

Employee News

Issue 17, March 2012



Welcome to the seventeenth 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.

Ashton CEO Awards 2011

Service Excellence Category

The CEO Awards Dinner for Ashton site was held on 13th February 2012 at the Village Hotel in Ashton, the team was made up of Cathy Poole, Dave Ward, Chris Hackett, Claire Bradbury and Chris North. They won the Service Excellence category for Europe with their project on Automotive Service Improvement.

The team said it was an interesting and enjoyable evening, and that it was good to meet the CEO in an informal setting and exchange views on the business and get to know a little about each other's interests outside of work.

Congratulations to all the winners!



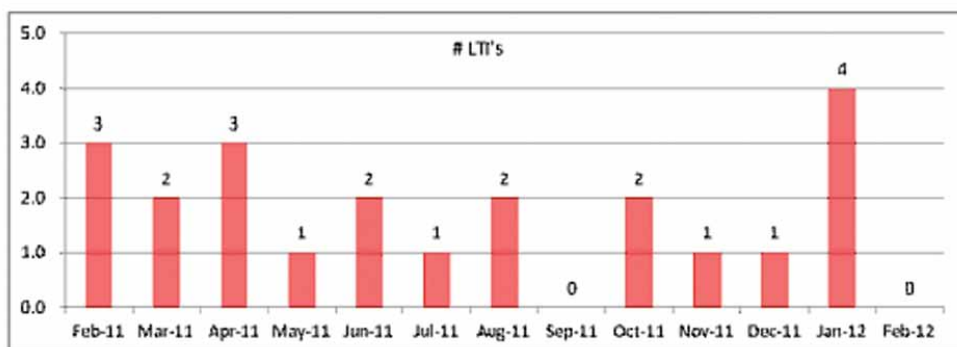
Andy Davies, Dave Ward, Chris Hackett, Claire Bradbury, Cathy Poole and CEO, Heejae Chae

Health and Safety

February has been a good month from an EHS point of view. We have, for only the second time this fiscal year, reported 'zero' in our lost time accident measure, we last achieved this in September 2011.

I would like to congratulate everyone in the business for an excellent month in EHS. Nobody in Scapa was injured as a result of an accident at work. From a numbers point of view this gives the Scapa Group PLC a Lost Time Incident Frequency Rate (LTIFR) of 1.63 LTI's per 200,000 hours worked. The target for 11/12 fiscal year is 2.25 so at this point in the year we are around 28% better than our target. I must emphasise though, this does not mean we are 28% better at safety! This is just one of the systems we use to measure ourselves. We still have a colossal journey ahead of us to get to the 'best in industry' standards. However, months like these should be celebrated so well done everyone!

Steve Giblin: Global Head of Environment, Health and Safety



ISO Creditation for Korea and Inglewood

Congratulations to the team in Korea for their part in obtaining ISO9011 and ISO14001 accreditations.

The team at Inglewood have also received the news that they have secured ISO13485 for medical products. Well done to everyone who was involved!

Ashton Quality Surveillance audits

The Ashton Quality Surveillance audits have recently been completed with a recommendation for "Continued certification to TS16949:2000 and ISO9001:2008."

No new non-conformities were identified during the assessment.

Again, well done to all those involved!

Scapa Valence - participation in the I2C Scheme

The Institute of la Deuxième Chance Drôme Ardèche is a course specifically designed for young people from 18 to 25 years old, who have left school without any qualifications in France. It has two objectives.

The first one is to enable students to gain basic knowledge of how a business operates. The second concentrates on the support of the young people in the development of their professional careers and to establish realistic goals in gaining employment through a work-and-study program. This could be either a work placement or an actual contract of employment. The course is endorsed by a certificate of skills recognised at national level, valuing the experience gained in a company as well as the skills and the knowledge validated during the course. In 2011, I proposed that some Scapa employees get involved in the scheme by presenting their jobs and speaking about their roles within the company.

Josette Prudhomme, Shipping Assistant and pictured with the students above, spoke about her role. It was noticed during this presentation, that the students behaved well, showed interest and listened intently to what was being said.

Without the support of companies such as Scapa and their management teams, the I2C project would not be successful. I personally thank Josette Prudhomme for her time and her investment in the students and the programme.

Yves Malmenaide: Commercial Planner & Converting Manager, France



Scapa Eggheads

On Sunday March 18th, a team of 6 people from Ashton: Phil Codd, Mike Deptlich, Simon Lavin, Sue Cooper, Ruth Williams and Tracey McKenna will be travelling up to Glasgow in Scotland to take part in the BBC2 quiz show Eggheads.

The team have been put together by Phil Codd. Phil was keen to get a team together to represent Scapa to take on some of the finest Quiz Brains in Britain.

We will let you know in forthcoming issues when it will be screened so you can find out the result!



25 years service awards

Congratulations go to Neil Guest (Demand Planner), Paul Simpson (Operator) and Paul Elliott (Operator), who both celebrated 25 years service at the Dunstable and also to Helen Dawson, Trainee Financial Accountant at Ashton for 25 years service.

Welcome to...

Jacky Zhang (Sales Manager, South China)
Jimmy Ngau (Regional Sales Manager, Industrial OEM)
Sabrina Palmis (R & D Student) - Rorschach
Yoldes BenJedida (Ops Student) - Dunstable
John Dillon (Integration Accountant) - Windsor
Glenda Frances (Document Controller) - Dunstable
Mark Craig (Shift Operations Manager) - Ashton

Getting to know you....

Phil Spibey



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 Frances Ng the January issue. This month it's the turn of Phil Spibey.

Where were you born and where do you live now?
I Born in Nantwich, in Cheshire. Now live in neighboring Alsager, Stoke-On-Trent.

What is your role in Scapa?
Head of Global Supply Chain

What food reminds you of home?
Porridge! The best way to start your day. But I absolutely love all types of food.

What music are you listening to on your iPod?
Kings of Leon and Labrinth (and not Labyrinth, a dodgy 70s rock band – my wife inadvertently bought me this album at Christmas! Imagine my disappointment and the ruination of Christmas Day !)

Where do you like to go on holiday?
I love camping in Wales and France, as well as holidaying in Italian Lakes

What advice would you give to somebody visiting Stoke on Trent for the first time?
The Alton Towers Theme Park is a must, then I'd recommend getting straight on the Motorway and getting out of there! But it is a great location for easily accessing Manchester and the Midlands.

What advice would you give to somebody just starting out in their working life?
To enjoy the job and the company that you work for, and strive to be the best in your career.

Scapa employees featured on the front page are:
Karina Ramos - Inspector, Inglewood
Rose Mendoza - Planner, Inglewood
Cynthia Dossman - Configuration Analyst, Inglewood