

THE H_EraId

ERA POLYMERS NEWS BULLETIN

ISSUE

#45

Australia · New Zealand · South Africa · Singapore · China · Brazil · Italy · Greece · UK · USA

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Chemical Manufacturing · Banksmeadow, New South Wales



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LESSONS FROM LIFE # 8 ALEXANDER GEORGE PAPAMANUEL

Victoria told me recently that we started our Newsletter way back in 2004. That's 18 years ago, and we're still counting. It was designed to tell customers, suppliers, friends, and family, WHO we are.

Our CHARACTER.

Our very ESSENCE.

What we STAND for.

What wonderful products WE, and more importantly, our CUSTOMERS make...

AND to put down my life in essays... Who I am. What and who made me what I am ... Stories about my life and my family.

That's very indulgent of you George, very!

Yes, I know, but what the heck, I can, and I did, and I continue to do. (Continued page 2)

ERA POLYMERS: IMPORTANT NOTICE

A very sad day indeed. Few of us have the discipline or integrity or composure to live as consistently, dutifully, and irreproachably as our dear Queen Elizabeth II did. 70 years! God Bless the Queen. Cheers to a life well lived from all at Era Polymers worldwide.



(Continued from page 1)

I could have done it this way, in our Newsletter, OR I could have put my life down, one episode at a time, bound it into a book, and presented to my family.

YES, that would have been a nice way to do it... BUT, what happens when the book is lost?

What about 3 generations down... do they get a moth-eaten copy as well?!

What happens if nobody reads it... yada yada yada.

Will those copies even exist... or will they too end up as land fill?

THIS way, HOPEFULLY, future members of our family, may ask themselves who was "Pappou"? (grandfather). What did he stand for? What events and people, in his life, moulded him, and did he do any "modelling" himself, of others in his spare time?

AND all this, is somewhere on the "cloud" for all eternity, for all our descendants.

SO, the numbering system at the beginning meant something ... Editions 1-10 would be the IMPORTANT bits somewhere along the journey numbers AFTER the first 10 became a jumble.

I'm happy to report that I have TWO spare numbers ... NUMBER 8 and 9.

SO, my SON, comes in at Number 8.

When I write these episodes, I normally blind copy, the family.

Then sometimes they all jump in and say "you can't say that this way"

IF they don't, VICTORIA and NICOLA -head into the "boss of the bosses" office and say "Did you see what George wrote ?!!!"

Then over breakfast, I get my traditional lecture of "TONE it down. George".

NOT this time.

I dreamt of Alex when I was 16 ... yes, it sounds stupid , that at that age, I wanted a son.

I won a subscription to Time Magazine, about that time, and with my pocket money, I bought some notebooks, and I would cut out every month, articles that

I wanted my son to read. SO he, would know what life was like in the 60's and '70's.

Still have the books... and Alex never read them ... "It's all on Google now, dad".

Alex was born when I was 28, and Tina was pushing 21... We were, by today's standards young and naïve.

You learn how to be a FATHER and a mother, on the job.

WE didn't read books on parenting ... we just threw caution to the wind and like NIKE ... "WE JUST DID IT".

Tina has the strongest maternal instinct of anybody that I have ever met .

Me, I cried and cried, the day when he was born.

Lots of times I still cry... you make mistakes along life's journey, in being a father ...some decades later make you wince, when you play them back.

We didn't read books on parenting .. we just threw caution to the wind and like NIKE .. " WE JUST DID IT "

At the time, they seemed the right thing to do... with the hindsight of time, and the slight accumulation of a bit more wisdom, your mind says;

"What did you do that THEN, why did SAY that, THEN?"

