

Employee

News

Issue 15, January 2012

Welcome to the fifteenth 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.

Acquisition of WEBTEC

On the 22nd December 2011, Scapa announced the acquisition of WEBTEC Converting LLC ("WEBTEC") based in Knoxville, Tennessee.

As part of its growth strategy, Scapa is seeking to build a group that is comprised of three divisions, equal in scale: Medical, Electronics and Industrial. The Acquisition supports this growth and is an important step in enhancing Scapa's technology and service offer to medical customers.

The addition of WEBTEC's conversion and packaging capability to Scapa's materials expertise and coating technologies adds significant value for customers and brings a major opportunity to build a turn-key full-service offering to customers using the latest silicone technology, a key element in the design of modern advanced wound dressings.

The Acquisition brings a well-invested business which will complement our existing medical operations in California, Connecticut and the UK. WEBTEC's business has grown substantially as a result of a contract for global supply of a product for an international pharmaceutical company. More recently it has won several new contracts including a contract for the manufacture of a silicone based dressing which will shortly commence and which the management of WEBTEC expects to be substantial.

Commenting on the Acquisition, Heejae Chae, Chief Executive:

"Our growth strategy has been to seek acquisition opportunities which strengthen our capability and enhance our global business. WEBTEC significantly expands and –gives critical mass to our medical business. Its blue chip customer base and strong management team are an excellent fit with our Group and will enable us to offer turn-key solutions in advanced wound care and consumer medical segments. I am confident that this acquisition will allow us to continue the strong progress we have made in the last 18 months."

Commenting on the Acquisition, Randy Holmes, Chief Executive of WEBTEC, said:

"WEBTEC has invested many years into its core management and production team, developing outstanding converting expertise and packaging capabilities and high quality systems. Integrated with Scapa's materials expertise and coating technologies, these create a market leader in contract manufacturing of adhesive-backed medical devices."

Learn more about Randy in "Getting to know you" on page 2.

Welcome to Scapa Group, Webtec!



Charity partner Scapa donate Christmas presents for the young patients at The Christie

As the Christie is Scapa's sponsored charity we were thinking of a way in which we could do something special for the children's ward at Christmas. Amy, who is in charge of Corporate Fundraising was contacted and she explained that there are 30 patients within the young persons unit 20 of whom would be in hospital over Christmas. It was agreed to make a donation on behalf of the Company and we asked them what was needed. Amy spoke with Lorraine Wright who is the Youth Support Worker in the unit. She knew exactly what the patients would enjoy. Irina Krumova and I, went shopping and bought an Xbox Kinect with games, gloves, hats, scarves, perfume, aftershave and chocolates.

We didn't have the opportunity to meet Lorraine when we called with the presents, but we have heard from her since and she said how much the Xbox has been used already! The way the console is designed makes movement a key part of each game, and this is a key element of recovery for any cancer patient, so it truly was an amazing gift. The full article is featured on the Christie website and can be viewed at: <http://www.christie.nhs.uk/the-christie-charity/news-press-office.aspx>

Carole Price, Group HR Coordinator - Ashton



Health and Safety

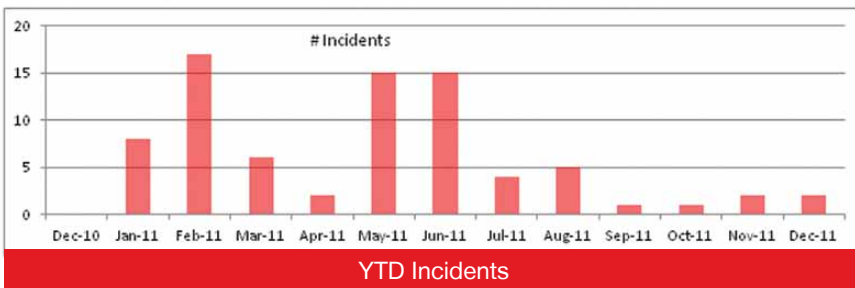
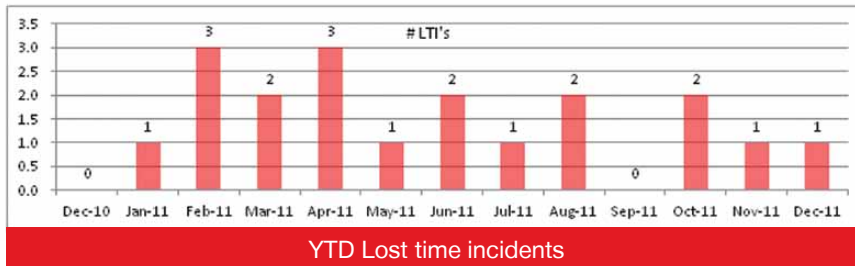
A new Scapa Group integrated EHS policy is complete and now available on the Group intranet.

There were Two H&S incidents reported during December:

- At Renfrew there was mis-use of two overhead cranes to align a coating head. Ongoing discussions are taking place with the employee for mis-use of equipment.
- A contractor working at Branly – received a significant electric shock 410v whilst getting underneath a conversion machine to make an adjustment. He received no injuries and was discharged from hospital same day after checks. A thorough investigation has followed and found the root cause to be a missing cover on a drive motor. A full management review will follow in January.

There was one accident reported during December:

- An employee fell on some stairs resulting in a pre existing injury in her knee to be inflamed.



Steve Giblin, Head of Group EHS

More hair raising at Dunstable



Jason Lindsay / Paul Simpson / Mark Rouse

Do you recognise these hirsute men from Dunstable? They are not in disguise – they have been supporting Movember to highlight the importance and awareness of Men's Health. They joined James Cooper and Andy Boldt (featured in last months newsletter), growing fine moustaches during the month of November. This year with help from Scapa, funds amounted to £473.00 in support of The Prostate Cancer Fund. No prizes I'm afraid for guessing who's who in the photos, but a worthwhile cause – Well done guys, you all certainly look in "hirsute of happiness" on this occasion.

Sally Barklamb, HR Officer - Dunstable



New year, new baby!

Congratulations go to Matthew Fowler - Group Financial Controller and his wife Alison, on the birth of their daughter Millie who was born on New Years Day. Millie weighed in at a healthy 7lb 9oz.

Scapa employees featured on the front page are: Francesco Frassi - Production, Ghislarengo
Giorgia Toti - Customer Care , Ghislarengo

Getting to know you....

Randy Holmes



Each month we include an interview of 150 words or less with Scapa employees. The aim is to help us get to know each other a bit better. We featured Joseph Davin in the November issue. This month it's the turn of Randy Holmes.

Where were you born and where do you live now?
I was born, raised, and still live in beautiful Knoxville, Tennessee.

What is your role in Scapa?
Group Director of Global Development

What food reminds you of home?
Mashed potatoes.

What music are you listening to on your iPod?
Rock and Roll all the way!!

Where do you like to go on holiday?
Home.

What advice would you give to somebody visiting Tennessee for the first time?
Visit the Great Smoky Mountains

What advice would you give to somebody just starting out in their working life?
Everyone is self-employed. Only you can make a difference in YOUR life. Work hard, be honest and great things will happen!

Welcome to...

James Murray – Account Executive, Scapa NA
Frances Monge – HR Manager, Inglewood
Zoe Fogg – Purchasing Assistant, Ashton
Simon Lavin – Maintenance Manager, Ashton
Ian Walker - Quality Manager, Dunstable

Federica Veronesi - Sales Desk, Ghislarengo and

If you have news stories that you want included in this newsletter or have any questions or comments, please contact:
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