



Employee

News OneScapa

Issue 7, May 2011

Welcome to the seventh 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.

Financial Results Year Ended 31st March 2011

The annual results for Scapa Group plc have just been announced to the London Stock Exchange and are included below. These results are good and show an improvement in our financial performance. For the year ending 31st March 2011 our revenue, the total amount of money we received for goods sold, increased by nearly 8.8%. Our operating profit, the money we earned before taxes and other expenses, substantially increased from a £1.5 million loss in 2009/10 to a healthy profit. This good news is a result of the significant efforts made by everyone across Scapa and I would like to take the opportunity to thank you for your hard work and support.

Summary Results for the year ended 31st March 2011

	Year ended 31 March 2011 (£m)	Year ended 31 March 2010 (£m)
Revenue	192.3	176.7
Operating Profit / (loss)	8.0	(1.5)
Profit / (loss for the year)	6.1	(5.2)

The Group has achieved record revenue and delivered a significant improvement in profitability and cash. Our strategy to focus on strategic markets is yielding dividend with Medical growing 29%. Industrial increased a solid 6% after concentrating on product mix and margin enhancement. We have also invested in Asia to drive the Electronics segment and are excited at the future potential.

We have delivered against the objectives we outlined for the year: i) improve margin and cash, ii) improve the quality of our business portfolio and iii) increase the strength and depth of the management. Whilst we are pleased with the progress, we recognise that much more needs to be done.

We will continue to execute our strategy and focus on higher value-added business in growth markets to deliver sustainable and profitable growth. As we build on the progress made last year, we are in strong position to take advantage of any opportunities that arise and as such we are confident that we will continue to improve and make further progress in the new financial year.



Heejae Chae
Chief Executive Officer

Safety update

In April 2011 there were 3 Lost Times Accident across Scapa – an employee at Ashton suffered a shoulder injury, an operative at Dunstable received facial injuries and an employee at Ashton cut his head. All these accidents are being investigated and reports will be compiled in order that lessons can be learned to avoid these accidents happening again.

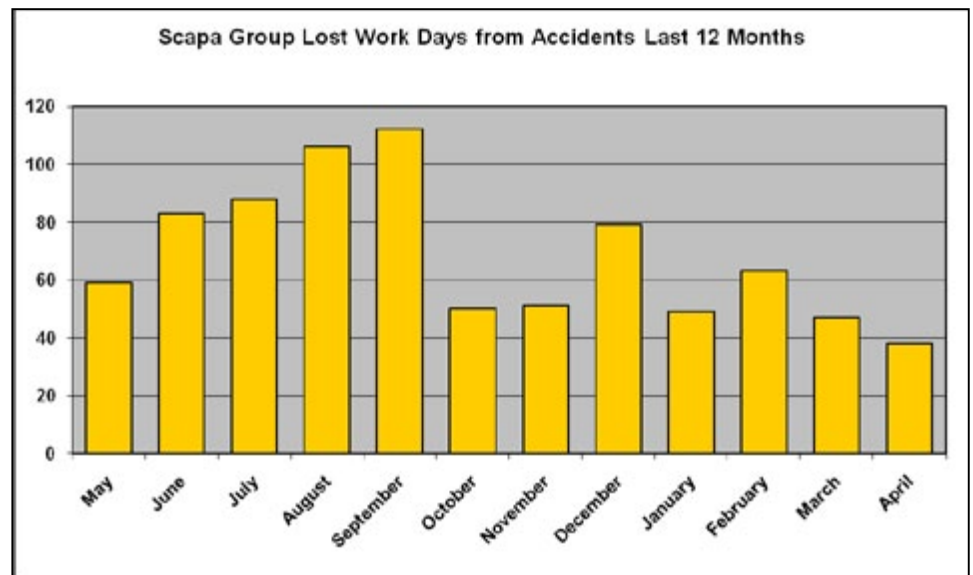
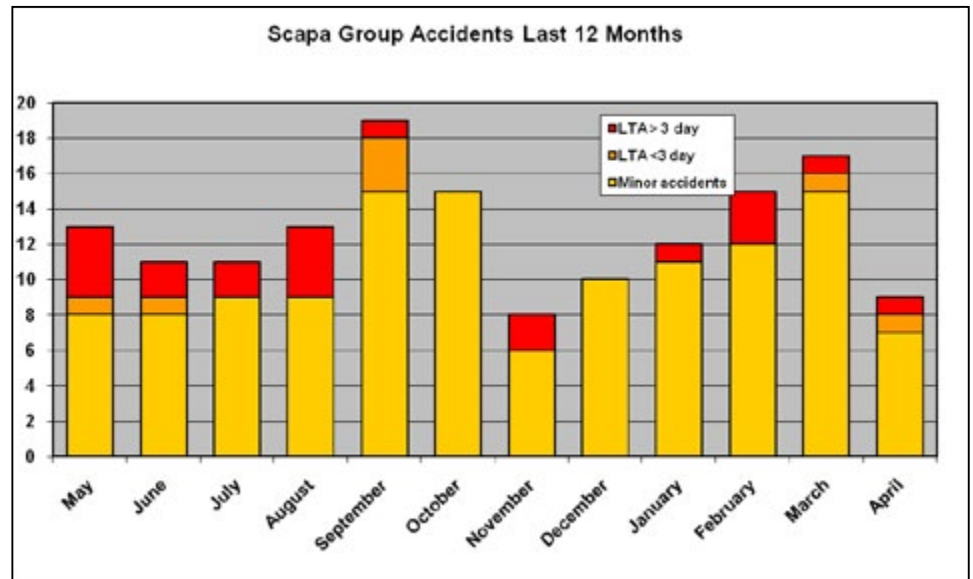
Overall for the last 12 months the group has seen mixed results with regard to safety. Overall the number of accidents has not shown any real improvement.

