



## Results of the Survey for Scapa 2009

### Data tables by site

Total respondents: 890

Produced by People Insight in September 2009



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Key to the information displayed  
in this report

Symbols:


















































































- indicates what percentage of the total answers for this question were **positive**
- indicates what percentage of the total answers for this question were **neutral**
- indicates what percentage of the total answers for this question were **negative**

A traffic light system is used to indicate:

- areas of **strength**
- areas for **development**
- areas of **weakness**
- where we are unable to comment due to lack of data or to maintain confidentiality of respondents




















































































Scapa 2009	Questions in the "Goal clarity" section	UK - Ashton	UK - Dunstable	France	Italy	Germany	Switzerland
81% 13% 6%	1. I understand the aims and objectives of Scapa	90% 9% 1%	79% 18% 3%	45% 28% 28%	82% 14% 4%	73% 20% 7%	76% 21% 3%
85% 10% 5%	2. I am clear about what I am expected to achieve in my job	86% 10% 4%	87% 9% 4%	77% 15% 8%	88% 11% 1%	93% 7% 0%	92% 7% 1%
88% 9% 3%	3. I understand how the work I do helps Scapa to achieve its aims	92% 6% 2%	84% 16% 0%	72% 16% 12%	90% 6% 4%	87% 13% 0%	90% 9% 1%
60% 25% 15%	4. I know how well Scapa is doing against its aims and objectives	68% 20% 12%	47% 38% 15%	46% 29% 25%	83% 16% 1%	60% 20% 20%	64% 28% 8%
40% 27% 33%	5. Company wide communication is good	44% 28% 28%	31% 32% 37%	17% 30% 53%	56% 25% 18%	60% 27% 13%	55% 23% 23%
71% 17% 13%	<b>Section averages</b>	76% 14% 10%	66% 23% 12%	51% 24% 25%	80% 14% 6%	75% 17% 8%	75% 17% 7%

US - Carlstadt	US - Inglewood	US - Renfrew	US - Windsor	Hong Kong	Korea	Malaysia	Suzhou	No location stated
   	   	   	   	   	   	   	   	   
 95% 5% 0%	 98% 2% 0%	 87% 8% 5%	 89% 9% 3%	 80% 20% 0%	 85% 9% 6%	 93% 7% 0%	 100% 0% 0%	 70% 20% 10%
 90% 10% 0%	 93% 3% 3%	 80% 10% 10%	 85% 11% 4%	 100% 0% 0%	 73% 18% 9%	 93% 7% 0%	 97% 3% 0%	 79% 16% 5%
 95% 5% 0%	 98% 2% 0%	 90% 8% 3%	 98% 1% 1%	 100% 0% 0%	 79% 15% 6%	 100% 0% 0%	 80% 20% 0%	 79% 16% 5%
 85% 15% 0%	 70% 14% 16%	 46% 33% 22%	 54% 24% 22%	 60% 40% 0%	 58% 36% 6%	 67% 27% 7%	 80% 17% 3%	 58% 32% 11%
 70% 20% 10%	 63% 18% 19%	 22% 21% 57%	 35% 30% 35%	 60% 0% 40%	 48% 39% 12%	 53% 40% 7%	 46% 34% 20%	 47% 21% 32%
87% 11% 2%	85% 8% 8%	65% 16% 19%	72% 15% 13%	80% 12% 8%	68% 24% 8%	81% 16% 3%	80% 15% 5%	67% 21% 13%







































