



Employee

News OneScapa

Issue 8, June 2011

Welcome to the eighth 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.

CEO Awards

CEO//Awards 2011

On 1st July 2011 Scapa is launching the CEO Awards. The objective of this award scheme is to recognise and reward excellence and teamwork throughout the Scapa family. It is the Company's way of saying thank you to those employees who go the extra mile to support customers, to drive change or create innovations. We also hope in launching this Award to promote teamwork and share best practice across the group.

There will be three categories for the Award:

- **Innovation Excellence** - This award promotes greater lateral and expansive thinking in the business. It will reward a team that has thought "outside the box" when solving challenges in any area of the business. Possible areas in which such innovative excellence can be achieved include coordinating business functions across regions and developing mutually beneficial ways to strengthen team relationships. Teams will be rewarded for delivering success through pioneering and original techniques
- **Contribution to Continuous Improvement** - This award promotes the development and improvement of methods, processes and procedures across the business. Demonstrating measurable achievements in enhancing company profitability, maximizing customer satisfaction, reducing cost, increasing market share and gaining market leadership position will be key factors
- **Service Excellence** - This award recognizes teams that can prove a demonstrable commitment to putting the customer first. This award validates all initiatives that led to a customer centric excellence via sales, operational, supply chain, support services activities.

Any enterprising team working in Scapa (generally 2 – 7 employees) who have contributed to achieving excellence in any of the award categories can enter. Teams can nominate themselves but will need the sponsorship of a member of their management team.

To enter teams need to complete the application form on line, available on the intranet, by November 1st 2011. The Awards will be judged by a panel of employees in each region – Asia, Europe and North America. A category winner in each region will be chosen and their awards will be presented at an Award dinner in their region. The regional winners will then be submitted for the Group CEO Award. Winners of the overall Scapa award in each category will be invited to attend the Group Awards Ceremony planned for Spring 2012.

I am really looking forward to be able to reward some of your great achievements across Scapa and invite you to submit the activities that you have been most proud of.

<http://scapanet/apps/ceoAwards>

Heejae Chae
Chief Executive Officer



Soccer Event - 20/21 May 2011

In marvelous weather teams from France and Switzerland travelled on a Friday afternoon to Ghislarengo, each with about 20 people. The teams were warmly welcomed and then in small groups took part in a factory tour, under the professional and multilingual guidance of the staff from the customer care. The three teams joined together over dinner and made new friends and discussed similarities and differences in the various sites. Where language was an issue hands and gestures were used, a lot of fun was had.



On Saturday morning, the soccer players completed a professional warm-up with Efisio Prasciolu in order to avoid injuries. The matches were fair, with lots of enthusiasm and the cheers of many spectators, especially the employees of Scapa Ghislarengo and their families. At the end the Italian team won!



To celebrate this, the Ghislarengo team invited everyone to a fantastic Barbeque and finally in best humour the teams from France and Switzerland said goodbye and went back home, with the promise to organize this event next year in one of the other countries.



A really huge thank-you goes to the whole Ghislarengo team and especially to Giovanni Alosi for this top organization on this event. And in the words of Giovanni himself: *"It was truly a pleasure and an honor to organize this event. It was so nice to spend this weekend together with fantastic people from different countries; they knew no language barriers and the hierarchy did not matter. That Friday and Saturday we were a group of friends who had lots of fun and spend a great time together. I have never seen anything like this in 17 years at Scapa!"*

Denise Boesch
HR Manager, Rorschach, Ghislarengo and Manheim.

Coating Team Ghislarengo – Thank You

We would like to thank the Team of coating line 2 in Ghislarengo, because they were able to coat 160'000m² of tissue that was out of specification, despite big difficulties and inefficiency.

When the Team knew that the standard tissue, raw material for our product 1810A, would have been dispatched late (because of supplier's issue) with consequences on service to customers, they decided immediately, with sense of duty, to do their best and to devote themselves much more in order to guarantee (getting it) a good service.

The Team: Migliaretti Massimo - Osiliero Christian - Costa Paolo - Zella Filippo - Maceraudi Luca - Roncarolo Alessandro - Manera Roberto - Zeggio Andrea - Rosato Dorian

Sandro Pellegrino

PEOPLE NEWS

We Welcome:

Maya Buchanan - Group Head of Risk and Assurance
 Jane Ratcliffe - Group Commercial Accountant
 Alistair Copley - Medical Business Development Manager
 Becky Walmsley - Medical Business Development Manager
 Phil Spibey - Head of Global Supply Chain
 Steve Giblin - Head of Group Environment, Health and Safety

Current Vacancies:

Quality Manager, Dunstable – Contact Sally Barklamb
 Group Compensation & Benefits Manager, Ashton (20 hours per week) – Contact Tracy Sheedy, Group HRD

Scapa employees featured on the front page are:

Maureen Plante - Slitter Assistant, Renfrew
 Shirley Barr - Packer, Renfrew
 Gord Kubisheski - Slitter Operator, Renfrew
 Pat McGuire - Mill Operator, Renfrew
 Mike Sammon - Production Planner, Renfrew

In Memory of Dave Carden

It is with great sadness that we must inform you of the death of one of our Ashton colleagues, David Carden, who died on June 1.

David was a loyal, hardworking and exemplary employee. He will be missed by his many friends and colleagues at work. David's widow is Margaret Carden, below, who also worked with him as a Process Operator at the Ashton site.



Getting to know you.....

Dave Brown



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 Penny Cardaropoli last month. This month it's the turn of Dave Brown - Production Operator and Union Chair, Renfrew.

Where were you born and where do you live now?
I was born and raised in Renfrew Ontario and never left.

What is your role in Scapa?
I am part of the production staff and work as a Resin Mill operator; I am also the Unit Chair for the Steel Workers Union local 6946-1, Scapa Renfrew's Local.

What is your favourite food?
My favourite food would have to be a good Steak dinner and being raised on a farm all would be grown on the farm and of course a good pint of beer!

What music are you listening to on your iPod?
I don't own an iPod. I listen to the radio; I'm a country listener of course!

Where do you like to go on holiday?
My holidays are spent in the outdoors usually a week up in Northern Ontario fishing and a week in November hunting deer.

What advice would you give to someone visiting Renfrew for the first time?
Visit Renfrew County not just Renfrew see what makes up Renfrew's mix of small business, local farms and markets; come in September when the leaves are at full colour go on a Rural Ramble and enjoy!