



Employee

News

Welcome to the fourteenth monthly Employee News update. The purpose of the monthly Employee News update is to provide Scapa employees with a source of information about the business, share ideas from around the organisation and celebrate success.

Message from the Chief Executive



"It is hard to believe that another year has passed and I am pleased to be writing to you at this holiday time. 2011 has been another challenging year; just as we had hoped that the difficult macro economic climate was behind us, the threat of further world recession looms and we are already seeing some of this impact right across our business. However, I am proud of the way that we at Scapa have performed this year. In announcing our half year results we were pleased to report a strong performance for the six months to September 2011. Overall our revenues from sales were flat but our trading profits increased 39% to £5.0m and we continue to make progress on improving our margins. This rise in profits is attributed largely to improvements in efficiency, cost reduction and focus on higher quality revenue streams. These efforts have strengthened the financial and operational foundation of our business. I

know that many of you have felt the consequences of cost reductions but I am pleased to say that you have risen to these challenges – thank you.

Next year is going to remain tough but to succeed we must focus on looking forward and outward. We must continue to keep in mind that while we are the 10th largest tape manufacturer in the world and only one of the five players with a global footprint, Scapa represents a very small portion of the \$25 billion+ industry. If we pull together and have the right commercial strategy and organisation, we have tremendous opportunity to significantly grow regardless of the economic environment.

My very best wishes to you and to your loved ones for the Christmas holidays and for 2012."

Heejae Chae - Chief Executive Officer

End of an era – Scapa moves out of its Mannheim facility



Just under 20 years ago in 1992, Sellotape Industrial moved into their new German Facility in Mannheim. In 1997 Scapa purchased Sellotape Industrial and the Mannheim facility became the head quarters for Scapa's operation in Germany.

As you can see from the size of the site, the Mannheim operation was not only a sales and distribution centre but also had extensive conversion facilities covering slitting, die cutting and printing – my favourite product was a printed tape designed to be used under model railway tracks to look like stones!

In 2002, as part of the GMET project to reduce the number of manufacturing sites, the conversion operation was closed and the Mannheim site continued as the sales and distribution hub for our German and Austrian customers.

With the lease on the building coming to an end in December this year the decision was taken to no longer have a distribution centre in Germany, as with improved European logistics we are able to service our customers from the manufacturing sites with Valence becoming a major hub for distribution to our German customers.

The final goods were despatched from the warehouse in November and the remaining stock was transferred to Valence.

We will retain a Sales Office in Germany and on 9th December the

German Customer Care team moved out of the old site to a self contained office in the Mannheim area.

On Monday the 12th November thanks to the efforts of Stefan Lietmann and the Customer Care team along with Thomas Keller and Mark Brooks from IT, we started operation from our new base with minimal disruption for our customers.

While all the conversion equipment had been moved out of the plan some time ago many pallet loads of old records had to be either scrapped or moved to Rorschach. All the warehouse racking was removed by the Ghislarengo warehouse team and is now stored at the Ghislarengo site for future use around the Group. The excess furniture was disposed of and the current files, furniture and IT equipment was moved to the new office.

All communications with the new office are as we had before as we have retained our phone and fax numbers and Scapa Deutschland GbmH will continue but with a new address for our registered office.

Our job in 2012 is to continue to give our customers a high level of service from our new operation in Germany.

While a lot of people have been involved in making this change a success as the Project Leader I would particularly like to thank Stefan Lietmann, Ludovic Brun, Thomas Keller and Yves Malmenaide for their contribution to the project.

Ken Heywood - European Customer Care and Inter Regional Development Manager

Fire safety maneuvers at Scapa France



On October 11th practice fire safety maneuvers took place at Valence/Palissy. During the exercise the smoke machine being used triggered off the fire alarms turning the practice event into a real evacuation of the Palissy site. The evacuation of employees went well and we now know that the fire alarms are in full working order!

At Valence, ESI staff were given a test scenario where an explosion had occurred in the colours preparation room. They were required to wear respiratory devices (ARI), search the area for possible casualties, operate the pump and fire hoses and establish a water curtain.

During this exercise one of the fire hoses blew. This was a good occasion to discover this problem instead of during a real fire!

The HSE would like to thank the ESI for their part in helping to keep Scapa staff and property safe in the event of an emergency.
Didier Gandil, H&S - Valence

Hair today... gone tomorrow!

James Cooper - Global Category Manager based in Ashton and Andy Boldt - Operations Manager based in Renfrew, have both been growing moustaches for a charity event called Movember.

Movember is quite a modern phenomenon, originating in Melbourne Australia five years ago. The aim is to change established habits and attitudes men have about their health, to educate men about the health risks they face, getting them to act on that knowledge thereby increasing the chances of early detection, diagnosis and effective treatment, specific to prostate and testicular cancer. The rules are simple. You start with a clean shaven face on the 1st November and grow the fur on the top lip before ceremoniously shaving it off once the month has finished. The UK had a total of 253242 registered entrants, who raised £17m from a global total of £69.5m.



James Cooper



Andy Boldt

Christmas Present Donation for Barnardo's



As Christmas was approaching we were trying to think of a way in which we could help disadvantaged and needy children in the local area. Irina Krumova came up with the idea of a present donation for the Barnardo's charity. Irina and Carole spoke with representatives from Barnardo's who said they had a number of children who use their service and would benefit from receiving some Christmas gifts. Posters were put up around the site and emails sent out to employees.

As you can see from the photo the response was fantastic and over 50 presents were donated by employees at the Ashton site, we would like to thank everyone for their generosity.

Carole Price - Group HR Co-ordinator & Irina Krumova - Head of Financial Reporting: Ashton

Klausabend

Every year in Rorschach around the 6th December there is an event for the employees called "Klausabend". The evening meal was organized by Roso Niksa an employee who works in Rorschach. He and his team delivered delicious food - Paella as a main course and to finish, a wonderful dessertbuffet. The employees enjoyed the evening and had a lot of fun!

Eveline Alder - Reception: Rorschach



Welcome to...

Kaitlyn Cyr - Lab Assistant: Windsor

Scapa employees featured on the front page are:

James Cooper - Global Category Manager, Ashton

Jean Paul Morenas - Production Operative, Valence

Cyril Sauce - Sales Desk, Valence



Merry Christmas and best wishes for 2012!



If you have news stories that you want included in this newsletter or have any questions or comments, please contact:
Carole Price, Group HR Coordinator - carole.price@scapa.com or Jo Mohan, Marketing Specialist - jo.mohan@scapa.com