



Glenair UK Roadmap

September 2025

Objectives:

- Our Customers Come First.
- Build the Competitive Moat.
 - Continuously Improve our Operational Capability.
- Developing Win/Win Partnerships with Customers, Suppliers and Employees.
- Continuous Product Innovation; Achieve the Highest Appropriate Standards of Quality, Performance, and Legal Compliance.
- Identify and Capture New Customers, Geographies and Markets

Actions:

Understand and respond to our customers’ challenges, by listening to the needs of the customer

Manufacture with the shortest lead times in the industry

Reduce business risk and maximise resource availability

Our Vision - Where do we want Glenair UK to be?

We are a world class supplier of highly engineered interconnect solutions for harsh physical and mission critical environments.

What is our Business Target?

To be profitable over the long term with minimal business risk.

Goals:

Double Digit Sales Growth

Be at the Forefront of Developing Technology

Exceed Customer Service + Satisfaction Expectations

Maximise Staff Potential through Training, Teamwork, Reward & Satisfaction

Strategy:

Ensure that each of the Glenair Guiding Principles are applied rigorously to all parts of the business.

Measures:

As Shipped Product Quality

On-Time Delivery + Depth of Delay

Profitability

Internal Quality, Scrap & Rework Revision

SHE & Environmental Performance

Roadmap Project:	Next Step:	Step Target:	Project Owner(s):
ESA Qualification of Micro D & Hardware	Submit PID to ESA	Sep 2025	Mario Fata
Implementation and Roll-Out of VKS	Full Machine Shop Implementation	Sep 2025	Adrian Louch
Increase Manufacturing Capacity by 50%	Phase 5 – Stage 1 Redevelopment	Sep 2025	Richard Spink & Reece Kind
Integrated BOM’s – (Synchronised AX/PDM)	Develop Process for Nomenclature	Sep 2025	Mario Fata
MT Micro D Development	Functional Prototypes for Optical Testing	Sep 2025	Mark Clay
Proficiency on Super Six Products	Organise Training on Subsea	Oct 2025	Graham Dowle & Shane Wise
Increase Skills Capacity on Shop Floor	Determine Training Packages for High Speed	Sep 2025	Richard Spink
Improve data driven understanding and Corrective Actions of Rejects and Customer Returns	Full Rollout of Relyence FRACAS (Failure Reporting and Corrective Actions System) in all Areas	Nov 2025	Dan Wilson
Improve New Employee Induction & Onboarding Process – Emphasis Glenair Culture and Ethics	Complete Onboarding Video	Oct 2025	Karen Hardy
Creation, Maintenance and Ownership All Glenair UK Bills of Materials	Identify Process Map for Engineering Review of all BOM’s	Oct 2025	TBD
Improve Accuracy and Speed to Quote	Review & Agree Costing Curves	Sep 2025	Mark Clay
Key Supplier and Internal Stakeholder Strategy and Management	Rollout Testing to Selected Areas of the Business	Sep 2025	Stewart Harrison
All Goods Received Into Stock Within 48 Hours	Ship to Stock Pilot Scheme on Twickenham Plating	Oct 2025	Caroline Fletcher & Dan Wilson
100% Quotation Follow Up	Understand & Evaluate Glenair France Procedure	Oct 2025	Shane Wise & Graham Dowle
Increase Internal Usage of Glenair Manufactured Wire	Roll out one enhanced cable register	Sep 2025	Mario Fata
Improve Design for Manufacture & Assembly Process for M17 & M88	Publish High Speed Test Data into Formal Test Reports	Sep 2025	Alan Quirk
Increase Nano Shell Production Capacity by 50% and Reduce Rejects by 50%	Commission New Nano Production Machines	Oct 2025	Neil Sweeney
TBD	TBD	TBD	Teresa Sheward

