

Environmental/Safety Performance Objectives



2026

Core Objectives are to:

- Maintain compliance with all relevant health and safety and environmental legislation.
- Take all reasonable steps to prevent injury, ill health, pollution and waste minimisation.
- Provide and maintain safe and healthy working conditions.
- Ensure that employees have continued access to suitable and sufficient information and communication methods using the various platforms available such as briefings, Works Council, toolbox talks, email, text messages & employee web page.
- Minimise potentially adverse environmental impacts arising from all business operations.
- Managers promote the objectives of the SHE policy, ensuring that health & safety and environmental issues remain central to the overall business objectives.

Performance Objectives

- 1 Measure accident/Incident trends during each calendar year. Reduce the number of NON REPORTABLE (RIDDOR) accidents. Annual results will be benchmarked against the previous year's business level.
- 2 Accidents and incidents to be investigated in full, and appropriate actions closed out in a timely manner (risk-based approach).
- 3 Measure and monitor all 6 human factor SHE related issues, annually analyse the results and put measures into place to reduce them.
- 4 Where raised, close out ALL improvement reports issued following an audit/spot checks within 6 weeks of being raised.
- 5 Measure and monitor "Near Miss" reporting and Safety actions raised via the maintenance ticket system, with the aim to actively increase reporting as a positive proactive measure.
- 6 Monitor the quantities of waste (volume & cost) produced and work towards a reduction year on year. Annual results will be benchmarked against the previous year's business level.
- 7 In conjunction with the ESOS report, measure and monitor energy usage. Identify where reductions in energy can be made and work towards a reduction year on year. Annual results will be benchmarked against the previous year's business level.
- 8 Measure, monitor and report annual Co2 emissions resulting from our operational activities and in the form of a carbon footprint. Benchmark these outcomes against previous year's business levels and where practical in accordance with objective number 7 identify what improvement in energy efficiency can be realistically taken without impacting on other efficiencies.

Note 1. The outcomes of these objectives form part of the management review process.

Note 2. These objectives are reviewed and set by strategic management during the management review process.

Note 3. Where improvements are identified the C.S.I.P process is used to manage the improvement through to completion.

Note 4. The Works Council have a role to play in communicating and ensuring that their objectives are achieved.

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