



Slavery and Human Trafficking Statement

September 2026



Our people



Our planet



Our principles

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Introduction from our CEO

We are committed to preventing incidents of slavery and human trafficking both within our company and across the supply chain



Iain Percival
Chief Executive Officer



This statement is made pursuant to Section 54 of 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 2026, to monitor and prevent incidents of modern slavery and human trafficking from occurring within our own operations and supply chain.

This statement is made on behalf of Trifast plc and its subsidiaries, Trifast Overseas Holdings Ltd, Lancaster Fastener Co. Ltd, TR Fastenings Ltd, and Precision Technology Supplies Ltd. A full list of subsidiaries can be found in Trifast plc's Annual Report 2026.

Our commitment

As a global leader in the design, engineering, manufacture and supply of fastenings and Category 'C' components, we hold ourselves to high standards in everything we do.

Modern slavery and human trafficking are growing global issues that occur in all parts of the world, across a broad range of business sectors and industries. We recognize that we share a responsibility with, among others, our peers, employees and suppliers to prevent, mitigate and remediate the risks of modern slavery and human trafficking in all forms and to respect human rights in our operations and business dealings.

Our commitment to our customers and stakeholders is clear: we will always treat people fairly. We believe that our business' sustainability and the achievement of our vision to assist in the eradication of modern slavery and human trafficking depends on our ability to inspire trust in our customers and suppliers and earning the confidence of the people with whom we work. Along with our zero tolerance approach to corruption, Trifast plc also has a zero-tolerance approach towards modern slavery and human trafficking, and our aim is to guard against incidents in relation to the same in all parts of our internal organisation and external supply chains. This commitment is underpinned by our endorsement of the objectives and requirements of the Modern Slavery Act 2015.

Governance

The Trifast plc Board of Directors and the Executive Leadership Team hold accountability for anti-slavery initiatives and the Slavery and Human Trafficking Statement. The Responsible Business Committee also reviews this Statement.

The Board is informed about modern slavery risks and performance through regular reports from the Head of Internal Audit and the Company Secretary. Modern slavery risks are integrated into the company's overall risk management framework.

For the daily operations, the Company Secretary, Chief People Officer and Head of Procurement oversee the design, implementation, and compliance with Trifast's human rights policies and processes. We work closely with the regional teams, particularly HR and supply chain teams, and the Responsible Business Steering Committee members to drive related initiatives within these respective areas of the Company.

Our aim is to guard against incidents of modern slavery and human trafficking in all parts of our internal organisation and external supply chains. We therefore take care to ensure that our values are integrated into our Code of Business Conduct and Human Rights Policy, and policies on global employment, fair working wages, inclusiveness, and whistleblowing.

Iain Percival
Chief Executive Officer
8 September 2026

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.

What sets us apart

Strong design and technical capability

Our engineering team can assist with an enhanced level of technical and design support to meet your specific needs and can offer constructive solutions

High-quality manufacturing and products

Our manufacturing capabilities across Asia and Europe continue to evolve as we add capacity and investment to support the needs of our global customers

Trusted partner

We have a trusted network of global supplier partners with strong relationships and clear expectations of aligned high-integrity and responsible supply chain

Proactive end-to-end customer support

Recognising and focusing on our core competitive strengths and value proposition allows us to engage in long-term, more focused customer relationships, creating mutual and sustainable value through which we deliver on our purpose of sustainably driving our customers' success

Loyal, skilled and experienced team

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



See more on our website

How we do it



Engineering

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



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



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

Underpinned by 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

The value we create

People

We prioritise attracting and retaining top talent, ensuring a safe, inclusive and high-performing working environment. Our focus on employee health, safety and wellbeing enables a culture that supports personal growth and fulfilment

Customers

We simplify supply chains for customers, offering engineering and manufacturing capabilities to solve application problems and support new product development. We focus on long-term relationships and delivering sustainable success

Suppliers

We work closely with suppliers to create long-term value, supporting growth opportunities and developing a high-integrity, responsible supply chain

Shareholders

We aim to deliver long-term and sustainable shareholder value through strategic growth, operational efficiency and maintaining a strong Statement of Financial Position

Communities

We are committed to supporting local communities through responsible operations and employee engagement, ensuring their activities contribute positively to the socioeconomic environment

Environment

We focus on improving sustainable performance, managing environmental impacts through ISO 14001 certified systems and innovating to deliver products with enhanced sustainability

Regulators

We ensure compliance with all relevant laws and regulations, maintaining high ethical standards and adapting to regulatory changes to mitigate risks and seize opportunities

Group at a glance

Countries

16

Employees

1,115

Customers

c.6,093¹

Countries exported to

65

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

Group by region

North America

64 colleagues



UK & Ireland

393 colleagues



Europe

274 colleagues

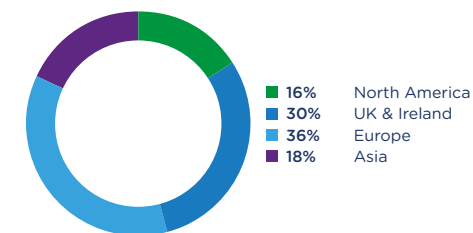


Asia

384 colleagues



Revenue by region



Group by sector

Automotive

1,030 customers

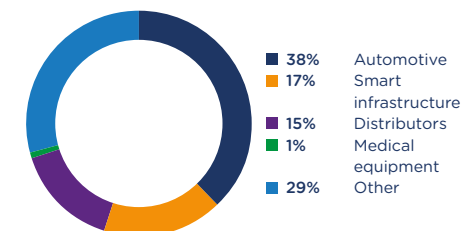
Smart infrastructure

409 customers

Medical equipment

130 customers

Revenue by sector



1. Number does not include SFE and Lancaster Fastener Co customers

Our principles

Ethical business practices

We are committed to conducting 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.



