

# The Spirit of Scott Bader

Scott Bader Company  
Founded 1921



## **The Spirit of Scott Bader**

This leaflet states the Principles and outlines the Commitments which guide the way Scott Bader works as an organisation, at all its locations around the world. These Principles and Commitments are developed from the Constitution and Charter which were written by the Founders of the company.

The intention of the Founders was to create a radical company, its well-being entrusted to those who work in it. It must encourage a spirit of co-operation and help to eliminate social injustice and waste —  
making the world a better place to live.

Scott Bader companies are the business units of a larger membership organisation called The Scott Bader Commonwealth. Everyone working in Scott Bader is expected to become a member of the Scott Bader Commonwealth. Members share the responsibilities and privileges of being trustees-in-common and working the Scott Bader way, and must accept the challenge of ensuring the company is sustainable for the benefit of future generations.

## Principles

Scott Bader companies, wherever their location, work to a common set of principles - these are:

- ◆ Care
- ◆ Equality [of opportunity]
- ◆ Ethics
- ◆ Involvement
- ◆ No discrimination
- ◆ Respect [human dignity]
- ◆ Service

## Commitments

All those working within Scott Bader commit to the following:

1. **The Scott Bader way of working — the Scott Bader Spirit**

To be sustainable we must maintain a reputation for honesty, integrity, service and quality in all our dealings.

Each Scott Bader company must work in a spirit of co-operation and partnership — with colleagues, our local communities and all those with whom we do business.

We must ensure we provide equality of opportunity by informing and training one another to help meet our full potential as individuals and so drive the business forward.

## **2. Taking Responsibility**

As individuals we accept personal responsibility for our actions, recognising all staff must be trustworthy, avoid conflicts of interest and constantly seek to improve their skills and knowledge

As an organisation each company must behave in a caring and ethical way and work to grow mutually beneficial long term relationships insisting on honesty and integrity in all its affairs.

Managers have a special responsibility to enable these individual and corporate behaviours and also to ensure open and accurate reporting at all times.

### **3. Working for a Better Society**

We must care about all those who rely on us and respect the dignity of all people. Discrimination on grounds of race, age, religion or gender is not tolerated.

Distribution of a proportion of profits must be made to benefit those less fortunate than ourselves.

As a sustainable, caring company our success can influence others to follow our example. We must help those who wish to follow. Also, while the company will not make payment to any political organisation — it will, where possible, support staff who wish to be engaged in community activities.

### **4. Self Governance**

The Scott Bader spirit encourages personal responsibility and self governance where all staff are kept well informed and consulted on matters affecting their day-to-day working and wider company issues, and in turn staff commit to working in the best interests of the organisation. There must be involvement in decision making which includes some form of elected representation. Ultimately accountability lies with the General Meeting of Members of the Commonwealth.

## **Scott Bader Group of Companies**

The Scott Bader Commonwealth Limited  
Scott Bader Company Limited  
Wollaston, England

Scott Bader SA  
Amiens, France

Scott Bader Scandinavia AB  
Falkenberg, Sweden

Scott Bader Middle East Limited  
Dubai, UAE

Scott Bader Eastern Europe sro  
Liberec, Czech Republic

Scott Bader (Proprietary) Limited  
Hammersdale, Republic of South Africa

Scott Bader Inc  
Ohio, USA

[www.scottbader.com](http://www.scottbader.com)