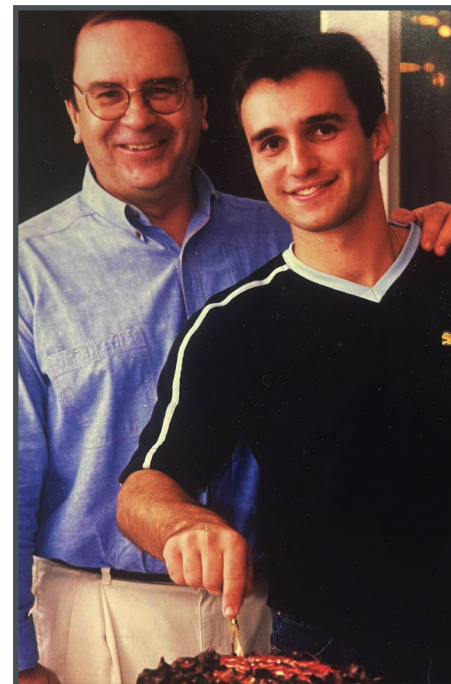
And another part of your mind says

"It seemed right at that time"



My father was the best teacher that I ever had... BUT I didn't start to listen to HIS lessons, until I met TINA...

She calmed the savage beast inside me... sort of!



Alex is a different person...

As ALL boys do, he has his mother's intelligence (the intelligence GENE, by the way, is on the X chromosome which the male members of our species get, from their mother) .

He is a much calmer person much.

He has an extraordinarily high work ethic ... both in his private and personal life ... he gets that from both of us ... and God Bless, even FRANCENE.

He, too, is learning on the job how to be a GOOD father.

He too is making some classic mistakes, just like I did ...

BUT that is life ... IF you have the wisdom gene ...you learn from your mistakes.

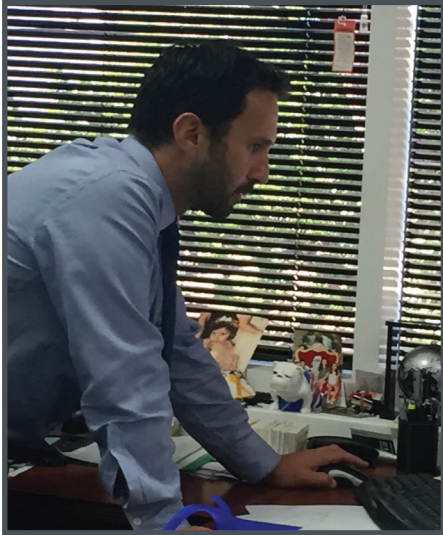
Am I too hard on him ... ?

YES... embarrassingly so.

BUT he has chosen a career in our family business.

He and his sister Niki, BOTH chose to do the same course, at the same University that I did.

ALEXANDER THE GREAT



THAT alone gave me goosebumps ... it still does... i.e. to have two children so closely follow YOUR career and path.

One day he will have to drive this company.

He, will have to plot its direction, and destiny .

It's a path that he chose, willingly.

Is he up to the task? ... more than he knows...today .

For the time being, like all good fathers, I try to protect him, as his mind grows stronger.

BUT, as all good fathers, you never stop the guidance.

In Life's journey Tina and I did well, to have the children that we have.

May they too, be blessed with the children that THEY always wanted.

Best Wishes

George Papamanuel, September 2022

DID YOU KNOW?

In 2011, a fungus was found in the Amazon Forest that can feed on a diet solely of polyurethane (plastic). It can also do so in a non-aerobic environment.



KRISHNENDU GHOSH

ERA POLYMERS
BUSINESS DEVELOPMENT
MANAGER
INDIA & MIDDLE EAST



Welcome to Australia Krish!

We were very happy to welcome Krish into our Head Office in Banksmeadow Australia where he and Tony Hatzikiriakos got down to business even before he set his luggage down!

Krish, lives in Kolkatta, India where he is based,...covering Era Polymers business in India and The Middle East.

Krish like most of us, is a polyurethane man, through and through. BUT, he is not just a polyurethane guru... he is a superbly, nice guy. He also has superb, business, and communication skills ... and ultimately a **“People Person”** - Just like all of us.