Scapa 2009	Questions in the "Task satisfaction" section	UK - Ashton	UK - Dunstable	France	Italy	Germany	Switzerland
80% 15% 5%	1. I enjoy my work	84% 16% 1%	78% 18% 4%	87% 9% 4%	81% 13% 7%	87% 13% 0%	81% 15% 4%
64% 19% 17%	2. My job makes the best use of the skills and abilities that I have	57% 24% 19%	54% 25% 21%	53% 24% 23%	93% 1% 6%	93% 0% 7%	74% 17% 10%
81% 15% 4%	3. I am proud of the work I do	85% 13% 2%	82% 13% 4%	74% 21% 5%	79% 15% 6%	80% 13% 7%	72% 25% 3%
68% 22% 10%	4. I find my work challenging	70% 25% 6%	51% 29% 19%	60% 28% 13%	89% 10% 1%	87% 13% 0%	75% 19% 6%
58% 28% 14%	5. I get a sense of achievement from working at Scapa	65% 28% 7%	50% 37% 13%	29% 45% 26%	55% 27% 18%	87% 13% 0%	82% 14% 4%
70% 20% 10%	Section averages	72% 21% 7%	63% 24% 12%	60% 26% 14%	79% 13% 8%	87% 11% 3%	77% 18% 5%

US - Carlstadt	US - Inglewood	US - Renfrew	US - Windsor	Hong Kong	Korea	Malaysia	Suzhou	No location stated
   	   	   	   	   	   	   	   	   
 100% 0% 0%	 86% 10% 3%	 65% 24% 11%	 80% 15% 5%	 80% 20% 0%	 55% 36% 9%	 100% 0% 0%	 97% 3% 0%	 84% 5% 11%
 80% 20% 0%	 79% 12% 9%	 51% 19% 30%	 66% 21% 13%	 60% 40% 0%	 58% 27% 15%	 73% 20% 7%	 71% 14% 14%	 63% 26% 11%
 100% 0% 0%	 91% 7% 2%	 82% 10% 8%	 88% 11% 1%	 60% 40% 0%	 55% 33% 12%	 100% 0% 0%	 77% 14% 9%	 84% 5% 11%
 95% 5% 0%	 73% 22% 5%	 53% 23% 23%	 76% 14% 10%	 80% 20% 0%	 52% 39% 9%	 87% 13% 0%	 66% 29% 6%	 65% 30% 5%
 90% 5% 5%	 68% 26% 5%	 52% 21% 26%	 64% 24% 12%	 40% 40% 20%	 39% 52% 9%	 87% 13% 0%	 71% 26% 3%	 74% 16% 11%
93% 6% 1%	80% 16% 5%	61% 20% 20%	75% 17% 8%	64% 32% 4%	52% 38% 11%	89% 9% 1%	77% 17% 6%	74% 17% 9%




















































































Scapa 2009	Questions in the "Employee involvement" section	UK - Ashton	UK - Dunstable	France	Italy	Germany	Switzerland
57% 20% 23%	1. My opinion is sought on decisions that affect my work	56% 27% 17%	60% 21% 19%	47% 22% 31%	58% 18% 24%	80% 7% 13%	64% 24% 13%
73% 14% 13%	2. I have responsibility for decisions regarding my work	75% 18% 7%	71% 19% 10%	57% 22% 22%	80% 8% 11%	87% 0% 13%	77% 14% 10%
69% 18% 13%	3. I have the freedom I need to get on with my job	83% 11% 6%	78% 13% 9%	58% 23% 20%	70% 17% 13%	67% 13% 20%	72% 23% 6%
64% 20% 16%	4. I am encouraged to suggest new ideas for improvements	74% 18% 8%	59% 22% 19%	52% 25% 23%	71% 20% 9%	67% 33% 0%	67% 26% 7%
41% 33% 26%	5. I believe action will be taken as a result of this survey	31% 45% 24%	31% 37% 32%	30% 30% 41%	56% 30% 14%	40% 40% 20%	38% 38% 25%
61% 21% 18%	Section averages	64% 24% 12%	60% 22% 18%	48% 24% 27%	67% 19% 14%	68% 19% 13%	63% 25% 12%

US - Carlstadt	US - Inglewood	US - Renfrew	US - Windsor	Hong Kong	Korea	Malaysia	Suzhou	No location stated
   	   	   	   	   	   	   	   	   
