



## About Scott Bader

### Our History

Scott Bader was founded in 1921 by Ernest Bader. In 1951 the company was gifted to the workers when the shares of the chemical manufacturing company were transferred to the Scott Bader Commonwealth Limited ('the Commonwealth') a Company Limited by guarantee and a Registered Charity.

Scott Bader employees can become "Commonwealth Members" making them trustees-in-common of the company assets. The well being of the organisation is entrusted to those who work in it, with democratic involvement. Each generation is charged with handing on the company to future generations in better condition than they inherited it.

### Scott Bader Today

In 1951 Scott Bader only operated in the UK. Today it also has manufacturing companies in France, South Africa, Dubai and Croatia, and sales offices in the Czech Republic, Eire, Sweden, Spain, Germany, USA, China and India. Around 600 people are now employed worldwide.

Scott Bader today is a global market player in a number of key resin chemistries including:

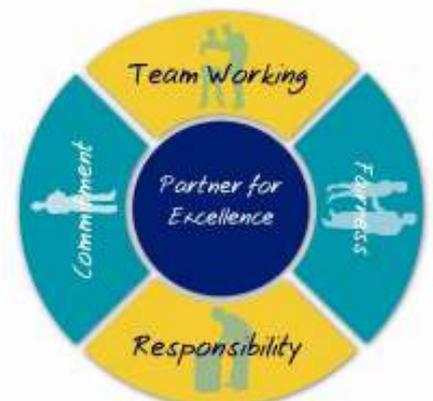
- Polyester resin-based products for the manufacture of composite parts for end-use markets such as marine, land transport, building and construction, wind energy and tanks and pipes.
- Water based emulsions/thickeners and solvent based resins for use in the coatings, graphic arts/packaging, building and textile sectors as well as other industrial areas.
- Urethane Acrylate for adhesives, fire retardant and Carbon Fibre composites.

### Our Values

When the Commonwealth was formed, Ernest Bader provided a set of Principles by which to operate. Today these are our 'Values' - Commitment, Responsibility, Team working and Fairness - and are accepted throughout the Scott Bader Group as the key principles we work by and are measured on.

### Innovation

Our employees are encouraged to look for new and innovative ways of doing their roles. With 10% of the workforce dedicated to R&D, this ensures innovation in product and process development for the continued success of the company. There is also a strong focus on utilising new processes such as "lean manufacturing" and "5S" safety processes, to maintain a continuous improvement in operating efficiencies and HSE performance.





*About Scott Bader*

## *Our Sustainability*

Our self-governance structure provides significant additional dimensions to business and employment relationships and our interaction with the wider community:

- As Scott Bader cannot be taken over, we can bring long-term stability and partnership to all business relationships.
- As trustees-in-common, employees have the responsibility of ownership which creates greater commitment and engagement to ensure ongoing success, and drives active involvement.
- Our charitable status brings an obligation to the wider community.

In addition, a significant proportion of annual profit is re-invested in company assets to ensure continued compliance and ability to manufacture to high quality standards. We operate to Iso 14001 and OHSAS 18001 around the world.

## *Social Impact*

Management consult with the relevant representative groups when business decisions impact on the well-being of the workforce such as any organisational restructure and work patterns.

Commonwealth members are involved in charitable giving at both local and global levels:

- The company gives a minimum of 1% of the group salary bill to be donated to charities globally – a sum of £175,000 will be donated in 2012 from 2011 group profits.
- At each AGM, members worldwide vote on two charities to receive funding of £25,000 each
- Funds are also made available to all the companies in the Scott Bader Group for them to decide on the local charitable causes they wish to support.
- Individuals are encouraged to take part in charitable fund-raising activities with the money raised matched £1 for £1 by the company.
- Company facilities are made available for community activities.
- Time during the working day to participate in voluntary work is supported.

We strive to maintain the balance between our social purpose, namely employee involvement and charitable giving, and our business needs for economic growth and continued efficiency.

## *Our Future*

Having celebrated 60 years of Commonwealth trusteeship in 2011 and having survived several economic cycles, we have clearly demonstrated that our business model of growing within our means, does work over the long-term. Our trusteeship model has developed steadily and expanded to include a variety of cultures around the world, and all employees share in the profits generated.

Our Values enable us to identify the right partners to help us to grow and secure our future business success in the new emerging economies.