ROLLIN' ROLLIN' ROLLIN'

George Papamanuel, along with Tina, returned home after a long week away at the Era Polymers New Zealand facility attending meetings and catching up with staff and customers. Now, for our post here! Well, traveling back via Auckland International Airport George Papamanuel shared this:

“There was I, in New Zealand, dragging my bag through the airport... when I felt a “kerthump, kerthump”, on my ROLL on, brief case. I looked down and saw pieces of the wheels on the ground and picked them up.

The pieces are what we call “cheesy” ...i.e. you can stick your finger nails into them.

**So, we are a polyurethane company right.
A good polyurethane company!**

So, I brought the pieces home, and had them analyzed...The analysis showed that they are a POLYESTER based elastomer system.

AND, what are ONE of the downsides of a polyester based urethane elastomer?

They hydrolyze, i.e. with time, they break down in humidity. As mine did. So why did the manufacturer specify a POLYESTER based system ? It has GOOD abrasion, BUT, PRICE... it's the CHEAP, cheap”.

So when you want to specify GOOD polyurethane for demanding applications.... talk to us!

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FIT FOR PURPOSE

Have wheels, will travel

“ So, when you want to specify **GOOD** polyurethane for demanding applications...
TALK TO US! ”

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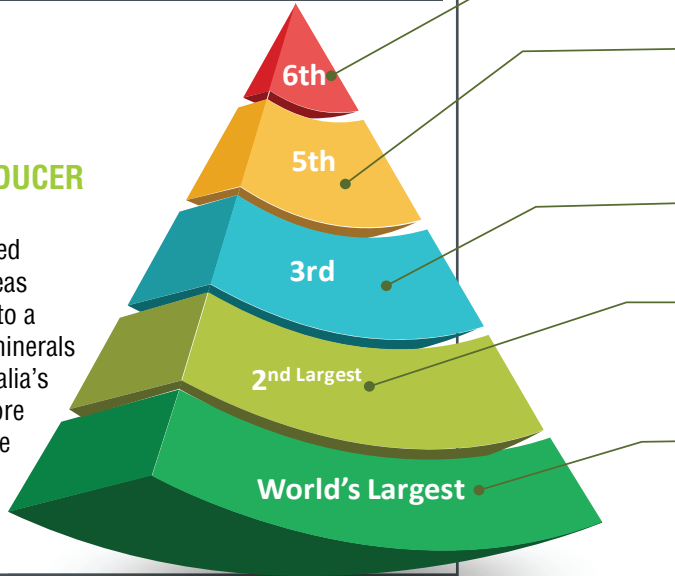
ERA POLYMERS: POLYURETHANE IN MINING



AUSTRALIAN MINING

WORLD RANKING: PRODUCER

Much of the raw material mined in Australia is exported overseas to countries for processing into a refined product. Energy and minerals constitute two-thirds of Australia's total exports to China, and more than half of Australia's iron ore exports are to China.



INDUSTRIAL: Copper⁽²⁰²⁰⁾

INDUSTRIAL: Nickel⁽²⁰²¹⁾, Coal⁽²⁰²⁰⁾
PRECIOUS: Silver⁽²⁰²¹⁾

PRECIOUS: Gold⁽²⁰²⁰⁾

INDUSTRIAL: Zinc⁽²⁰²⁰⁾, Uranium⁽²⁰²¹⁾
PRECIOUS: Diamond⁽²⁰²⁰⁾

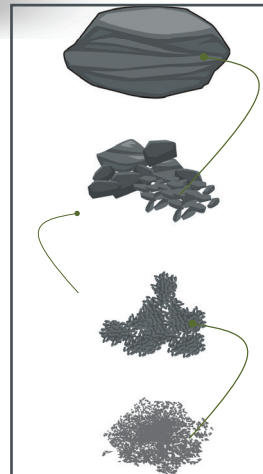
INDUSTRIAL: Iron Ore⁽²⁰²⁰⁾, Aluminium (Bauxite)⁽²⁰²⁰⁾
PRECIOUS: Opal⁽²⁰²⁰⁾

GENERAL MINING PROCESS

Mining involves the extraction of ore and minerals from the ground to convert into a useable form.

