

PRESS RELEASE

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## **A Modernised Governance Structure for Today's Global Scott Bader Specialty Chemicals Group**

The multinational specialty chemicals Group, Scott Bader Ltd. is very different in many ways from its beginnings in London in 1921, when it was set up by the principled Quaker founder, Ernest Bader. He moved Scott Bader to Wollaston, Northamptonshire in 1940, where a new chemical factory and R & D facilities were built. Innovation and technical excellence are the foundations of the company upon which it has become the thriving £180 million multinational chemical company that it is today. Scott Bader now has 560 people worldwide, with chemical plants not only in the UK, but also in France, Croatia, The Middle East and South Africa, as well as sales and distribution operations covering Scandinavia, Eastern Europe, Germany, Spain, The United States and China. True to their founder, continued investment in innovation and technological excellence remain key strategic business objectives for Scott Bader's long term sustainability.

However, in one other very important way, Scott Bader remains true to the inspirational, and at the time truly forward thinking, social, ethical and environmental ideals and guiding principles of Ernest Bader. Unusually, Scott Bader remains legally and constitutionally as a 'common trusteeship' company (the Scott Bader "Commonwealth"), having no external shareholders, maintaining a strong commitment to support its customers, workforce and the environment. When Scott Bader became a Common Trusteeship Company in 1951, it operated only in the UK, which made the founding principles, democratic process and way of working easier to understand and demonstrate. However, as the business has grown over the last 60 years to become a multinational, it has become increasingly evident to the current globally-spread employees that there was a need to modernise their corporate governance structure to reflect this global change.

This modernisation has now been completed, following a thorough review of their governance structure, including all the legal aspects of their charitable status. At an Extraordinary General Meeting held on 26<sup>th</sup> April 2010 Commonwealth Members worldwide voted and approved the revised constitution. The end result is a workable new constitution for a 21<sup>st</sup> century Scott Bader Group, with a new Members Assembly made up of representatives from all Scott Bader Companies worldwide. This new governance structure results in a much more streamlined process, helping Scott Bader employees become more effective in reaching shared business goals more quickly going forward. It also enables the company to build better working lives, where people can contribute to the kind of world we all long to see with a dynamic, useful and rewarding purpose.

Philip Bruce, Scott Bader's Group Managing Director stated *"We are all very proud of our Company heritage and I believe that the new Governance structure reinforces the values and intentions of the Founder. This simplified organisation will ensure that Scott Bader delivers values to all stakeholders going forward"*

When anyone in Scott Bader talks about 'the Commonwealth' and Commonwealth Membership' what they are really talking about is the culture of the organisation and how they do things. For customers and suppliers alike, this common trustee status makes Scott Bader a very attractive company to do business with because they cannot be acquired i.e. they cannot be taken over or sold off. This makes the company

more stable and allows the company leadership to think, plan and invest for the long term. Combine this with their guiding principles and purpose and you have a truly caring and honest company – one which actively supports charities with voluntary activities and annual donations of around £150,000, gives back to society and respects the environment; all in all, a great company to do business with whoever you are.

### **Scott Bader Principles and Purpose**

A Commitment to:-

<b>Care</b>	<b>Equality (of opportunity)</b>	<b>Ethics</b>	<b>Involvement</b>
	<b>No discrimination</b>	<b>Respect (human dignity)</b>	<b>Service</b>

To find out more about Scott Bader's governance, charitable activities and its common trusteeship commonwealth organisation please visit: <http://www.scottbader.com/global-commonwealth.html>  
Scott Bader is a founder member of The Employee Ownership Association. For more information log onto to [www.employeeownership.co.uk](http://www.employeeownership.co.uk)



*Official signing of the new Scott Bader Articles of Association at the EGM held in Wollaston on April 26th attended by key representatives of all Governance bodies, including Godric Bader, the son of the company's founder, Ernest Bader*

### **About Scott Bader**

Scott Bader was established in 1921. Today it is a £180 million multinational chemical company, employing 560 people worldwide. It is a common trusteeship company, having no external shareholders, with a strong commitment to support its customers, workforce and the environment.

Scott Bader's headquarters is based in the UK where they have purpose-built, state-of-the-art technical facilities that provide R & D as well as complete evaluation, testing and application support. They have manufacturing facilities in the UK, France, Croatia, The Middle East and South Africa. For further information regarding Scott Bader, please call +44 (0)1933 663100, visit [www.scottbader.com](http://www.scottbader.com) or e-mail [info@scottbader.com](mailto:info@scottbader.com).