



So, what happens now to SIG Building Plastics and SIG Windows?



The 66 SIG Building Plastics/SIG Windows Depots and their staff - plus the sales and marketing teams that supported them directly, have all become part of GAP.

The deal includes all the businesses and brands formerly known as Scotplas, Omnico, CFS, PBM-DQS, Summers, Armour, Roplas, Toogood, Drainex, Plastics Pipe Supplies and Project Plastic, plus the Formerton Sheet Sales and Specialised Fixings businesses.

In addition, certain members of the SIG Building Plastics/SIG Windows management teams will continue with their day-to-day roles as part of a Transitional Service Agreement. This arrangement will help us to make sure the integration is as smooth as possible, and is expected to remain in place for up to 6 months.

For the next few months it won't feel as though much has changed because we want to see what we can learn from the way SIG Building Plastics/SIG Windows do things. (We'll pinch all the best bits!). Once we have all had a chance to meet and share our plans, we expect to begin the process of changing the look and feel of the SIG Building Plastics/SIG Windows Depots so that they appear to be part of the enlarged GAP family.



Will there be a job for me in the bigger company?



Like GAP, SIG Building Plastics/SIG Windows owe their growth and success to their ability to recruit, retain and develop talented individuals. The likelihood is that the combination of such strong organisations will create more jobs and lead to even greater personal and professional development opportunities.



Will my role and responsibilities change?



There are striking similarities between various day-to-day roles within the companies. Each relies on sales and business development professionals to win and grow customers, on relationship specialists to manage customer relationships, on Depot teams to run safe and disciplined business units and engage trade counter visitors, on a marketing team to manage communication and awareness via traditional and digital media channels, and on a commercials team to meet the needs of national and regional house builders and property maintenance contractors. The way each role interacts with another to achieve its objectives is bound to be slightly different between the businesses, but the fundamentals can be expected to be very similar.

To start with, the businesses will operate independently of each other in much the same way as they always have. This will give us all a chance to get to know each other and let the senior management understand the strengths and weaknesses of the enlarged group. After this initial phase; which is likely to last at least six months, we will start to look for ways to physically integrate the businesses and identify opportunities for personal and professional development within the enlarged group. There will be regular progress updates before, during and after the physical integration process - and plenty of opportunities along the way to keep up to speed with what's what and who's who.



Who will run the enlarged business?



The GAP Board and Senior Management Team will run the enlarged business.



What will the new organizational structure look like?



The enlarged group's initial structure and reporting lines can be found at www.gap.uk.com/welcome



Will I report to a new manager or department?



Initially, it will be business as usual for all the businesses and most reporting lines will be unaffected. As soon as the new team structure starts to emerge a revised group-wide organisational chart will be created to reveal any changes to reporting lines and management responsibilities



Will there be career opportunities at other locations now – and will we get to know about them?



The coming together of GAP and SIG Building Plastics/SIG Windows has created one of the UK's largest Depot networks. Each opportunity that emerges within the enlarged group will be made available to all staff.



When will we meet the GAP staff?



A meet and greet programme will get underway within the next week or two. Of course, you should feel free to introduce yourself whenever you can!



When will integration start and how long will it take?



To make sure everyone gets a chance to seize full advantage of the merger of the businesses, we have been planning the various stages of integration to try and make it as smooth as possible. Over the coming days, weeks and months we'll keep you up to speed with what's planned through regular communication and via the new Welcome2GAP web site which you can find at www.gap.uk.com/welcome



Will any Depots close because of the deal?



One of the most appealing aspects of the deal to both parties is the way in which the Depot networks complement each other. Most of the SIG Building Plastics/SIG Windows Depots are located in regions that were on the GAP's expansion plan; which was halted when this opportunity first presented itself. So there is very little overlap. At this early stage we intend to grow all our Depots rather than close any, but we'll always keep an eye on the most efficient way to grow the group.



Will SIG Building Plastics/SIG Windows suddenly be called GAP?



To start with, nothing will change and it will very much be business as usual. Over the coming weeks and months we'll begin the process of 'GAPtising' the 66 SIG Building Plastics/SIG Windows Depots so that they look the same as the existing 46 GAP Depots. Chris Hall and his marketing team will make sure all changes are clearly communicated well in advance.

Q Where will the enlarged business be headquartered?

A The headquarters of the enlarged business will be the GAP main campus in Blackburn, Lancashire.

Q Will the SIG Building Plastics/SIG Windows branding change straight away?

A GAP has spent 24 years developing a strong and consistent brand across its 46 Depots around the UK – and our Depot teams constantly tell us how much they like to look and feel part of the family. Although we won't make any changes initially to the SIG Building Plastics/SIG Windows Depots, we want to make it clear that everyone is equally important to our exciting future plans. While we get to know each other over the coming months, we'll be working on a rebranding timeframe.

Q Have our customers been told about the deal yet?

A The majority of customers of each business will receive personal emails over the next few days, and a programme of visits to see them is in place.

Q How will the deal impact customers? What differences will they see?

A Customers stand to benefit from a wider choice of products, greater control over the supply chain by virtue of the enlarged group's vertical integration, more local access (we'll be able to offer supply from a 100+ Depot network stretching from Inverness to Exeter) and the combined energy of respected and long-standing operators in the building products sector.

Q What do I say to customers who call with concerns as a result of the deal?

A Although customers will be notified as quickly as possible, some may need more information, reassurance or clarity on what the deal means to them. The note that will be sent to them will include FAQs and cover off everything we feel they need to know. If anyone raises issues that you feel you can't deal with, direct them to your Line Manager.

Q Who should we contact if we have questions?

A Within the next few days and weeks, everyone will receive various communications and personal visits from their new GAP colleagues as we all try to get to know each other and understand how everyone works. If anything is unclear – just ask.

Q What should I do if someone from the media calls to ask about the deal?

A The union of GAP and SIG Building Plastics/SIG Windows has created a formidable new force in the UK building materials sector, and the media can be expected to take an active interest in the deal and what it means to the industry. It's essential that all media enquiries are answered in a controlled and consistent way by skilled media managers. All enquiries should therefore be directed either to: Stuart Base, Marketing Director SIG UK Exteriors 07967 818098 stuartbase@sigroofing.com or Chris Hall, GAP National Marketing Manager 07814 755453 chris.hall@gap.uk.com