



# Employee News

**OneScapa**

Issue 6, April 2011

Welcome to the sixth 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.

## Message from Paul Edwards, Group Finance Director



Paul has been with Scapa for just over 6 months, here he gives some reflections on these first few months and some insight into how the business is doing.

*"I have really enjoyed my first few months with the Company. It has been great to join a business that has so much opportunity and scope to change. It is also really exciting to be part of a Company that is turning around its performance and is now able to look forward with improved financial security.*

*My focus over the last 6 months has been to get to know the finance team and also to get out into the plants and business to really understand what we do. So far I have been to most of our sites and have met as many people as possible. The objectives of the Finance team going forward will be to ensure that not only that we have the necessary financial controls in place but that also we can provide the business with the financial information and analysis it needs to be successful.*

*Our results over the last 6 months have been pleasing. We have just issued a period end update for the twelve months ending 31st March 2011. We were pleased to announce in this update that operating profits are significantly ahead of the same period last year and also ahead of current market expectations.*

*However, it is important that we don't become complacent - we are still at the starting line with the race left to run. The business is improving but when I compare our performance to our competitors we still have some way to go especially on keeping our cost base under control. The next financial year will be uncertain as Western economies move out of recession. We need to keep focus and build on the strong foundation that we are developing. Our full year end results will be published 26th May 2011.*

*I am looking forward to the future at Scapa and I am really pleased to be part of the journey".*

Paul Edwards

## Scapa Medical Team in mountain climb



Congratulations to the Scapa Medical Team who successfully climbed Ben Lomond in Scotland, and raised over £3,500 for the Christie Charity Fund.

The team had only been raising money for a few weeks, but family, friends, customers and suppliers all generously donated for a worthy cause.

Barry Andrew, Medical BU Director



## Travis Perkins



Scapa has recently become a dedicated supplier to Travis Perkins of adhesive tapes. To achieve this TP's Quality Department has run an audit of our Ashton and Valence sites, fantastically both plants scored the highest grade A with an incredible 97% compliance. TP were most impressed with our overall performance and particularly with the improvements we have shown over the past 2 years. Even better TP have now placed their first orders.

Congratulations to everyone involved in securing this business.

**Travis Perkins** Marc Fournier, Consumer Manager Europe

## European R&D Stage Gate Meeting

Recently the European R&D team, including participants from Ashton, Dunstable, Ghislarengo, Rorschach and Valence, got together in Paris to think about how we could more effectively develop new products for our customers. During the meeting the participants learned more about the 'Stage Gate Process' a project management technique in which a product development project is divided into stages separated by gates. At each gate, the continuation of the initiative is decided by several managers from several departments (called gatekeeper). The decision is based on the information available at the time, including business case, technical explanation of customer needs, risk analysis, availability of necessary resources (money, people with correct competencies).



Isabelle Rouzeval, Technical Manager Europe

## New Converting Machine - Rorschach



As we have already featured, Rorschach has had agreement to purchase a new logger in our Converting department. It will be installed in the next few days and everyone in the Converting team is looking forward to this upgrade of the Converting area.

To 'welcome' the new machine, and using 5S, the area has been tidied, machines have been cleaned and the area has been painted. The painting was a huge task with over 840 kg of paint being used on the 6m high walls. As a further improvement the shift leaders used the occasion to relocate some machines to optimise the whole converting process in future.

Check out the pictures to see the effects of all this hard work. A big thank you to Jan Aldemir for the painting, to Dieter Arnoul for organising all the work and to all employees of the Converting and Maintenance departments for this big effort.

The result is impressively and we are looking forward to show it to our visitors of the Group.

Sandro Pellagrino, Plant Manager Rorschach, Ghislarengo and Manheim.



Manda Mijic, Slavica Andjelkovic, Sasa Novakovic, Hanife Kalmis,  
Milica Trajkovic, Nurhan Kilinc



# PEOPLE NEWS



Ruth Williams, European Credit Controller based at the Ashton site recently appeared on UK national TV as a contestant on the Weakest Link. This quick-fire general knowledge quiz is hosted by the formidable Anne Robinson, contestants must decide at the end of each round which of their fellow contestants should be eliminated.

Ruth says of her experience:

*"I would recommend anyone to apply to be a contestant. Although it's quite a long day, it's really interesting to see all the hard work that goes into making the programme. I was really shocked to win as I started off so badly due to feeling so nervous – I was shaking like a leaf. But then I started to feel more confident and before I knew it, I was in the final round! Although Anne was quite mean to me, I didn't take it personally. If you're going to go on it, you have to be prepared to take some stick!"*



## Scapa Welcomes....

Mark Cole – Plant manager Ashton.

Les Dalton – now confirmed as the Plant Manager at Dunstable.

Scapa employees featured on the front page are:

Valérie Lecointre - Customer Care, Valence

Didier Teyssedou and Michael De Paiva - IT, Valence

Maxine Pearce - Machine Operator, Dunstable

## Getting to know you.....

Ian Marchant



Each month we will 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 Jayne Jamieson last month. This month it's the turn of Ian Marchant -Group Operations Director.

### Where were you born and where do you live now?

*I was born and brought up in East Grinstead, Sussex, UK which is situated 30 miles South Of London. Now, I live in Manchester, UK but have previously spent time living and working overseas in both France and Ireland.*

### What is your role in Scapa?

*I am Group Operations Director for Scapa Group plc with overall responsibility for all the Group's manufacturing facilities.*

### What food reminds you of home?

*Actually what reminds me of home is a good pint of beer!*

### What music are you listening to on your iPod?

*This last weekend I was listening to Jason Mraz – an American singer who I first heard whilst I lived in Ireland. Overall, I have a pretty varied selection of music on my iPod but particularly enjoy listening to the music from the 1980's which reminds me of my time at University.*

### Where do you like to go on holiday?

*I enjoy skiing and go to the French Alps every year.*

### What advice would you give to someone visiting Manchester for the first time?

*I am fairly new to living in Manchester but I would have to say to go and visit some of the restaurants in the area – there is a huge selection of international and North Of England cuisine in the area.....I still have lots to visit!!*