This in essence is the breaking down of rocks and earth throughout various stages, while removing the excess unwanted material.

Through both mechanical and chemical processes, polyurethane is used throughout the various processing stages.



PROCESSING



ERAPOLS FOR THE MINING INDUSTRY

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PIPELINING

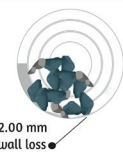
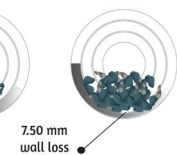
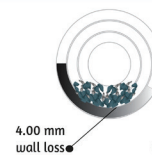


Particle Size 80%
250 mesh

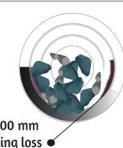
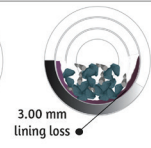
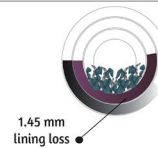
Particle Size 30%
3/16-inch

Particle Size 20%
5/8-inch

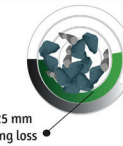
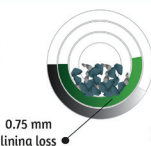
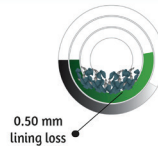
STEEL
Wall Loss



RUBBER
Lining Loss



ERAPOL
Lining Loss



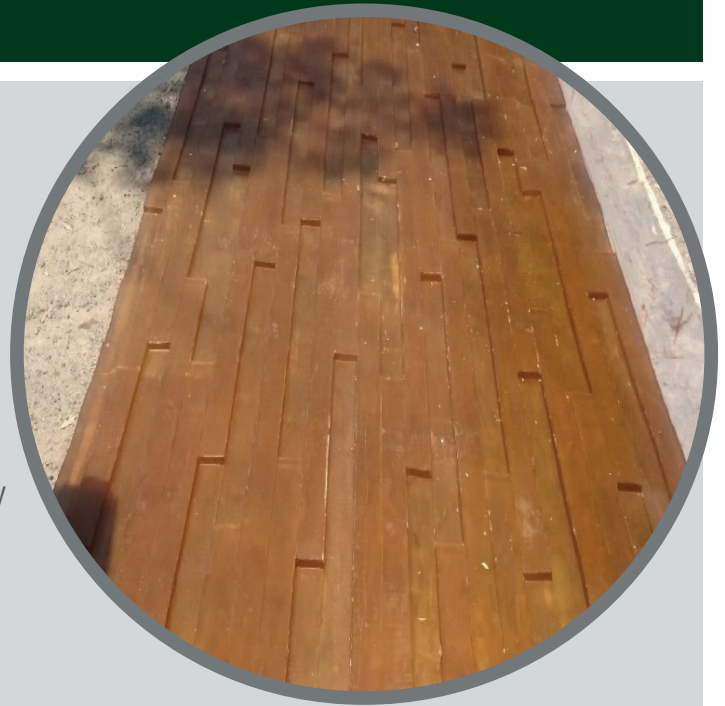
ERAPOLS BEST RESULTS FOR WEAR RESISTANCE

ERAPOL™ CCM75A

MAKING CONCRETE MOULDS ARE BUT JUST ONE APPLICATION

Erapol CCM75A is a medium performance cold castable polyurethane elastomer free from MOCA and flammable solvents. It produces an economical elastomer with good toughness and high elongation and chemical resistance.

Erapol CCM75A has a low viscosity, a potlife of 13 minutes and can be cured at room or elevated temperatures, so is easy to process.



