

# CORPORATE SOCIAL RESPONSIBILITY

## Health and Safety

As ever, *Trifast* remains committed to ensuring the health, safety and welfare of its employees and those involved in sub-contract activities.

Health and Safety responsibilities and authorities at all levels of the organisation are clearly defined, and communicated via the intranet based Health and Safety management system. The organisation is supported in its Health and Safety best practice by the Health, Safety & Environmental Manager, EHS Coordinator and Compliance Coordinator alongside appointed EHS representatives, manual handling Instructors, fire wardens and first aiders in each of our business units.

Our non-conformance and risk action trackers remain in place and have been improved for increased accuracy in reporting, timely closure rates and meaningful results trending.

Annual legal compliance audits, management reviews and representatives meetings continue to be carried out, creating the base framework for accreditation to ISO45001 (Health and Safety Management Systems) which is now expected to be released as a final draft by the International Standards Organisation in late 2017. It is still the intention of the company to gain accreditation to this standard as soon as is reasonably practicable following its release.

In January 2017 we achieved our target of 'A reportable accident free period of one million working hours'.

We promote a positive Health and Safety culture throughout our business units, and welcome comments and suggestions from all employees on Health and Safety best practice. We have provided Health and Safety Comments boxes to allow suggestions to be made openly or anonymously at the employee's discretion – this has been seen to have a positive impact on the continual improvement of the management system, as some of the suggestions made have led to business process enhancements.

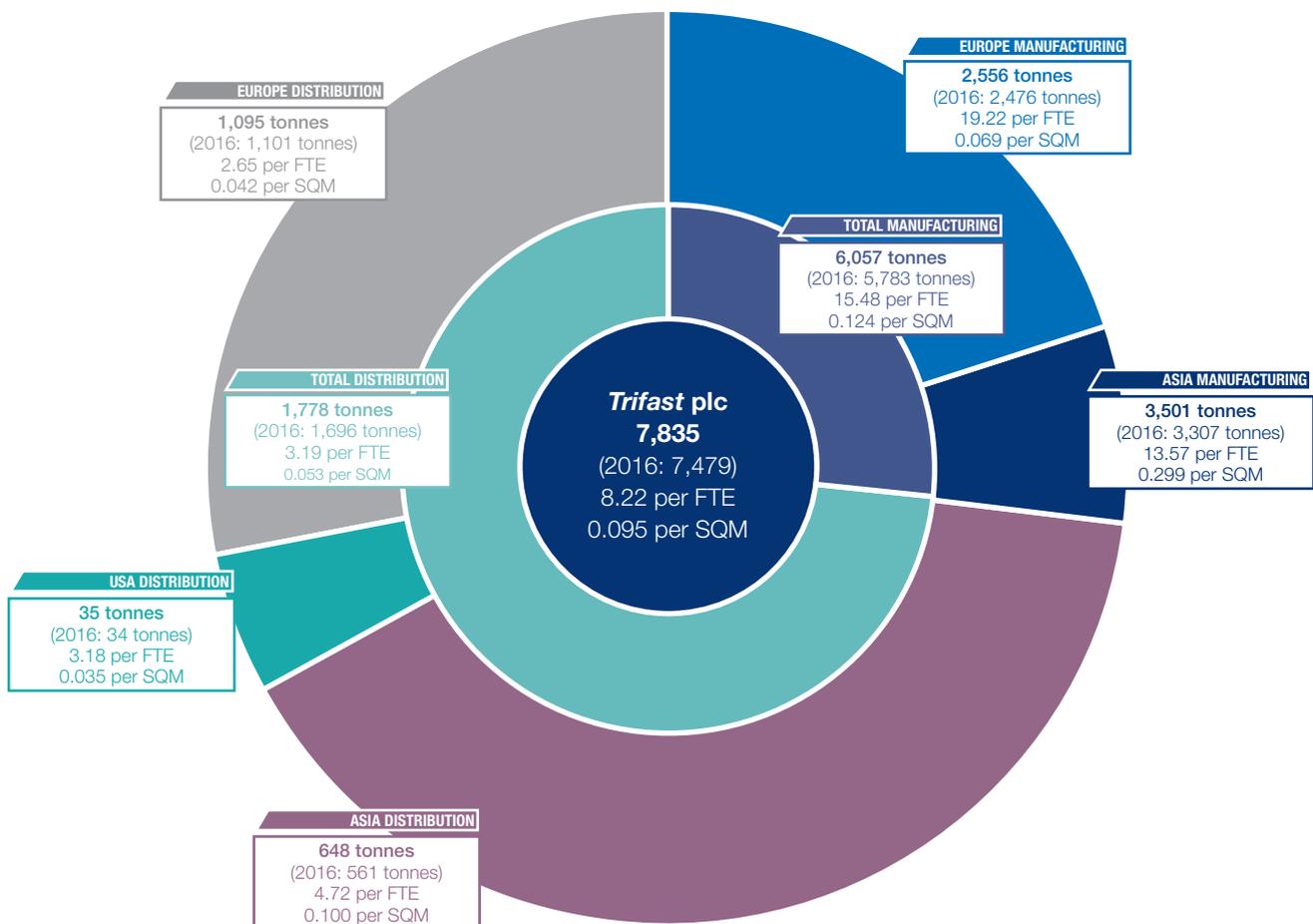
## Environment

Best environmental practice and the impacts that our operations have on the environment are of great importance to *Trifast*.

