

## Business Code of Conduct

### **Purpose & Scope**

This Code of Conduct defines the ethical, professional, and operational principles that guide all employees, contractors, and suppliers involved in the design, manufacture, testing, and delivery of aerospace interconnect products.

It ensures compliance with applicable laws, regulations, and international standards (ISO 9001, AS9100, ISO 45001, ISO 14001, ISO17025, ISO27001\*) governing quality, performance testing, information security, safety, environmental management, and ethical business conduct.

*\*Implementation in progress*

### **Quality and Product Integrity**

- We are committed to delivering products that meet or exceed customer, regulatory, and statutory requirements.
- Quality is built into every process, and all personnel are empowered to identify, report, and prevent nonconformities.
- Product safety and traceability are paramount.
- New products are qualified as appropriate.
- Changes to design, process, or configuration are controlled and approved per AS9100 requirements.

### **Environmental Responsibility**

- We minimise our environmental footprint by managing waste, emissions, and energy consumption responsibly.
- Environmental aspects and impacts are evaluated regularly, and continuous improvement programs are implemented.
- Compliance with ISO 14001 and all applicable environmental laws is mandatory.
- Employees and suppliers are encouraged to reduce resource use and support sustainable manufacturing.

### **Health and Safety**

- The company maintains a safe and healthy workplace in accordance with ISO 45001 requirements.
- All employees are trained and responsible for following safety procedures and reporting hazards or unsafe conditions immediately.
- Risk assessments and hazard controls are routinely conducted to prevent injury or illness.
- Emergency preparedness and response procedures are maintained and periodically tested.

### **Ethical Business Conduct**

- We act with honesty, integrity, and transparency in all business dealings.
- Bribery, corruption, or improper influence are strictly prohibited.
- Confidential and proprietary information of the company and customers is protected.
- Conflicts of interest must be disclosed and managed appropriately.

### **Human Rights and Labour Practices**

- We uphold human rights and fair labour standards, including freedom from forced or child labour, discrimination, and harassment.
- Equal opportunity and diversity are core to our workforce culture.
- Working conditions respect dignity, safety, and fairness for all employees.

| Doc Ref. | Rev | Date         | Info Class | This statement is periodically reviewed to ensure that it remains as accurate as it can be.<br>This compliance statement relates to Glenair UK Limited only. |
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| CS013    | 3   | October 2026 | Public     |                                                                                                                                                              |



# Compliance Statement

## Compliance and Accountability

- Compliance with applicable legislation, customer requirements, and international standards is maintained as required.
- Employees are required to report concerns or violations through established reporting mechanisms without fear of retribution.
- Management is responsible for maintaining compliance systems, training, and internal audits.

## Supplier and Partner Expectations

Suppliers and business partners must:

- Operate under management systems consistent with ISO 9001, AS9100, ISO17025, ISO 45001, and ISO 14001 principles.
- Ensure product conformity, counterfeit part prevention, and traceability.
- Respect human rights, safety, and environmental standards equivalent to those in this Code.
- Allow reasonable audits and assessments to verify compliance.

## Continuous Improvement

The company commits to continual improvement through:

- Regular internal audits and management reviews.
- Corrective and preventive actions addressing root causes of nonconformities.
- Ongoing employee training and engagement in quality, performance testing, safety, and environmental objectives.
- Monitoring of key performance indicators (KPIs) aligned with our management system policies.

## Governance and Enforcement

- This Code is approved by top management and forms part of the integrated management system.
- Violations may result in disciplinary action or contract termination.
- Updates to this Code are made as needed to ensure ongoing compliance and relevance.

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