<b>G</b> 80% 15% 5%	<b>A</b> 53% 24% 24%	<b>R</b> 41% 15% 44%	<b>G</b> 63% 14% 23%	<b>G</b> 80% 0% 20%	<b>R</b> 45% 42% 12%	<b>G</b> 73% 20% 7%	<b>G</b> 83% 11% 6%	<b>G</b> 70% 25% 5%
<b>G</b> 95% 5% 0%	<b>G</b> 88% 9% 4%	<b>A</b> 61% 11% 28%	<b>G</b> 84% 10% 7%	<b>G</b> 100% 0% 0%	<b>A</b> 45% 30% 24%	<b>G</b> 87% 13% 0%	<b>G</b> 100% 0% 0%	<b>A</b> 60% 25% 15%
<b>G</b> 81% 10% 10%	<b>G</b> 71% 18% 11%	<b>A</b> 55% 22% 23%	<b>G</b> 74% 11% 14%	<b>G</b> 80% 20% 0%	<b>A</b> 45% 30% 24%	<b>G</b> 87% 13% 0%	<b>G</b> 71% 29% 0%	<b>G</b> 65% 20% 15%
<b>G</b> 80% 10% 10%	<b>G</b> 68% 14% 18%	<b>R</b> 45% 19% 36%	<b>G</b> 73% 11% 15%	<b>G</b> 80% 0% 20%	<b>G</b> 58% 36% 6%	<b>G</b> 73% 20% 7%	<b>G</b> 71% 17% 11%	<b>G</b> 65% 20% 15%
<b>G</b> 85% 10% 5%	<b>G</b> 63% 19% 18%	<b>R</b> 29% 30% 41%	<b>A</b> 41% 40% 19%	<b>G</b> 60% 40% 0%	<b>A</b> 50% 34% 16%	<b>G</b> 80% 20% 0%	<b>G</b> 80% 20% 0%	<b>R</b> 32% 32% 37%
84% 10% 6%	69% 17% 15%	46% 19% 34%	67% 17% 16%	80% 12% 8%	49% 35% 16%	80% 17% 3%	81% 15% 3%	59% 24% 17%






































































































Scapa 2009	Questions in the "Teamwork" section	UK- Ashton	UK - Dunstable	France	Italy	Germany	Switzerland
71% 16% 13%	1. Our team has clear aims and objectives	79% 13% 8%	61% 24% 15%	59% 21% 21%	82% 11% 7%	93% 7% 0%	86% 5% 8%
72% 17% 11%	2. People in my immediate team work well together	82% 13% 5%	71% 19% 10%	65% 17% 17%	60% 24% 17%	100% 0% 0%	68% 26% 6%
50% 26% 24%	3. Morale in my immediate team is generally high	45% 38% 17%	50% 28% 22%	52% 18% 30%	49% 31% 20%	87% 13% 0%	63% 28% 8%
59% 25% 15%	4. People I work with deliver what they say they will	54% 28% 18%	51% 32% 16%	65% 16% 19%	52% 37% 11%	87% 13% 0%	69% 24% 7%
59% 24% 17%	5. We are good at sharing ideas to make things work better	60% 23% 17%	47% 34% 19%	61% 24% 15%	59% 27% 14%	87% 13% 0%	63% 31% 7%
62% 22% 16%	Section averages	64% 23% 13%	56% 27% 17%	61% 19% 20%	60% 26% 14%	91% 9% 0%	70% 23% 7%



US - Carlstadt	US - Inglewood	US - Renfrew	US - Windsor	Hong Kong	Korea	Malaysia	Suzhou	No location stated
   	   	   	   	   	   	   	   	   
 85% 15% 0%	 80% 16% 4%	 57% 21% 21%	 65% 16% 19%	 80% 20% 0%	 69% 25% 6%	 73% 27% 0%	 89% 11% 0%	 57% 19% 24%
 95% 5% 0%	 74% 23% 4%	 64% 18% 18%	 70% 17% 12%	 80% 0% 20%	 81% 16% 3%	 80% 13% 7%	 83% 9% 9%	 70% 10% 20%
 80% 20% 0%	 62% 28% 10%	 27% 16% 57%	 41% 26% 33%	 80% 20% 0%	 56% 28% 16%	 73% 27% 0%	 60% 37% 3%	 50% 15% 35%
 76% 10% 14%	 61% 26% 12%	 46% 28% 27%	 54% 30% 16%	 60% 40% 0%	 67% 24% 9%	 80% 13% 7%	 83% 17% 0%	 60% 25% 15%
 85% 10% 5%	 65% 21% 14%	 45% 21% 34%	 61% 20% 19%	 80% 20% 0%	 53% 28% 19%	 80% 13% 7%	 66% 31% 3%	 65% 10% 25%
84% 12% 4%	68% 23% 9%	48% 21% 31%	58% 22% 20%	76% 20% 4%	65% 24% 11%	77% 19% 4%	76% 21% 3%	60% 16% 24%







































