



## California Transparency in Supply Chains Act & UK Modern Slavery Act Disclosure Statement

TriMas Corporation (collectively with its subsidiaries) complies with the California Transparency in Supply Chains Act of 2010 and the UK Modern Slavery Act of 2015 (collectively, the “Acts”). TriMas recognizes the importance of assuring that its suppliers engage in appropriate behavior and comply with the laws that apply to them. Below is a description of TriMas’ plans and efforts to eradicate slavery and human trafficking from its direct supply chains.

**Verification.** TriMas has adopted a Supplier Code of Conduct (“Code”) which requires suppliers to comply with applicable laws relating to human trafficking and slavery, including laws related to labor, working hours, wages, and health and safety. TriMas will request its suppliers to verify their commitment to compliance with this Code and TriMas may require certain of its suppliers to complete disclosure materials certifying compliance with international laws, including the Acts. In the event a supplier violates the Code, TriMas reserves the right to either terminate its relationship with the supplier or to work with the supplier to implement corrective action to remedy the non-conformance.

**Audit.** TriMas will undertake an assessment of compliance with its Code and the Acts as part of its operational audits (onsite or otherwise) for certain of its suppliers each year.

**Compliance.** TriMas will require suppliers to certify compliance with its Code, which states that the supplier complies with all applicable laws related to human trafficking and slavery where they do business and TriMas’ Code of Conduct, which also requires employees and agents who act on TriMas’ behalf to comply with all laws and regulations where TriMas does business.

**Training.** TriMas will train relevant procurement employees and management (and others as necessary) to facilitate their administration of supplier compliance with the Code and the Acts.