



27 November 2009

Appointment of Group HR Director

I am pleased to announce the appointment of Julie Hulme as Group HR Director with immediate effect. This draws to a conclusion the consultation process on the restructuring of the Group and Central European HR teams.

Julie will lead and direct the HR function to ensure the delivery of an integrated and solutions focused service that is consistent with and aligned to the Group's business strategy. She will be based in Ashton and report directly to me.

Please join me in wishing Julie every success in her new role with Scapa.

A handwritten signature in black ink, reading 'Brian Tenner'.

Brian Tenner
Group Finance Director