We have previously held ISO14001:2004 in many of our business units, in December 2016 we successfully passed our Group level ISO14001:2015 (Environmental Management Systems) audit with a 100% score from the British Standards Institute. This success was achieved after a one year implementation project carried out by the EHS Manager, EHS Coordinator and the divisional EHS representatives.

The Environmental Management System is communicated and implemented throughout the business through strong leadership and support from the top management.

It is the intention of the management system that it will assess and control the impacts of the businesses activities, products and services – it will also serve to implement the Environmental Policy throughout.



- Our manufacturing facility in Italy, has had a notable increase of 158.6 tonnes of CO<sub>2</sub>e due to the operation of 6 new manufacturing machines
- 2016 Asia manufacturing figures have been restated due to a data reporting error re our Taiwan facility in the previous financial year
- We have used emission factors from [www.gov.uk](http://www.gov.uk) "Conversion factors 2015 – Condensed set"



**Jenni Morland**  
European Health, Safety and Environmental Manager



**Kelly Bennett**  
Environmental Health and Safety Co-ordinator



**Tracey Nixon-Mordica**  
Compliance Co-ordinator

*Trifast* commits to:

- Minimise energy consumption per full time equivalent (FTE) and square metre as is reasonably practicable
- Prevent pollution as far as is reasonably practicable
- Reduce the production of waste and develop effective waste management and recycling procedures, as well as disposing of unavoidable waste in such a way as to minimise its environmental impact
- Minimise emissions when defined as having a significant impact
- Periodically review its environmental arrangements and performance against objectives to ensure that it remains relevant and appropriate
- Encourage awareness of internal and external environmental issues, and this Environmental Policy
- Reduce, control and where applicable prevent the use of restricted substances
- Conduct its activities in full knowledge of, and compliance with, the requirements of applicable environmental legislation, Approved Codes of Practice and other environmental requirements agreed by top management

*Trifast* has established environmental objectives and targets through Group management reviews, and is measuring performance against these targets utilising an agreed framework.

**Carbon footprint 2016–2017**

Our emissions data includes all material emissions of the six Kyoto gases from direct sources, and from purchased electricity, heat, steam and cooling where applicable. No direct source material emissions have been omitted.

<b>Date period for reporting</b>	<b>01/04/2016 – 31/03/2017</b>	<b>01/04/2015 – 31/03/2016</b>
Total scope 1	1,710 tonnes CO <sub>2</sub> e	1,702 tonnes CO <sub>2</sub> e
Purchased fuels*	1,190 tonnes CO <sub>2</sub> e	-
Company vehicle use*	520 tonnes CO <sub>2</sub> e	-
Total scope 2	6,125 tonnes CO <sub>2</sub> e	5,777 tonnes CO <sub>2</sub> e
Purchased electricity*	6,125 tonnes CO <sub>2</sub> e	-
Total GHG emission for <i>Trifast</i>	7,835 tonnes CO <sub>2</sub> e	7,479 tonnes CO <sub>2</sub> e

\* New disclosure requirement for this financial year

**Figures are reported in tonnes of CO<sub>2</sub>e (carbon dioxide equivalent)**

Reports are calculated in the following ways:

- Tonnes of CO<sub>2</sub>e
- Tonnes of CO<sub>2</sub>e per FTE (Full Time Equivalent)
- Tonnes of CO<sub>2</sub>e per SQM (Square Metres of floor space occupied by the Company)

**Modern slavery**

Since the introduction of the Modern Slavery Act 2015, the *Trifast* Board has prepared a slavery and human trafficking statement which will be reviewed each financial year. The statement shows the steps taken to ensure that slavery or human trafficking is not taking place in our own business or in our supply chain. The statement is available on our website, <http://www.trifast.com/governance/modern-slavery-policy-statement-2016>

## BUSINESS AND THE COMMUNITY

We recognise that our business activities can have an impact on the communities in which we operate. We remain very keen to interact responsibly with such communities and support the needs of the local areas.

Our teams continue to take part in community initiatives, sponsorship and fundraising activities and we encourage them to do so.

**We continue to sponsor**

Our HR Director continues in her role as an Enterprise Adviser for a local community college. This has meant supporting their careers fairs and attending meetings with the senior management team of

the college to discuss how best *Trifast* can assist and where support can be provided. In addition, presentations have been made to senior pupils about how to go about preparing for interviews, what to expect at an interview and what is expected once they start their careers. We have also provided *TR* employees to act in role play situations for interview skills development for the pupils. The Enterprise Adviser network comprises representatives from other local businesses and provides a good opportunity for skills and experiences to be shared.