Scapa 2009	Questions in the "Learning & development" section	UK- Ashton	UK - Dunstable	France	Italy	Germany	Switzerland
   		   	   	   	   	   	   
 59% 22% 19%	1. I have received the training and development I need to do my job well	 60% 28% 12%	 59% 18% 24%	 50% 24% 26%	 79% 15% 6%	 93% 7% 0%	 67% 24% 10%
 85% 12% 4%	2. I have the knowledge and skills I need to do my job	 87% 10% 3%	 76% 18% 6%	 84% 13% 3%	 93% 5% 1%	 100% 0% 0%	 82% 15% 3%
 41% 31% 28%	3. I have received the training and development I need to develop in my career at Scapa	 37% 37% 26%	 25% 34% 41%	 38% 33% 29%	 46% 32% 21%	 53% 27% 20%	 35% 41% 24%
 38% 35% 26%	4. My career development aspirations at Scapa are being met	 30% 48% 22%	 24% 37% 40%	 35% 45% 20%	 45% 24% 31%	 64% 29% 7%	 40% 37% 23%
 48% 29% 23%	5. I have the right opportunities to learn and grow at work	 40% 41% 19%	 29% 32% 38%	 56% 26% 18%	 58% 18% 24%	 67% 27% 7%	 55% 29% 16%
54% 26% 20%	Section averages	51% 33% 16%	43% 28% 30%	53% 28% 19%	65% 19% 16%	76% 18% 7%	56% 29% 15%

US - Carlstadt	US - Inglewood	US - Renfrew	US - Windsor	Hong Kong	Korea	Malaysia	Suzhou	No location stated
   	   	   	   	   	   	   	   	   
<b>G</b> 75% 20% 5%	<b>G</b> 69% 16% 16%	<b>R</b> 42% 23% 35%	<b>G</b> 60% 20% 20%	<b>G</b> 60% 40% 0%	<b>A</b> 42% 33% 24%	<b>A</b> 60% 13% 27%	<b>G</b> 66% 14% 20%	<b>A</b> 44% 33% 22%
<b>G</b> 100% 0% 0%	<b>G</b> 89% 11% 0%	<b>G</b> 81% 11% 8%	<b>G</b> 90% 8% 3%	<b>G</b> 80% 20% 0%	<b>G</b> 79% 15% 6%	<b>G</b> 80% 20% 0%	<b>G</b> 69% 26% 6%	<b>G</b> 83% 11% 6%
<b>G</b> 68% 11% 21%	<b>G</b> 61% 19% 19%	<b>R</b> 32% 23% 44%	<b>A</b> 50% 30% 20%	<b>R</b> 40% 60% 0%	<b>R</b> 36% 45% 18%	<b>A</b> 53% 13% 33%	<b>R</b> 40% 31% 29%	<b>A</b> 50% 22% 28%
<b>A</b> 62% 14% 24%	<b>G</b> 56% 25% 19%	<b>R</b> 32% 24% 44%	<b>A</b> 50% 30% 20%	<b>R</b> 40% 60% 0%	<b>R</b> 25% 50% 25%	<b>A</b> 53% 33% 13%	<b>R</b> 31% 43% 26%	<b>R</b> 33% 44% 22%
<b>G</b> 60% 20% 20%	<b>A</b> 61% 25% 14%	<b>R</b> 33% 26% 41%	<b>A</b> 51% 25% 24%	<b>R</b> 40% 60% 0%	<b>R</b> 27% 55% 18%	<b>G</b> 80% 13% 7%	<b>G</b> 57% 23% 20%	<b>A</b> 44% 33% 22%
73% 13% 14%	67% 19% 14%	44% 21% 35%	60% 22% 17%	52% 48% 0%	42% 40% 18%	65% 19% 16%	53% 27% 20%	51% 29% 20%







































