



Employee

News

Issue 19, May 2012

Welcome to the nineteenth 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

Rorschach - February 2012

We would like to thank Heejae for coming to Rorschach to celebrate with our project team who were winners of the European CEO Award 2011 for Innovation.

Heejae had to plan a second journey, as the first one on 15th February was cancelled at the last minute by the airline. This was due to a snow storm in Switzerland. The snow was so heavy that it forced the closure of Zurich airport – it still happens in 2012 in a country which is used to snow!!!

The team enjoyed a welcome drink in the beautiful Faro Bar in the most famous hotel on the Swiss side of Lake Constance and had dinner in a restaurant, called Villa am See (villa on the lake), a very old villa. They assigned us a private dining room for our event. We had the opportunity to put questions to Heejae and to hear his opinions on the business, the Rorschach site, etc.

We all enjoyed the evening and the wonderful meal. We continue to give our best for the future of Scapa and our site.

Denise Bösch - HR Manager, Rorschach

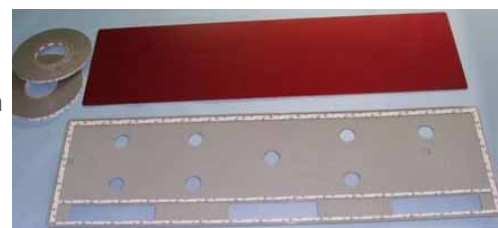


From Left to Right: Hermann Plangg, Jan Bennewitz, Sandro Pellegrino, Denise Bösch, Laurent Marre, Gwen Aubry, Heejae Chae, Andreas Berginger, Javier Rudi

Application News

Acrylic Foam Tape (AFT) brings improved performance and cost efficiency to white goods manufacturers

Our sales team in China has specified one of our new AFT products (the AS167M) which is used for fixing various glass and plastic decorative panels to the exterior of white goods (refrigerators, washing machines etc.) for manufacturers MIDEA and HAIER. AS167M offers the strong adhesion required for this application and offers customers a cost saving towards established VHB product from 3M.



Polyester tape 1650 ensures the quality of photovoltaic panels

Our European sales team has started business with product 1650 (polyester tape/silicone adhesive) for PV panels manufacturer SHARP and glass manufacturer AGC.

This tape provides a temporary fixing of polyester film which is required to protect the glass from damage during the production of the panels.

1650 withstands the 150°C during 30mn heat treatment of the glass and can be removed in one piece leaving no residue.

Christophe Chauvin: Application Engineering Manager - Industrial Europe



ISO TS 16949:2009 for Ghislarengo

Congratulations go to the team in Ghislarengo who have worked hard to secure the recertification of the Automotive ISO TS standard with zero non-conformities!



Health and Safety

At the start of our new fiscal year we had four lost time accidents across the Group during April. Two out of the four accidents are commonly known as slips, trips or falls, where an individual has managed to slip or trip or fall on a level surface. These accidents are difficult to predict and can often be pinpointed to an individual's lack of awareness of their environment. On a more positive note, the 12/13 road map (strategy) for EHS will continue to focus on some of our key risk areas such as machine guarding, explosive atmospheres (where we use solvents) chemical handling, workplace transport, noise and manual handling.

We still have lots to do and lots of areas where we need to improve health, safety and the environment for all of our employees.

So as we enter the new fiscal year of 12/13, the focus remains on our top risks in our road map. We will use the SHIP's (Safety Health Improvement Plans) and our risk maps to carry on reducing the risk and improving our working environments.

Have a safe month!

Steve Giblin: Head of Group Environment, Health and Safety

Scapa NA donate to child charity

Scapa North America, Renfrew Site is extremely proud of our employees' generosity and sense of community charity.

Our team members elected, through unanimous majority vote, to allocate all \$2500 of their collected 50/50 proceeds to the Renfrew County Child Poverty Action Network (CPAN).

CPAN is actively involved with disadvantaged youths in the local community, running such programs as Operation Snowsuit and Backpack Plus. Our team members' contribution will help fund these activities, helping to improve the life of a local child in need.

Jason Clark: HR / Lean Manager Scapa North America - Renfrew



Scapa Pride Team – Inglewood site



Continuing the vision of "Pride Inside", the Inglewood Plant has a new cross-functional team, "Scapa Pride".

This team members are employee representatives from across departments and shifts that will assist management in setting the pace for ongoing change throughout the plant.

From redecorating the lunchroom to planning employee activities, the team has the task of taking on some of the challenges our plant faces and bringing the creative solutions we need to move us forward as we continue the transition to become a world class operation.

Jean Wargo: Associate HR Director - Windsor

Scapa employees featured on the front page

Maria Calderon - Inspection Supervisor, Inglewood
Giuseppe Maffe - Technical Service, Ghislarengo
Michael Carter - Machine Operator, Dunstable

Welcome to...

Helen Duff: Demand Planner - Ashton
Donna Blimkie: Quality Engineer - Renfrew
Jeff Tate: Market Manager - Cable - Ashton
Andy Maguire: Group Management Accountant - Ashton

Getting to know you....

Beth Vondrak



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 Claudio Mutti in the April issue. This month it's the turn of Beth Vondrak

Where were you born and where do you live now?

I was born in Cleveland, OH and currently reside in Chicago, IL.

What is your role in Scapa?

I am the NA Sales Director – Healthcare

What food reminds you of home?

Deep dish pizza (Chicago style of course).

What music are you listening to on your iPod?

Adele, Elvis Costello, Lyle Lovett, Michael Buble (and usually it is Pandora Radio, not iPod – love the surprise of the musical trip...)

Where do you like to go on holiday?

Anywhere that has vineyards.

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

Chicago has the friendliest people in the world, so ask for suggestions as you wander. Don't miss a trip to the top of the Hancock or Willis (Sear's) tower and hope for a clear day. Take an architectural boat tour, and try as many different ethnic restaurants as possible. We are the UN of food! Depending on the season, try a SRO ticket for a Cubs game, ride the Red line to Wrigley, and go for a jog or walk on our miles of lakefront paths.

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

Practice empathy in all you do, listen more than you speak, and have fun!