However, for the same period we are beginning to see a reduction in Lost Time Accidents.

The newly appointed Group Head of EHS Steve Giblin has said of these figures:

“while there is a lot of work for us to do I am hopeful that increased awareness of safety across the business, the redevelopment of the Integrated Risk Management System to record all potential risks and the new set of Corporate EHS procedures will help us to significantly improve our safety performance”.

For more information contact:
Steve Giblin, Group EHS Manager.



Scapa wins contract for the new Fiat Panda



Despite the strong competition Scapa has won a contract to supply PVC to Leoni for the new Fiat Panda.

This represents a great team effort by the Transportation team and recognises the competitiveness and the quality of our products.

For more information contact:

Thierry DEROME, Business Development Manager.

European Credit Control

Credit control for all European customer accounts has now been fully centralised; the credit control team in Ashton – Charlotte Maben, Ruth Williams and Tracey McKenna - now look after the European ledger of £24m of debt across 1,516 live accounts.

This team is responsible for the collection of debt, releasing / holding orders, managing credit insurance / credit limits and new account set-up or account changes. If you have any doubts or questions about responsibility or who to contact, email the address below or speak to your local finance teams.

So far the team has been very successful; year-end financial results for 2010/11 were excellent showing a reduction in over-due debt of £1.4m versus prior year!! This reduction reflects the combined efforts of the Credit Control team along with Customer Care and Commercial, who all worked closely to achieve this positive result.

Plans for 2011/12 include:

- Maintaining collections at March's level
- Adding a new account / account change process to intranet
- Reviewing all customer payment terms
- Continual improvement in service to Commercial, Customer Care & our customers

The team are looking forward to the challenges of the new financial year and will strive to make further improvements wherever possible. If anyone would like any further information regarding processes or duties or would like to provide any feedback please contact via creditcollections.europe@scapa.com - alternatively, if you are in Ashton and want to say hello, the team sits in the south corner on the first floor.

Matthew Fowler, Group Financial Controller

Scapa team completes 10k run for Christie charity



The BUPA Great Manchester Run took place on Sunday 15th May 2011 with 38,000 runners.

Congratulations and thank you to Team Scapa who made a great effort in raising funds for such a worthy cause as The Christie. Well done to everyone who surpassed their own expectations and completed a real test of determination and stamina and I look forward to seeing you all on the start line in 2012...a superhuman effort, **WELL DONE!!!**

Headed up by Heejae Chae the team members were:

Carole Price - HR

Andy Johnston and Wayne Richardson – Production AT Calender

Morgan O'Hara – R & D

Cathy Seddon - Purchasing

Alexandra Harrison – Group Finance

Reuben Nyiro - Warehouse

Tommy Rimmer- Manufacturing Manager



PEOPLE NEWS

Karateka Efisio Prasciolu honoured for his long service

"Push yourself to the limit through sports," and, "Never give up and fight for your dreams."

With these ideals, Efisio Prasciolu left his home, the Sardinian village of Escalapiano, at the age of 17 and travelled to Switzerland. He has worked at Scapa and its preceding companies in Rorschach for 42 years now. Through boxing and weight lifting, he discovered Karate.

Today he is an examiner and trainer in karate, and the enthusiasm he brings to his sport brings him much joy.



Now Efisio is being entered into the 'Martial Arts Hall of Fame,' a fitting reward for his 30 years of devotion to martial arts.

Many congratulations!

Soles for Souls

Scapa Renfrew and Windsor have been collecting unwanted shoes for a Charity called Soles4Souls; a Nashville-based charity that collects shoes from the warehouses of footwear companies and the closets of ordinary people.

The charity distributes these shoes to people in need, since 2005, Soles4Souls has given away over 14 million pairs of new and gently worn shoes (currently donating one pair every 7 seconds.) The shoes have been distributed to people in over 127 countries, including Kenya, Thailand, Nepal and the United States.

Penny Cardaropoli Customer Service Supervisor and Helen Pearce also in Customer Service in Renfrew have been leading this charity drive. So far Scapa has donated 400 shoes to Soles4Souls.

For more information about the Charity go to:

<http://www.soles4souls.org/>.

Scapa employees featured on the front page are:

Dave Dunbar - Machine Operator, Dunstable

Jean Paul Morenas - Production Operative, Valence

Vince Cawley - Machine Operator, Dunstable

Getting to know you.....

Penny Cardaropoli

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 Ian Marchant last month. This month it's the turn of Penny Cardaropoli - Customer Services Supervisor, Windsor



Where were you born and where do you live now?

I was born in Upstate, NY. I currently reside in Enfield, CT with my husband and son. Scapa relocated me from the Scapa facility in Watertown, NY in 1998 when we consolidated Customer Service here in Windsor, CT.

What is your role in Scapa?

I was just recently promoted to Customer Care Manager, NA. Prior to that I was Customer Care Supervisor for the Windsor Facility. In my new role, I will be working to streamline all of our processes and procedures across the North American Sites.

What food reminds you of home?

Pizza!!! I have yet to find a good pizza in Connecticut.

What music are you listening to on your iPod?

Classic Rock.

Where do you like to go on holiday?

have always wanted to go to Hawaii, so that is on my bucket list. For now, I like to go to the local beaches in Rhode Island to relax when I am not working on some project at home.

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

While it is actually in Boston, Mass., I think everyone should see a Boston Red Sox game. Baseball is an American tradition and Fenway Park is a unique place to watch baseball.

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

I believe that it is important to enjoy what you do. You have to have passion in what you do in order to succeed and be truly happy.