Scapa 2009	Questions in the "Recognition & reward" section	UK- Ashton	UK - Dunstable	France	Italy	Germany	Switzerland
37% 21% 42%	1. In the last week, I have received thanks or praise for doing good work	36% 21% 44%	40% 15% 46%	26% 25% 49%	38% 28% 34%	40% 13% 47%	45% 18% 37%
46% 24% 30%	2. I feel valued and recognised for the work that I do	45% 26% 30%	46% 24% 31%	40% 30% 30%	49% 24% 27%	60% 20% 20%	60% 23% 17%
28% 35% 37%	3. I think the remuneration I receive compares favourably with other employers in our industry	30% 36% 34%	21% 50% 29%	3% 39% 57%	35% 37% 28%	33% 40% 27%	21% 39% 39%
26% 26% 48%	4. My pay is linked to my performance and contribution	19% 24% 57%	18% 21% 62%	9% 22% 69%	31% 25% 44%	33% 33% 33%	19% 41% 40%
39% 34% 27%	5. I think the benefits I receive compare favourably with other employers in our industry	31% 36% 33%	19% 43% 38%	18% 39% 43%	40% 47% 14%	20% 47% 33%	49% 33% 17%
35% 28% 37%	Section averages	32% 28% 40%	29% 30% 41%	19% 31% 50%	39% 32% 29%	37% 31% 32%	39% 31% 30%

US - Carlstadt	US - Inglewood	US - Renfrew	US - Windsor	Hong Kong	Korea	Malaysia	Suzhou	No location stated
   	   	   	   	   	   	   	   	   
<b>A</b> 58% 16% 26%	<b>R</b> 35% 25% 40%	<b>R</b> 31% 8% 60%	<b>A</b> 49% 16% 35%	<b>A</b> 40% 40% 20%	<b>R</b> 30% 39% 30%	<b>A</b> 47% 27% 27%	<b>R</b> 34% 37% 29%	<b>R</b> 33% 28% 39%
<b>A</b> 53% 32% 16%	<b>R</b> 44% 14% 42%	<b>R</b> 29% 13% 58%	<b>A</b> 55% 22% 23%	<b>G</b> 60% 40% 0%	<b>R</b> 27% 48% 24%	<b>G</b> 67% 27% 7%	<b>G</b> 63% 34% 3%	<b>A</b> 56% 22% 22%
<b>A</b> 50% 15% 35%	<b>R</b> 22% 36% 42%	<b>A</b> 47% 26% 26%	<b>R</b> 36% 30% 34%	<b>A</b> 40% 40% 20%	<b>R</b> 9% 30% 61%	<b>A</b> 40% 40% 20%	<b>R</b> 20% 43% 37%	<b>R</b> 33% 11% 56%
<b>R</b> 45% 25% 30%	<b>R</b> 25% 30% 46%	<b>R</b> 28% 26% 47%	<b>R</b> 42% 20% 38%	<b>G</b> 80% 20% 0%	<b>R</b> 18% 39% 42%	<b>A</b> 60% 27% 13%	<b>A</b> 49% 23% 29%	<b>R</b> 22% 22% 56%
<b>G</b> 75% 10% 15%	<b>A</b> 47% 28% 25%	<b>G</b> 61% 22% 17%	<b>G</b> 59% 31% 10%	<b>A</b> 40% 40% 20%	<b>R</b> 3% 36% 61%	<b>R</b> 40% 33% 27%	<b>R</b> 31% 37% 31%	<b>R</b> 22% 33% 44%
56% 19% 24%	35% 27% 39%	39% 19% 42%	48% 24% 28%	52% 36% 12%	18% 39% 44%	51% 31% 19%	39% 35% 26%	33% 23% 43%




















































































