



Compliance statement: 005 rev 1 Environmental and Sustainability

Environmental sustainability is driven primarily by stakeholders and business interests, although there is specific legislative requirement – H&S Work Act 1974.

Glenair UK Ltd promote an environmental approach that:

- Minimises adverse impacts on the environment, while enhancing the natural surroundings.
- Maximises the positive contribution to business activity through the entire life of our buildings.
- Helps to encourage productivity through operations being cost-efficient whilst improving the work environment.
- Takes account the impact on the surrounding environment by seeking to maintain biodiversity within the location and avoiding any unnecessary pollution.
- Wherever possible improve building efficiency.

The sustainable environmental aims of Glenair are as follows:

Use of Materials

- Endeavour to minimise use of potentially hazardous materials.
- Aim to source materials from sustainable origins.
- Maximise use of recycled and recyclable materials
- Maximise consideration of the environment in the roll out of new recycling projects.

Waste Management

- Where packaging is used minimise pack size and material waste.
- Expand practice of materials segregation to allow increased recovery and recycling of waste materials.
- Promote appropriate waste management practices to our supply chain.

Waste Electrical and Electronic Equipment (WEEE Directive)

- Glenair does not re-brand or manufacture complete electrical and electronic equipment (EEE) as defined a **'producer'** in the WEEE Regulations.
- Supporting our customers with assisting managing the waste (end of life) from the complete equipment they produce.
- Where a customer has the need to return only the product Glenair supplied we are prepared to place this waste into our normal waste stream for recycling.
- Valuable materials such as gold, silver and palladium can be recovered to be used again.

Energy / Fuel Consumption

- Continuously identify ways of minimising energy consumption.
- Promote energy management to employees.
- Reduction of CO2 emissions (invest in more efficient equipment, lighting, transport, etc.)

This compliance statement relates to Glenair UK Limited only



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Employees' Duties

- Employees know, understand and comply with our sustainability policy.
- Employees follow procedures and other instructions that apply to their work.

Sustainable Development Targets

- Sustainable management targets relate to the development of the management system, either to enhance the existing mechanism or to enlarge it to cover new areas.
- Performance targets are linked to inputs and outputs, aiming to improve these figures annually.
- Risk/issues that will need to be considered include: employee relations, health and safety, community development, protection of the public, marketplace practices, supply chain practices, discal responsibility and accountability.

Management targets: (Management Programme/Aspects & Impacts)

- To continually improve our environmental performance and reduction of environmental impact.
- To improve and develop further mechanisms for internal and external communication relating to environmental issues.
- To report regularly on environmental management issues.
- To research and gather more detailed data relating to the companies' key impacts.

Performance targets:

- Aim to increase the recycling of office waste collected (reducing waste to landfill).
- To introduce a range of recycling projects across the group.

All employees are key in making this strategy sustainable.

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

Date	Change history
December 2025	C001, C014, C029, C049