[Link to 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
- Human Rights 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 the annual information provided by our suppliers, we do not supply products containing metals derived from a specified conflict region.

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 Human Rights policy, Code of Business Conduct, 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 has a zero-tolerance approach to any corruption and 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. Trifast provides informal and formal channels for employees to raise concerns regarding unethical practices and behaviour. Most employee concerns are resolved by their managers or the local Human Resources function. Employees are also encouraged to raise their concerns through the Trifast Whistleblowing Hotline, which is a 24-hour, multilingual service accessible via telephone or online, with the option of reporting anonymously.

We regularly promote our whistleblowing hotline facility and support to all employees, which ensures that they are aware of the independent organisation hosting the hotline, and the company's commitment to providing a secure and confidential reporting platform for employees to voice any concerns they may have about their workplace.

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. During the period being reported, three reports have been submitted to the whistleblowing hotline, relating to working environment and workplace bullying, for which all matters were investigated and are now closed. The average case closure time is currently 22 days. Remedial actions were taken in each case, where required, to address concerns and reports. Following these investigations and where substantiated, one case led to the termination of a contract and other disciplinary measures. Additional training and protocols have been put in to prevent future wrongdoings, and all employees are actively encouraged to speak up where they witness any wrongdoing.



Our supply chain

Maintaining transparency and a comprehensive understanding of our supply chain remains fundamental to our business. We are committed to upholding the highest standards of ethical, responsible, and sustainable sourcing, while continuing to drive positive cultural change across our industry. These principles are embedded throughout our procurement and supply chain activities and underpin the way we engage with suppliers and other stakeholders.

As regulatory requirements continue to evolve and global economic, environmental, and geopolitical factors place increasing demands on supply chains, we recognise the importance of remaining vigilant, adaptable, and accountable. We continually review and strengthen our processes to identify, assess, and mitigate risks throughout our supply chain, ensuring alignment with our values and stakeholder expectations.

To further 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 documents form a key part of our supplier onboarding, due diligence, and ongoing assessment processes, helping to ensure that our suppliers operate in accordance with our ethical, sustainability, and human rights standards.

During FY26, 473 suppliers had signed our Quality & Sustainability Agreement, while 698 suppliers had signed our Slavery & Human Trafficking Statement. We continue to work closely with suppliers to increase engagement and reinforce our expectations in these critical areas.

We remain committed to setting clear expectations for suppliers in relation to quality management, environmental stewardship, social responsibility, ethical business conduct, and corporate governance. Our Supplier Quality team undertakes both desktop assessments and on-site audits of new and existing suppliers to evaluate their performance against these requirements and to confirm alignment with our values and standards.

These assessments support our continuous supplier development programme, enabling us to identify opportunities for improvement, share best practice, and strengthen supply chain resilience. To maintain compliance and performance standards, suppliers on the AVL are subject to formal re-assessment every two years, including periodic desktop reviews and site audits where appropriate. This ongoing monitoring process helps ensure that our supply base continues to meet our quality, sustainability, and responsible sourcing expectations.

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

2025	90.5%
2025	82.8%
2024	82.3%
2023	76.7%

90.5%



Our people

Trifast employs c.1,115 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.



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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 and human trafficking 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.

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 and human trafficking wherever it may occur.

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

>90%

>90%



Progress during FY26

- We continued to monitor our practices and those in our supply chain to further embed and reinforce awareness of slavery and human trafficking
- 473 suppliers, representing 86.0% of spend, have signed the Quality & Sustainability agreement (FY24: 268 suppliers, 61.0% spend, FY25: 282 suppliers, 62.0% spend)
- 698 suppliers have signed up to our Slavery & Human Trafficking statement, which represents 90.5% of spend (FY24: 613 suppliers, 82.0% spend, FY25: 625 suppliers, 82.8% 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
- 420 suppliers, representing 87% of spend, have signed ESG policy.
- 219 supplier audits completed during the year (FY25: 171)
- The Responsible Business Committee, on behalf of the Board, continued to review supply chain practices



Plans for FY27

- We will leverage reputable third-party sustainability, ethical sourcing, and risk assessment platforms, including SEDEX, Eco Vadis and ILO resources, to enhance supplier risk profiling and develop a comprehensive supply chain heat map. This will enable the proactive identification, assessment and mitigation of modern slavery, human rights, environmental and ethical sourcing risks across our supply chain.
- We will develop and implement enhanced supplier risk management and treatment plans, focusing on higher-risk suppliers, countries, and categories. Through ongoing monitoring, engagement, and corrective action management, we will strengthen supply chain resilience and support continuous improvement in supplier performance.
- In addition to the ongoing management of our existing supplier base, we will strengthen our new supplier onboarding process by embedding responsible sourcing, sustainability and modern slavery due diligence requirements into supplier selection, qualification, and approval activities.
- We will launch the Supplier Code of Conduct and establish a structured communication and engagement programme to ensure suppliers understand our expectations regarding ethical business practices, labour standards, human rights, environmental responsibility, and compliance obligations.
- We will further educate and build capability within the TR procurement and sourcing teams by providing targeted training on responsible sourcing, supplier due diligence, and modern slavery risk management, ensuring these considerations are embedded within procurement decision-making processes.
- We will increase cross-functional alignment across the business to strengthen awareness, accountability and ownership of responsible sourcing and modern slavery risks, supporting a more consistent and integrated approach to supply chain governance.
- We will enhance our supplier performance monitoring framework by incorporating sustainability and ethical sourcing metrics into supplier reviews, enabling more effective measurement, reporting and management of supply chain risks and performance.





Supply chain
simplification



Engineering



Manufacturing



www.trifast.com



Our people



Our planet



Our principles