Scapa 2009	Questions in the "Management effectiveness" section	UK- Ashton	UK - Dunstable	France	Italy	Germany	Switzerland
63% 21% 16%	1. My Line manager communicates clearly what is expected of me	59% 29% 12%	62% 12% 26%	60% 23% 17%	75% 17% 8%	73% 20% 7%	67% 25% 8%
58% 23% 19%	2. My Line manager shows appreciation for the work I do	59% 23% 18%	52% 21% 27%	56% 32% 12%	65% 19% 15%	87% 7% 7%	72% 19% 8%
63% 18% 19%	3. My Line manager treats people fairly and with respect	70% 20% 11%	55% 21% 24%	56% 15% 29%	72% 15% 13%	80% 20% 0%	67% 22% 11%
42% 27% 31%	4. My Line manager gives me regular feedback on how I am doing	38% 33% 30%	33% 31% 36%	40% 26% 34%	51% 30% 20%	67% 27% 7%	46% 32% 22%
36% 29% 35%	5. My Line manager takes time to coach me and develop my skills	30% 39% 31%	24% 22% 54%	28% 28% 43%	61% 20% 19%	53% 33% 13%	35% 38% 27%
52% 24% 24%	Section averages	51% 29% 20%	45% 21% 33%	48% 25% 27%	65% 20% 15%	72% 21% 7%	57% 27% 15%

US - Carlstadt	US - Inglewood	US - Renfrew	US - Windsor	Hong Kong	Korea	Malaysia	Suzhou	No location stated
   	   	   	   	   	   	   	   	   
<b>G</b> 65% 15% 20%	<b>G</b> 61% 21% 18%	<b>A</b> 50% 23% 27%	<b>G</b> 67% 17% 16%	<b>G</b> 80% 20% 0%	<b>G</b> 55% 36% 9%	<b>G</b> 87% 7% 7%	<b>G</b> 74% 17% 9%	<b>G</b> 86% 10% 5%
<b>G</b> 75% 5% 20%	<b>A</b> 51% 30% 19%	<b>R</b> 41% 18% 42%	<b>G</b> 66% 20% 13%	<b>R</b> 40% 60% 0%	<b>R</b> 47% 44% 9%	<b>G</b> 60% 33% 7%	<b>G</b> 71% 14% 14%	<b>G</b> 60% 20% 20%
<b>A</b> 62% 14% 24%	<b>G</b> 61% 16% 23%	<b>A</b> 49% 19% 32%	<b>G</b> 70% 16% 15%	<b>G</b> 60% 20% 20%	<b>A</b> 52% 33% 15%	<b>G</b> 80% 0% 20%	<b>G</b> 77% 20% 3%	<b>A</b> 55% 20% 25%
<b>A</b> 50% 15% 35%	<b>R</b> 40% 30% 30%	<b>R</b> 22% 19% 59%	<b>A</b> 52% 23% 25%	<b>G</b> 60% 40% 0%	<b>R</b> 36% 45% 18%	<b>A</b> 60% 27% 13%	<b>G</b> 74% 14% 11%	<b>A</b> 45% 35% 20%
<b>R</b> 42% 26% 32%	<b>R</b> 46% 26% 28%	<b>R</b> 17% 26% 56%	<b>A</b> 48% 20% 32%	<b>R</b> 40% 60% 0%	<b>R</b> 31% 47% 22%	<b>A</b> 47% 20% 33%	<b>G</b> 63% 26% 11%	<b>R</b> 35% 30% 35%
59% 15% 26%	52% 25% 24%	36% 21% 43%	61% 19% 20%	56% 40% 4%	44% 41% 15%	67% 17% 16%	72% 18% 10%	56% 23% 21%




















































































