



MEMORANDUM

To: All Employees

From: Calvin O'Connor

Subject: 'MyViews' Employee Survey

Date: 24 September 2009

Dear Colleague

MyViews All Staff Employee Survey

The *MyViews* all staff employee survey has recently closed and I am pleased to tell you that we achieved an overall response rate of 68% across the Group, which is very good for surveys of this type.

Thank you very much to all of you who participated in the survey; I'm looking forward to reading what you had to say about working at Scapa and especially the ideas you have for how we can make Scapa an even better place to work. If, for whatever reason, you chose not to get involved on this occasion I do hope that when you see the action taken as a result of the survey you will be encouraged to take part when we repeat the survey in the future.

So what happens next? Well, the completed surveys are now being analysed by People Insight who are the external expert company managing the survey on our behalf. They will be reporting back to us with the results in the next few weeks. Following this, we will be taking some time to discuss the results with managers across our business so that we can work together to develop an action plan to address the issues identified.

We will be sharing the results of the survey with you by the end of November at the latest, and most importantly letting you know what we intend to do to address the key issues raised.

Thank you all very much once again for your involvement.

Calvin O'Connor
Chief Executive



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