



Glenair UK Roadmap

March 2025

Objectives:

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.

- 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:

Double Digit Sales Growth

Be at the Forefront of Developing Technology

Exceed Customer Service + Satisfaction Expectations

Maximise Staff Potential through Training, Teamwork, Reward & Satisfaction

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

Strategy:

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

Manufacture with the shortest lead times in the industry

Reduce business risk and maximise resource availability

Measures:	As Shipped Product Quality	On-Time Delivery + Depth of Delay	Profitability	Internal Quality, Scrap & Rework Revision	SHE & Environmental Performance
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Roadmap Project:	Next Step:	Step Target:	Project Owner(s):
ESA Qualification of Micro D & Hardware	Submit PID	May 2025	Mario Fata
Implementation and Roll-Out of VKS	M31 Implementation	Mar 2025	Adrian Louch
Increase Manufacturing Capacity by 50%	Move Logistics & Stores to The Sidings	Apr 2025	Richard Spink & Reece Kind
Integrated BOM's – (Synchronised AX/PDM)	Trial & Implementation	Apr 2025	Matt Rhodes
Launch GLMC Product Range	Conduct and complete full qualification programme on sizes 10 - 14	May 2025	Mark Clay
Increase Internal Awareness of Glenair Role in Customer Mission Critical Projects	Presentation to remaining personnel	Apr 2025	Graham Dowle
Reduce Shopfloor Rejects by 50%	Complete C.A.R.E Videos and Training Sessions	Mar 2025	Richard Spink
	Complete training on data input for ICAR	Mar 2025	Adrian Louch
Improve data driven understanding and Corrective Actions of Rejects and Customer Returns	Implement Relyence FRACAS (Failure Reporting and Corrective Actions System)	Apr 2025	Dan Wilson
Improve New Employee Induction & Onboarding Process – Emphasis Glenair Culture and Ethics	Design Content for First Draft of Training Programme & Data Accuracy	Mar 2025	Karen Hardy
Creation, Maintenance and Ownership All Glenair UK Bills of Materials	Identify Improvements for BOM loading / entry points (including maintenance) for all products	Mar 2025	Matt Rhodes
Improve Accuracy and Speed to Quote	Produce Universal Costing Sheet	Apr 2025	Mark Clay
Key Supplier and Internal Stakeholder Strategy and Management	Trial Electronic Requisition System V1	May 2025	Stewart Harrison
Goods Inwards Receipts Within 24 hrs of Arrival	Cross Train Personnel	Apr 2025	Caroline Fletcher
Contract Review/Agreed Terms and Conditions	Training & Implementation, & Audit Corrective Actions	Apr 2025	Shane Wise
Increase Internal Usage of Glenair Manufactured Wire	All Special Variations of Standard Cable Wire Part Numbers Created & Stock Orders Placed	Apr 2025	Mario Fata
Improve Design for Manufacture & Assembly Process	Identify 3 Key Areas & Create Team to Implement	Apr 2025	Alan Quirk
Increase Nano Shell Production Capacity by 50% and Reduce Rejects by 50%	Publish Manufacturing/Quality Plan Including Suitable Machinery	Apr 2025	Neil Sweeney