Scapa 2009	Questions in the "Employee support" section	UK- Ashton	UK - Dunstable	France	Italy	Germany	Switzerland
58% 23% 20%	1. I have the equipment and resources I need to do my work properly	61% 19% 20%	54% 26% 19%	47% 19% 34%	63% 23% 14%	60% 27% 13%	66% 22% 12%
63% 22% 15%	2. I am satisfied with the physical environment in which I work	73% 16% 11%	57% 26% 16%	50% 27% 24%	69% 18% 13%	80% 20% 0%	46% 30% 24%
64% 20% 16%	3. I am able to strike the right balance between my work and home life	64% 20% 16%	56% 19% 25%	62% 16% 23%	69% 18% 13%	73% 7% 20%	63% 25% 11%
64% 19% 18%	4. I am satisfied with the flexibility of my hours	66% 17% 17%	65% 22% 13%	70% 14% 16%	68% 20% 13%	80% 20% 0%	74% 17% 9%
58% 23% 19%	5. My workload is reasonable	63% 24% 14%	59% 25% 16%	47% 27% 26%	54% 27% 20%	60% 20% 20%	59% 21% 20%
61% 21% 17%	Section averages	65% 19% 16%	58% 24% 18%	55% 21% 24%	65% 21% 14%	71% 19% 11%	62% 23% 15%




















































US - Carlstadt	US - Inglewood	US - Renfrew	US - Windsor	Hong Kong	Korea	Malaysia	Suzhou	No location stated
   	   	   	   	   	   	   	   	   
 70% 20% 10%	 66% 28% 7%	 53% 24% 23%	 62% 13% 25%	 60% 40% 0%	 36% 39% 24%	 60% 40% 0%	 66% 23% 11%	 62% 29% 10%
 85% 15% 0%	 75% 20% 5%	 59% 22% 19%	 78% 13% 10%	 100% 0% 0%	 27% 36% 36%	 80% 13% 7%	 66% 31% 3%	 55% 25% 20%
 80% 15% 5%	 70% 21% 9%	 52% 21% 27%	 63% 25% 12%	 100% 0% 0%	 53% 34% 13%	 93% 7% 0%	 83% 17% 0%	 65% 25% 10%
 90% 5% 5%	 75% 5% 19%	 42% 20% 38%	 67% 18% 14%	 80% 20% 0%	 30% 27% 42%	 67% 33% 0%	 54% 40% 6%	 70% 25% 5%
 60% 10% 30%	 74% 12% 14%	 67% 16% 17%	 51% 28% 21%	 80% 20% 0%	 30% 27% 42%	 80% 13% 7%	 57% 40% 3%	 80% 10% 10%
77% 13% 10%	72% 17% 11%	55% 21% 25%	64% 19% 16%	84% 16% 0%	35% 33% 32%	76% 21% 3%	65% 30% 5%	66% 23% 11%


































































Scapa 2009	Questions in the "Engagement outcomes" section	UK- Ashton	UK - Dunstable	France	Italy	Germany	Switzerland
67% 28% 6%	1. I am proud to say I work for Scapa	74% 24% 2%	57% 35% 7%	49% 44% 8%	70% 24% 6%	87% 7% 7%	58% 32% 10%
78% 16% 5%	2. I would still like to be working at Scapa in two years' time	83% 15% 2%	74% 21% 6%	75% 18% 8%	85% 11% 4%	93% 7% 0%	66% 23% 11%
73% 21% 6%	3. Working here makes me want to do the best work I can	76% 21% 2%	62% 32% 6%	47% 41% 12%	67% 23% 10%	100% 0% 0%	96% 4% 0%
60% 28% 12%	4. If asked, I would recommend to friends and family that Scapa is a good place to work	69% 27% 4%	51% 29% 19%	58% 30% 11%	68% 24% 8%	73% 20% 7%	51% 34% 15%
90% 8% 2%	5. I care about the future of Scapa	95% 5% 0%	91% 9% 0%	86% 9% 4%	96% 3% 1%	100% 0% 0%	89% 8% 3%
74% 20% 6%	Section averages	79% 18% 2%	67% 25% 8%	63% 28% 9%	77% 17% 6%	91% 7% 3%	72% 20% 8%

US - Carlstadt	US - Inglewood	US - Renfrew	US - Windsor	Hong Kong	Korea	Malaysia	Suzhou	No location stated
   	   	   	   	   	   	   	   	   
