



COMPANY
CULTURE

HANDBOOK



ABOUT US

We are a fast-moving and highly innovative medical tape and flexible material converter. With over 40 years experience, and a family founded company, fully focused on providing medical solutions.

OUR MARKETS

CONSUMER HEALTHCARE

ELECTRO MEDICAL SURGICAL FILMS

WOUND CARE **OSTOMY** LIQUIDS LIFE SCIENCES

WEARABLES **DIAGNOSTICS**

FIXATION

The background features a gradient from dark blue at the top to a lighter teal at the bottom. Several thin, white, wavy lines flow across the scene, starting from the left and moving towards the right, creating a sense of motion and fluidity.

**LEADING MEDICAL
FLEXIBLE MATERIAL
CONVERTER**

OUR VISION

To
enhance
global
wellbeing



OUR MISSION

Through innovation and technology, we provide end-to-end medical solutions in collaboration with our healthcare partners to improve people's lives globally, every day.



THE PROMISE

What's the message behind the mission?

With a focus on wellbeing, it is our commitment to all, from patients, to partners & customers to community. PolarSeal's mission starts with our **PEOPLE**

OUR PLANET

100% renewable energy

RECYCLING our waste, partnering with other businesses to **REUSE** and **REPURPOSE** medical release liners, dedicated to a more **SUSTAINABLE** future.



WHAT DEFINES OUR CULTURE?

A family founded business with over 40 years experience, our people are at the forefront of our decision making in all aspects. We value our people and our people live our values.

The background features several thin, white, wavy lines that flow from the left side towards the right, creating a sense of movement and depth against the dark blue gradient.

OUR HISTORY

1981 BUSINESS FOUNDED

1999 FIRST CLASS 10,000 CLEANROOM

2006 ISO 13845:2003 CERTIFICATE

2012 36,000ft² PRODUCTION FACILITY

2016 30TH PRODUCTION LINE VALIDATED

2018 4th 2,000ft² CLEANROOM

2022 USA PREMIISES ACQUIRED

WHAT DRIVES OUR BUSINESS

Our creative ideas and investment in technology helps us deliver fully qualified products at high speeds and ultimate quality standards to patients world wide, improving lives globally

ONE TEAM

We believe in a “ONE TEAM” approach and we strive to transform through this process, every day for our customers, employees, and the public.

The ONE TEAM approach defines a high-performance team behaviour and focuses on delivering extraordinary results **together**.



OUR PEOPLE

"Creating a rewarding experience and lasting relationships, and a strong belief in PolarSeal's values is what inspires me and brings me to work every single day with much enthusiasm."



*Pranisha Gurung
HR Advisor*

OUR VALUES

We put **P**eople first

We **O**perate with a sense of urgency

We are a **L**earning organisation

We bring the right **A**ttitude to work

We are **R**enowned for finding solutions



PolarSeal

LIVING OUR VALUES

We strive every day to ensure our values drive our decisions, we are committed to you, and your future.

WELLBEING

Our goal is to ensure our staff feel

PRODUCTIVE and **CHALLENGED**

in the workplace, as well as **SUPPORTED**

and **EMPOWERED**, with open channels

of communication



OUR PEOPLE

"Quality is everyone's responsibility within a business, and it is certainly reflected by everyone at all levels at PolarSeal."

*Lee Cutter
Quality Inspector*

OUR COMMITMENT

So how do we support YOU where appropriate in post?

- ✓ Flexible working hours.
- ✓ Hybrid working location.
- ✓ Advancing your learning.
- ✓ Communication & transparency
- ✓ Healthy work-life balance.

