

# TRIFAST CULTURE

## IT'S ALL ABOUT THE PEOPLE

The *Trifast* Group prides itself on its family culture and this can be felt in every location, no matter where that is in the world

All of our employees feel part of the Group and are supported to constructively challenge processes and procedures where necessary and to contribute to the continuous improvement of the Group.

All employees are provided with equal opportunity through our recruitment, selection, training and development processes. We are committed to ensure all of our workplaces throughout the world are free from unlawful or unfair discrimination of any kind and that all employment decisions are made in a fair and objective way.

### Core values



Trust

Respectful of each others' abilities

Integrity/ open & honest

Fairness

Adding value and embedding quality in everything we do

Striving to achieve excellence/ continual improvement

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

People focused/ handling with empathy

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

Commercially minded/ entrepreneurial & innovative





# TRIFAST CULTURE

## GROUP



**Colin Coddington**  
IT Director



**Helen Toole**  
HR Director



**Ian Carlton**  
Director of Quality

“Those that join *TR*, and like it, tend to stay for a lifetime. I joined 21 years ago. *TR*’s success has been built on a family culture; employees are looked after and cared for in a way that other companies struggle to understand and compete with and are central to *TR*’s core values”

**Colin Coddington**  
IT Director

## UNITED KINGDOM



**Dave Fisk**  
Managing Director  
*TR* Fastenings, UK



**Maria Johnson**  
Finance Director  
*TR* Fastenings, UK



**Stevie Meiklem**  
Operations Director  
*TR* Fastenings, UK



**Sam Wilson**  
Managing Director  
Lancaster Fasteners

“The *Trifast* reputation has been built on a foundation of the highest level of customer service that is second to none within the fastener industry. Reliability, quality and staff excellence underpin the culture of the Group by forming a brand image recognised throughout the world as market leader”

**Sam Wilson**  
Managing Director  
Lancaster Fasteners

## USA



**Gary Badzioch**  
Managing Director  
USA



**Joe Haymes**  
Strategic Sales Manager  
USA

“*TR* incorporates its high standards for quality and valued customer centric approach throughout its organisation, by instilling a ‘family culture’ environment that represents honour, integrity and compassion to all its employees”

**Gary Badzioch**  
Managing Director  
USA

## ASIA



**Charlie Foo**  
Managing Director  
*TR* Asia



**Endy Chin**  
General Manager  
Singapore



**Phua Yong Sang**  
General Manager  
China



**Wilson Chen**  
General Manager  
Taiwan



**Piong Song Tong**  
General Manager  
PSEP, Malaysia



**HK Tan**  
General Manager  
*TR* Formac Malaysia



**Victor Cheong**  
Country Manager  
India



**David NG**  
Country Manager  
Thailand

## EUROPE

“We have been successful implementing our core values in balance with our responsibility to our customers, community and employees”

Jan-Erik Storsve  
General Manager  
Norway

“It’s a dynamic environment that has allowed me to grow and develop attitudes towards sales”

“It’s a multinational Group but designed on a human scale”

“Being able to do something and improve your job is an opportunity that is given to everyone”

“There are challenges daily – I’m never bored”

TR employees  
Italy

“Trifast believe in a consistent standard when dealing with everyday tasks to ensure we provide our customers with trust and confidence. Putting emphasis on these values will give us a competitive edge, especially with our high standard of reputation to maintain. We need to understand the different business cultures that surround us in order to have an advantage over other global players. Thus moving forward, we should look into these areas to secure better opportunities in an increasingly competitive market”

Charlie Foo  
Managing Director  
TR Asia



Frank Niggebrügge  
Managing Director  
Germany



Peter Henning  
Director  
Germany



Erich Hütter  
Director  
Germany



Ron Vlutters  
Managing Director  
Holland



Zoltan Csengeri  
Location Head  
Hungary



Dara Horgan  
Location Head  
Ireland



Karol Gregorczyk  
Sales & Development Director  
Italy



Francesco Cricco  
Supply Chain Director  
Italy



Jan-Erik Storsve  
General Manager  
Norway



Raul Fernandez  
Commercial Director  
Spain



Roberto Bianchi  
Managing Director  
Sweden