



Glenair UK Roadmap

November 2025

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	Supply Document List	Dec 2025	Mario Fata
Implementation and Roll-Out of VKS	Full Machine Shop Implementation	Nov 2025	Adrian Louch
Increase Manufacturing Capacity by 50%	Phase 5 – Stage 3 Redevelopment	Feb 2026	Richard Spink & Reece Kind
Integrated BOM's – (Synchronised AX/PDM)	Complete Process for Adding New DO Components to AX	Dec 2025	Mario Fata
MT Micro D Development	Functional Prototypes for Optical Testing	Nov 2025	Mark Clay
Proficiency on Super Six Products	Organise Training on Civil Aerospace	Dec 2025	Graham Dowle & Shane Wise
Increase Skills Capacity on Shop Floor	Start Training of Modules	Jan 2026	Richard Spink
Improve data driven understanding and Corrective Actions of Rejects and Customer Returns	Put ICAR on FRACAS	Jan 2026	Dan Wilson
Creation, Maintenance and Ownership All Glenair UK Bills of Materials	Identify Process Map for Engineering Review of all BOM's	Dec 2025	TBD
Improve Accuracy and Speed to Quote	Costing Curves for Custom Assemblies to be Trialled	Jan 2026	Mark Clay
Key Supplier and Internal Stakeholder Strategy and Management	Streamline Electronic Purchase Requisition	Dec 2025	Stewart Harrison
All Goods Received Into Stock Within 48 Hours	Review Inspection Criteria for Top 10 Suppliers	Jan 2026	Caroline Fletcher & Dan Wilson
100% Quotation Follow Up	Review Follow Up Report	Nov 2025	Shane Wise & Graham Dowle
Increase Internal Usage of Glenair Manufactured Wire	Roll out one enhanced cable register	Dec 2025	Mario Fata
Improve Design for Manufacture & Assembly Process for M17 & M88	Finalise Press Fit Design	Nov 2025	Alan Quirk
Increase Nano Shell Production Capacity by 50% and Reduce Rejects by 50%	Load all Programmes & Complete Trials	Jan 2026	Neil Sweeney

