



The SCOTT BADER Purpose

Scott Bader has a rich heritage as a Common Trusteeship Company with a clear set of values and guiding principles handed down by the Founder Ernest Bader when he gifted the company to the employees in 1951. His intention was to create a company whose well-being is entrusted to those who work in it, with democratic involvement. The Purpose statement below defines the way we operate within Scott Bader, with our External Partners, and with Communities in the wider world.

Scott Bader Business

- We deal honestly with our customers and partners to foster loyalty, trust and to build lasting business relationships.
- We put innovation at the heart of Scott Bader in the way we think and act
- We use profit as one of the measures of business success, to sustain Scott Bader and as a means of fulfilling our Purpose
- We will be judged as a leader in the application of sustainable development principles across our business activities

Scott Bader People

- We respect the needs and values of others in an open and honest way
- We encourage the growth, development, health and well being of our people, who take responsibility for their personal contribution
- We ensure equality of opportunity and recognise that motivated people are essential to the success of Scott Bader's diverse businesses

Scott Bader Socially

- We as individuals, and we as Scott Bader will have a positive impact wherever Scott Bader operates in the World
- We will continue the tradition of helping those less fortunate than ourselves by sharing our business success through money, time and effort
- We will be recognised as a thriving international Trustee Ownership Enterprise, an exemplar to others