Glenair UK Roadmap
May 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

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

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	Submit PID	May 2025	Mario Fata
Implementation and Roll-Out of VKS	Machine Shop Implementation	Jun 2025	Adrian Louch
Increase Manufacturing Capacity by 50%	Refurbish Phase 6 downstairs & move M27 Cell	Jul 2025	Richard Spink & Reece Kind
Integrated BOM's – (Synchronised AX/PDM)	Continued Trial & Implementation	May 2025	Matt Rhodes
* TBD *	* TBD *	* TBD *	Mark Clay
* TBD *	* TBD *	* TBD *	Graham Dowle
Reduce Shopfloor Rejects by 50%	Launch CARE to relevant employees	Jun 2025	Richard Spink
Improve data driven understanding and Corrective Actions of Rejects and Customer Returns	Pilot Relyence FRACAS (Failure Reporting and Corrective Actions System) on production cells	Jun 2025	Dan Wilson
Improve New Employee Induction & Onboarding Process – Emphasis Glenair Culture and Ethics	Design welcome pack & onboarding schedule for employees	Jul 2025	Karen Hardy
Creation, Maintenance and Ownership All Glenair UK Bills of Materials	Identify & publish top 5 Improvements for BOM loading / entry points for all products	May 2025	Matt Rhodes
Improve Accuracy and Speed to Quote	Trial Universal Costing Sheets	May 2025	Mark Clay
Key Supplier and Internal Stakeholder Strategy and Management	Expanded Trial Electronic Requisition System V1 via PDM	Jun 2025	Stewart Harrison
Goods Inwards Receipts Within 24 hrs of Arrival	Publish actual booking in times, weekly	May 2025	Caroline Fletcher
	Agree with Top 5 suppliers improvement actions	Jul 2025	
* TBD *	* TBD *	* TBD *	Shane Wise
Increase Internal Usage of Glenair Manufactured Wire	Role out one enhanced cable register	Jun 2025	Mario Fata
Improve Design for Manufacture & Assembly Process for M17 & M88	Publish Top 5 opportunities for improvement for both M17 & M88	May 2025	Alan Quirk
Increase Nano Shell Production Capacity by 50% and Reduce Rejects by 50%	Select Suitable Machine Supplier	May 2025	Neil Sweeney
* TBD *	* TBD *	* TBD *	Teresa Sheward

* = Project and first action step to be presented at next management meeting