



Employee News

OneScapa

Issue 18, April 2012

Welcome to the eighteenth 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 Award Dinners

CEO//Awards
2011

Renfrew

The CEO Awards Dinner for the Renfrew site was held on April 2nd at the TOSH restaurant in Arnprior. Renfrew felt very privileged to receive two separate awards, the first for **Innovation Excellence** related to the Covidien Healthcare Tape development and the second for **Service Excellence** associated with sustained RLIP improvement. The evening was very relaxing and well appreciated by the teams who were already crafting ideas for the coming year.

Heejae made everyone feel comfortable and shared many of his thoughts and plans for continued business success. There was much friendly rivalry between the teams about the potential of the overall awards yet to be announced. Many attempts were made to lobby Heejae to announce the overall winners but he remained steadfast in keeping this a secret.

Jason Clark - HR/Lean Manager, Renfrew

Korea



After a communication meeting with Paul Edwards, Randy Holmes, and Francis Ng in the Chungyang factory, Paul Edwards awarded the Manufacturing team with their **Continuous Improvement** awards. The team, comprising of: HyungHwan Ihm, JaeYun Jin, JaeYong Lee, HyungChan Kim, ChangWoo Lee, IlSoo Choi, DaeSung Park, enjoyed dinner with the group visitors and had a great time.



After a team meeting, Heejae awarded the R&D team with their **Service & Innovation Excellence** awards in a Korean Restaurant. The team comprising of: SooJeong Yoon, HoJin Ryu, MinKi Sim, YongHwan Chang, HoJun Son, BonHyuk Koo, also had a great time talking about R&D performance and employee engagement for motivation such as the CEO awards.

I think that CEO awards program is a great way to encourage employees to manage their performances. I am sure that many more employees will participate in the CEO awards next year.

Jae Cheol Cha - General Manager/Scapa Korea and Head of R&D/Scapa Asia



Front Row (Left to Right): Boyd Campbell, Krystyna DeVries, Josée Couture, Nicole Dufault Middle Row (Left to Right): Lani Mulder, Heejae Chae, Diane Cybulski, Helen Pearse Back Row (Left to Right): Bob Leith, Chris Bryson, Jeff Collins, Shane Lucas, Russ Barrington, Mike Sammon

UK Stock Market Awards 2012

Scapa Group plc is pleased to announce that the Company has won the best Chemicals Plc award at the prestigious UK Stock Market Awards ceremony held in London.

These Awards identify the firms that are implementing 'a carefully considered strategy to properly balance risk with return and create shareholder value'. A vastly experienced panel of equity market participants and commentators sifted through the many thousands of nominations and voted to select the winners in each category.

Heejae Chae, CEO, said after the ceremony *"this award is a reflection of the great work and progress we have made in Scapa; thanks to everyone across the Scapa family for helping us to achieve this recognition"*.



Ken Heywood: a look back over almost 40 years of service



As you might expect a lot has changed since I started at Rotunda in Denton in September 1972. I actually arrived at Rotunda in the Easter of that year as a graduate trainee with BICC (who owned Rotunda at that stage) on a project and I was then offered a permanent job. It is hard to imagine now that there were no calculators (I used my trusted slide rule and serious calculations were done with contomitors), no photo copiers and no real computers. I remember that the Production Manager I first worked for used to decide how busy we were by measuring the height of the pile of open orders with a ruler!

I worked in operations as part of the management team and was Production Manager at the Denton and Clayton factories (both now gone and combined into Ashton). While a number of the products and processes are still part of Scapa today we also made rubber bands, rubber elastic for underwear and swim wear (Tension Tape), lining for shoes and leather clothing and decorative hessian and paper for wall decoration.

I decide to move into Personnel (as it was called then) and became HR manager in 1977. Soon after that BICC decided to consolidate on Cable and Construction and in 1981, Rotunda did a management buy out with the help of the venture capitalists 3i. This was an exciting time but the factory that we had in Chorley was sold separately (it eventually ended up as part of 3M) and so we had to slim down the operation

in Manchester. We could no longer afford a full time HR manger so I also took on responsibility for Customer Service and Sales Management for the non tape products. We grew both revenue and profit steadily over the next few years and in 1985 Rotunda became a PLC listed on the London Stock Exchange. Terry Coates (who later became Scapa Europe Technical Director) and I were given the job too look for potential acquisitions and identified Lindsay and Williams (who had recently become part of Scapa Group through their purchase of RFD who owned L&W) as a good fit for Rotunda. Little did we know at that stage that Scapa thought the same and it was not long before Scapa made a successful bid to buy Rotunda in 1987.

I then became part of the team involved in integrating the two businesses under a single management team and when this was done became Sales Manager for Cable and Textile Products with territories as wide spread as the Middle East and South America.

Between 1992 and 1997 Adenex (Ghislarengo), Saba (Bellegarde), Barnier (Valence), Renfrew (Canada), CSI (Windsor) and Finite(Carlstadt) all became part of the Tapes group within Scapa and I was actively involved in the integration of these companies continuing my sales management duties but now as UK Sales Manager for Tapes. In 1997 Sellotape Industrial (Dunstable, Rorschach and Lymington) was purchased and the new Scapa Tapes organisation was created.

