



Compliance statement: 016 rev 2

Corporate Social Responsibility

Glenair endeavours to operate with what we perceive to be, “best practice” for our business needs. Corporate social responsibility (CSR)/ Environmental Social Corporate Governance (ESG) cuts across almost everything we do and every employee is involved with it at the respective level of responsibility.

Customers/Suppliers

- We aim to provide value added assistance that consistently meets agreed requirements and Specifications.
- To accept contracts only if we believe we can meet their requirements and where those requirements are compatible with our expertise and business capabilities.
- We consult and work closely with our supply chain and the way we operate with them. For example, trading with suppliers who pollute the environment could be as irresponsible as doing it ourselves.

Employees

- We ensure that the working environment and conditions are conducive for effective working and constitute minimum hazards for all employees.
- Provide a climate where employees are given the opportunity to maximise their potential and to participate fully in the operation of the business.

Shareholders

- To conduct our business in conformance with all legal requirements and to the highest moral and ethical standards.
- To plan and undertake all business opportunities in a professional manner.
- To deliver a planned and progressive increase in financial returns.

Community

- Wherever practicable, create job opportunities for the local community.
- Contribute to and support local and National charities and events.
- We consider the aspects and impacts of our business on the environment and what we can do to reduce pollution and waste.

Sustainability

- To plan and undertake all business opportunities of sustainable development in relation to environmental, climate, legislation, technology and market changes.

This statement is periodically reviewed to ensure that it remains as accurate as it can be.

<i>Date</i>	<i>History change</i>
November 2024	C001, C014, C020, C024, C048