



AIMS AND OBJECTIVES FOR 2019

Aims

We at Thomas Keating recognise that our survival and success depend on our ability to satisfy our customers' technical and delivery requirements. We want to be recognised as world-class for our technical innovation and quality of manufacture and as an organisation that our customers and suppliers enjoy working with.

The ability to maintain or improve quality standards whilst pushing the frontiers of technology is a major factor in maintaining and growing our business. Our activities are focused on achieving real customer satisfaction and continual improvement and we recognise that our quality management system plays a key part in supporting these endeavours.

We are committed to designing and building microwave and THz scientific instrumentation and mould tooling and providing sub-contract machining, electroforming and CAD modelling to the highest possible standards and in keeping with our customers' and regulatory requirements. We are also committed to continually improving the effectiveness of our quality management system.

Specific Objectives during 2019

The company's objectives are to:

- a) efficiently manage our Space workload and grow our presence in the satellite industry, including Cubesats, with a concentration in both the American and Chinese markets
- b) be in a position to offer full ESR spectrometers, making use of the PETER research underway and in particular to develop software to provide AWG based pulse operation, and our own cavities
- c) make use of the PETER, GrACE, Ferrite and GyroTWT projects that are underway to explore new commercial opportunities
- d) use possible collaboration with Lancaster University to investigate 3D printing manufacture of >50 GHz waveguide components
- e) draw on 2018 experience in the provision of test equipment to Car Radar suppliers to develop a worldwide presence in this niche market
- f) improve marketing of our TVAC, Jig Grinding Head refurbishment and Electroforming activities, including by increasing visibility on WWW search engines
- g) manage successfully the management transition on Mick Clack's retirement early in 2019
- h) recruit an apprentice in September 2019
- i) fully bed in the updated Quality Management system developed in 2018
- j) avoid loss of any customers as a result of errors/faults made by the company

These aims and objectives will be reviewed at year end.

Richard Wylde MD