Under the new organisation I was asked to create a European Automotive Sales team creating a single Scapa Tapes identity and product offering for the automotive industry. In 1999 I relocated to Windsor to help set up an automotive sales team in NA and to work to develop a global presence for Scapa in this industry.

At the end of 2001 I returned to the UK to be part of the GMET team tasked to rationalise our European manufacturing and distribution operations. This involved setting up the new Ashton site and the creation of Dunstable as a medical centre of excellence in Europe as well as the closure of some sites. On completion of the project in 2004, I was asked to create a singe European Customer Care team from a number of order entry and sales support teams and also took responsibility for European Quality. In 2006 Global Quality was brought together under Meg Gilmartin and I then took on my Global Inter Regional Coordination role along with European Customer Care.

As I have always said I have never been bored working at Scapa and been involved in many areas of the business. I have really enjoyed my working life meeting many interesting people (employees, customers and suppliers) and have made many friendships around the globe. I have been very fortunate to have had an active role in making the Scapa of today and be involved in many interesting projects.

Can I give Scapa and all of you my best wishes for the future and I hope to keep in touch with many of you.

Ken Heywood: European Customer Care and Inter Regional Development Manager

Application news

In order to accelerate exchanges of successful new applications between commercial teams, an **Application Cases** folder has been set-up on our intranet. All commercial teams worldwide have been asked to populate this folder so that we get a rich central library of various application examples, which will cover our markets: Industrial, Energy, Electronics, Healthcare, Transportation and Consumer.

This is a key tool to leverage knowledge across all regions of the world with the aim to grow Scapa's turnover. Every month, starting in the May edition of Employee News, we will feature the best new cases.

The pathway is : [intranet/document management system/Application Engineering/Application Cases](#)

For more information on application cases contact : **Christophe Chauvin** – Application Engineering manager, Industrial Europe



Scapa Brazil win silver Award from J&J



Scapa has received the Silver SRM (Suppliers Relationship Management) Award from Johnson & Johnson, Brazil.

It was an honour for me to represent Scapa at this important event and it is my intention that we will win the Gold award during this coming year.

Over the next few weeks J&J will schedule the first SRM meeting with us detailing where we are regarding each evaluated attribute, then we will clearly understand what we need to do to achieve the excellence position.

J&J Brazil is one of 6 large companies defined by FIFA to sponsor the World Cup 2014, this means that J&J Brazil will be very much exposed in the local media over the next 3 years and as a consequence, they expect to exceed projected demand. We will be following them closely in order to react quickly if demand suddenly increases over forecast.

Just for information, they have paid USD 75 Million cash for Globo TV to promote J&J advertising until end of 2012.

Ali Zoghbi: General Manager - Scapa Brazil

Health and Safety

The Group finished in a good place at the end of our fiscal year (March) with 18 lost time accidents around the world in 11/12 compared to 25 in the corresponding previous period of 10/11 which is around a 30% reduction in lost time accidents.

Lost Time Injury Frequency Rate (LTIFR) smashed the target of 2.25 lost time accidents per 200,000 hours worked as we landed at an amazing rate of 1.4. This is really pleasing for both our employees and for Scapa as a business.

As I reflect on progress in 2011/12 we have certainly seen some changes in the business, not just in people but also in some of the new systems we have put in place – our Safety Management System, our improved guarding around the group, our additional lifting equipment that has been installed, risk maps and our SHIPs (safety health improvement plans) are all starting to have an effect on both our behaviour and the systems we align to EHS.

I have just finished the European leg of ATEX audits and I have been impressed with the progress being made there also. We still have lots to do in 2012/13 – I am excited that our in-house built EHS system now has a name MyHSE (see attached) and will be live very shortly. I am also excited to see our CAPEX spending focussing on our risk areas highlighted by our risk maps. So, lots going on, lots to do, but a great end to the year.

Let's keep being safe!!

Steve Giblin: Head of Group Environment, Health and Safety



Welcome to...

Geoffrey LeRoy – Supply Chain Manager – Windsor
Jesse Morenz – Project Scientist/Analytical Chemist – Windsor
Frank Reuscher – Key Account Manager Consumer – Valence
Rhys Davies – Risk and Assurance Manager – Ashton
Jean Christophe Montel – Consumer VRP – Valence
Stefan Burgermeister – Quality & Process Engineer – Rorschach

Getting to know you....

Claudio Mutti



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 Phil Spibey the January issue. This month it's the turn of Claudio Mutti.

Where were you born and where do you live now?

I'm Italian but I was born in Argentina. I live in Gattinara.

What is your role in Scapa?

Ghislarengo Production Manager.

What food reminds you of home?

Risotto! But I like every kind of food.

What music are you listening to on your iPod?

Madonna, Black Eyed Peas and Tina Turner.... They give me energy when I'm running.

Where do you like to go on holiday?

I like travelling, visiting new places and meet people but.. New York is always on my mind.

What advice would you give to somebody visiting Gattinara for the first time?

Visit the town centre as it's very nice, to have a walk on the hills and enjoy a glass of Gattinara red wine!

What advice would you give to somebody just starting out in their working life?

To be humble, hard working and determined with a bit of fantasy, but also to fight to achieve your personal objectives and the company ones.

Scapa employees featured on the front page are:

Bon-Hyuck Koo - Product Application Engineer, Korea
Dong-Ju Kim - Product Development Engineer, Korea
Jeff Kim - Cost Accountant, Korea