Glenair UK Roadmap
April 2025

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.

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

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.

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

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	Submit PID	May 2025	Mario Fata
Implementation and Roll-Out of VKS	Machine Shop (ESA) Implementation	May 2025	Adrian Louch
Increase Manufacturing Capacity by 50%	Move RF & Cannister Build to Phase 4	May 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	Apr 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%	Train PCM's, Cell Leaders & Tech's & HR to Deliver CARE Sessions	May 2025	Richard Spink
	Train & Implement on data input for ICAR	Apr 2025	Adrian Louch
Improve data driven understanding and Corrective Actions of Rejects and Customer Returns	Implement Relyence FRACAS (Failure Reporting and Corrective Actions System) into M03 & M27	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	May 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	Apr 2025	Matt Rhodes
Improve Accuracy and Speed to Quote	Produce Universal Costing Sheets	Apr 2025	Mark Clay
Key Supplier and Internal Stakeholder Strategy and Management	Trial Electronic Requisition System V1 via PDM	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	Update cable register and train Design Office	Jun 2025	Mario Fata
Improve Design for Manufacture & Assembly Process	Identify 3 Key Areas on M88 & Create Team to Implement	May 2025	Alan Quirk
Increase Nano Shell Production Capacity by 50% and Reduce Rejects by 50%	Select Suitable Machine Supplier	May 2025	Neil Sweeney