



Supplier Code of Conduct

TriMas Corporation and its subsidiary companies (collectively "TriMas

LGBTQ-owned, veteran-owned and small businesses. We encourage our Suppliers to self-identify as diverse (if applicable) during the Supplier onboarding process.

Health and Safety

Suppliers shall maintain a clean, safe and healthy workplace in compliance with all applicable laws and regulations. Adequate steps shall be taken to prevent accidents and injury so far as reasonably possible. Employees must be provided with appropriate safety training and protective equipment. We promote and encourage the certification and registration of conformity to recognized international standards for occupational health and safety, including the ISO 45001 – Occupational Health and Safety Management System standards or equivalent.

Environment

Suppliers must adhere to all applicable environmental laws and regulations regarding the protection and preservation of the environment. We promote and encourage certification and registration of conformity to recognized international standards for environmental f (herMa Tf)-1.1 (22.2 x2 Tw 5.pecl)-8.9 ()ITJ Tf22t

Reporting

Suppliers shall inform TriMas if they become aware of any actual or potential breach of this Supplier Code of Conduct by any person or business who has a direct relationship with TriMas. If the expectations of this Code of Conduct are not met, in full or in part, the business relationship may be reviewed and corrective action pursued.