortable to speak up.



Our training

We recognise that effective compliance training is essential for fostering a strong, ethical workplace culture. It ensures our employees are familiar with industry laws and regulations, reducing the risk of legal violations and penalties, while promoting integrity and accountability at all levels of our organisation.

As part of our onboarding process, all new employees are required to complete essential compliance training. This training is regularly refreshed to align with industry standards and recommendations, ensuring that our employees stay up to date with legal and regulatory requirements.

Our modern slavery training forms part of our essential compliance training and, since July 2024, is now mandatory for all office-based employees around the globe.

Our online modern slavery training course is CPD accredited, includes a 25-minute video covering the Modern Slavery Act 2015, guidance on recognising the signs of modern slavery, and instructions on how to report a concern. To complete the training, employees must pass a short assessment with a score of 80% or higher to receive their certificate.

To maintain awareness employees are required to renew this training annually, with automatic reminders sent a month before their certificate is due to expire.

To date, 90% of office-based employees enrolled on the modern slavery training, have completed and passed the course.

Our goal is to achieve full participation of all employees by the end of FY26.

To support this, and as part of our continuous improvement, we are developing a tailored modern slavery presentation for warehouse and factory managers to deliver in person to their teams to ensure that training is available to all our employees.

We will monitor the effectiveness of our training programme and adapt it when necessary – ensuring that all our employees are empowered to identify, prevent and help eliminate modern slavery wherever it may occur.

More than 90% of office-based employees have completed modern slavery training



Progress during FY25

- We continued to monitor our practices and those in our supply chain to further embed and reinforce awareness of slavery and human trafficking
- 282 suppliers, representing 62.0% of spend, have signed the Quality & Sustainability agreement (FY24: 268 suppliers, 61.0% spend)
- 625 suppliers have signed up to our Slavery & Human Trafficking statement, which represents 82.8% of spend (FY24: 613 suppliers, 82.0% spend)
- Over 90% completion of on-line Modern Slavery training by office-based employees enrolled on the course, with a modern slavery training presentation being developed to support training availability for all employees
- 171 supplier audits completed during the year
- The Responsible Business Committee, on behalf of the Board, continued to review supply chain practices



Plans for FY26

- We will continue to review the documents we ask suppliers to adhere to and make improvements as necessary
- We expect to have 90% of our supply chain signed up to the Sustainable Sourcing and Procurement Charter
- We will continue to review and update the policies within our Code of Business Conduct
- We will complete the modern slavery presentation for warehouse and factory managers to deliver in person training to their teams
- The Responsible Business Committee, on behalf of the Board, will continue to review supply chain practices



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