



Glenair UK Roadmap

November 2024

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 | PID Submittance | Dec 2024 | Mario Fata |
| Implementation and Roll-Out of VKS | M05 Implementation | Nov 2024 | Adrian Louch |
| Increase Manufacturing Capacity by 50% | Move Logistics & Stores to The Sidings | Feb 2025 | Richard Spink & Reece Kind |
| Employee Performance Reviews for all Assembly Operatives | Completion of Production & Phase 7 Training | Nov 2024 | Karen Hardy |
| Integrated BOM's – (Synchronised AX/PDM) | Rollout Pilot | Nov 2024 | Matt Rhodes |
| Launch GLMC Product Range | Conduct and complete full qualification programme on sizes 10 - 14 | Jan 2025 | Mark Clay |
| Increase Internal Awareness of Glenair Role in Customer Mission Critical Projects | Present to Workforce | Dec 2024 | Graham Dowle |
| Reduce Shopfloor Rejects by 50% | Improve operator focus on attention and concentration | Jan 2025 | Richard Spink |
| | Improve quality of data input on iCAR | Jan 2025 | Adrian Louch |
| Improve data driven understanding and Corrective Actions of Rejects and Customer Returns | Procure and Implement Relyence FRACAS (Failure Reporting And Corrective Actions System) | March 2025 | Dan Wilson |
| Improve New Employee Induction & Onboarding Process – Emphasis Glenair Culture and Ethics | Produce First Draft of Training Programme | Feb 2025 | Karen Hardy |
| Creation, Maintenance and Ownership All Glenair UK Bills of Materials | Investigate BOM loading / entry points (including maintenance) for all products | Dec 2024 | Matt Rhodes |
| Improve Accuracy and Speed to Quote | Review and Standardise on Internal Costing Sheets | Dec 2024 | Mark Clay |
| Key Supplier and Internal Stakeholder Strategy and Management | Establish long term Supplier relationship and early project engagement. | Feb 2025 | Stewart Harrison |
| Goods Inwards Receipts Within 24 hrs of Arrival | Align PH4 and PH5 Goods Inwards Activity | Jan 2025 | Caroline Fletcher |
| Increase Efficient Use of Raw Material – More Parts Per Billet | Define the Process Steps | Feb 2025 | Neil Sweeney |
| Contract Review/Agreed Terms and Conditions | Review process for agreed T's & C's handling & storage | Jan 2025 | Shane Wise |
| Increase Internal Usage of Glenair Manufactured Wire | Establish GS Commercial Wire Part Numbers 24-30 AWG | Dec 2024 | Mario Fata |
| Improve Design for Manufacture & Assembly Process | Identify and Engage Outside Training Provider for GAP Analysis | Dec 2024 | Alan Quirk |