 100% 0% 0%	 86% 12% 2%	 64% 26% 9%	 74% 22% 4%	 60% 40% 0%	 50% 41% 9%	 80% 20% 0%	 63% 37% 0%	 70% 20% 10%
 95% 5% 0%	 89% 9% 2%	 81% 14% 6%	 84% 12% 4%	 80% 20% 0%	 48% 45% 6%	 87% 13% 0%	 71% 26% 3%	 68% 21% 11%
 95% 5% 0%	 95% 5% 0%	 62% 26% 12%	 75% 21% 4%	 60% 40% 0%	 73% 18% 9%	 100% 0% 0%	 94% 0% 6%	 63% 26% 11%
 85% 15% 0%	 70% 23% 7%	 53% 27% 20%	 62% 28% 10%	 20% 80% 0%	 45% 33% 21%	 67% 33% 0%	 63% 26% 11%	 56% 33% 11%
 100% 0% 0%	 93% 7% 0%	 88% 9% 3%	 95% 4% 1%	 100% 0% 0%	 67% 24% 9%	 100% 0% 0%	 77% 23% 0%	 68% 21% 11%
95% 5% 0%	87% 11% 2%	69% 21% 10%	78% 17% 5%	64% 36% 0%	57% 32% 11%	87% 13% 0%	74% 22% 4%	65% 24% 11%



Scapa 2009	Questions in the "Vision & values" section	UK- Ashton	UK - Dunstable	France	Italy	Germany	Switzerland
   		   	   	   	   	   	   
 82% 12% 5%	1. I understand the meaning of the new Scapa Vision (World class, inspired, market driven team, focused on optimising customer & shareholder value through responsible, agile delivery of specialist tape solutions)	 87% 12% 1%	 78% 13% 9%	 56% 22% 21%	 87% 10% 3%	 73% 20% 7%	 76% 24% 0%
 76% 17% 6%	2. I know what I am expected to do to support the company to achieve our vision	 77% 15% 7%	 71% 22% 7%	 53% 32% 16%	 84% 14% 1%	 80% 20% 0%	 83% 17% 0%
 53% 29% 18%	3. I believe that Scapa operates according to the company values of Commitment, Teamwork, Responsibility, Integrity and Excellence	 54% 29% 17%	 44% 38% 18%	 29% 36% 35%	 69% 22% 8%	 67% 13% 20%	 44% 42% 14%
70% 20% 10%	Section averages	73% 19% 8%	64% 25% 11%	46% 30% 24%	80% 16% 4%	73% 18% 9%	68% 27% 5%

US - Carlstadt	US - Inglewood	US - Renfrew	US - Windsor	Hong Kong	Korea	Malaysia	Suzhou	No location stated
   	   	   	   	   	   	   	   	   
 95% 5% 0%	 95% 5% 0%	 89% 7% 4%	 90% 5% 5%	 100% 0% 0%	 73% 27% 0%	 100% 0% 0%	 97% 3% 0%	 74% 21% 5%
 95% 5% 0%	 95% 5% 0%	 73% 14% 13%	 79% 16% 5%	 100% 0% 0%	 70% 24% 6%	 100% 0% 0%	 83% 17% 0%	 74% 21% 5%
 85% 15% 0%	 79% 12% 9%	 41% 32% 26%	 57% 24% 19%	 60% 40% 0%	 48% 33% 18%	 73% 27% 0%	 74% 20% 6%	 58% 21% 21%
92% 8% 0%	89% 8% 3%	68% 18% 14%	76% 15% 10%	87% 13% 0%	64% 28% 8%	91% 9% 0%	85% 13% 2%	68% 21% 11%



## Breakdown of Survey respondents

Site	Total
UK - Ashton	123
UK - Dunstable	68
Rest of Europe - France	122
Rest of Europe - Spain	0
Rest of Europe - Italy	74
Rest of Europe - Germany	15
Rest of Europe - Switzerland	73
US - Carlstadt	21
US - Inglewood	58
US - Renfrew	118
US - Syracuse	4
US - Windsor	105
Asia - Hong Kong	5
Asia - Korea	33
Asia - Malaysia	15
Asia - Suzhou	35

No location stated	21
<b>Total</b>	<b>890</b>