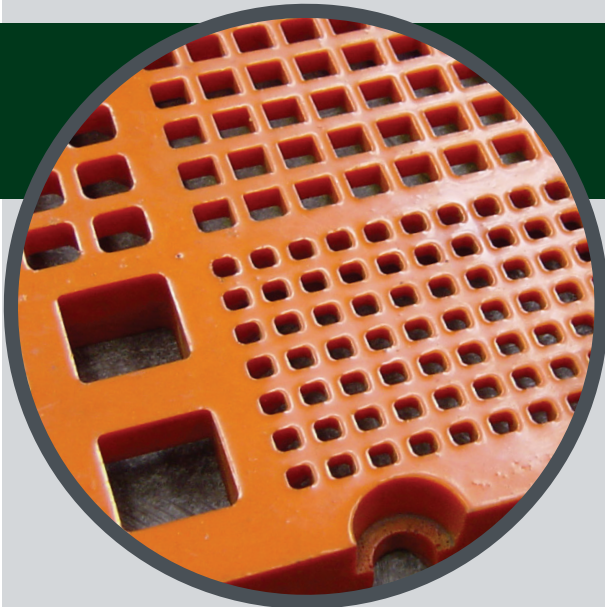
Other applications include, concrete and flexible moulds, stamp pads, cast in place linings, sound dampening applications and casters

CREATION OF PRE-CAST CONCRETE PANELS TO BE USED IN A SHOPPING PLAZA

For more information about our Cold Casting Range: Please visit www.erapol.com.au

Or contact us on **+61 02 9666 3788** to talk to one of our Technical Business Managers

ERAPOL™ EME167 QUASI POLYESTER MDI



EME167 is a 3 component system, catalysed using Era Polymers proprietary catalyst blend Eracat MF which is Mercury Free. Despite being Mercury Free the catalyst provides excellent hardness build up and demould times.

When reacted **EME167** can give a range of hardnesses from 55 to 95 Shore A. The material has excellent physical properties and particularly good abrasion resistance of less than 25mm³ (10N) for the 85A hardness.

Erapol EME167 is ideal for machine processing but can also be hand cast. Applications for the Erapol EME Elastomers include but are not exclusive too: Mining screens, snow plates, rolls, seals, gaskets, linings and a variety of industrial and mining applications.

Erapol PC562 Polyol contains only FDA approved raw materials so can be used for a multitude of Dry Food applications subject to relevant approvals gained in that region.

EME 167

LOVE SONGS #11 - ENDEKA AVAILABLE NOW!



So, what's your favourite song, this year George?

Well, let me answer this way...I first heard it on YouTube...somebody posted a like, and it said;

"I'm from Armenia, I haven't got a clue what the words say, but I still cried".

Music is only in the ears of the beholder right. What's music to some, is noise to somebody else.

The Song is OTAN EHO ESENA (WHEN I HAVE YOU) Stamati, has one of those soulful voices, which gets better the more he smokes, drinks and eats...and boy, he CAN eat ! The words go something like this;

When I have you | I can dream again. | I open sails in the sea. | And I hold between my hands The world to fix. | When I have you. Nice?! I think so.

It reminds me of someone that I met 46 years ago.

Our very own, Olivia Newton John, passed away a few weeks ago. When the movie, "Grease" was released in 1978, she was 30, John Travolta was 22, I was 28 and happily married...BUT boy, her HAIR, her hair, did

something for me. Back then women, had real voluminous hair, not hair that had the life straightened out of it.

And how come you've added THREE songs from Creedence Clearwater Revival, George? Well John Fogerty's voice does it for me...It takes me back, way back, to a time that I had body and hair, and was patiently (you've NEVER been patient George...OK, well IM-patiently waiting, for my soul mate to walk into my life). SO, now, when I get on my walking machine and play CCR, and looking down at my beer belly (and I don't drink beer)... I cry what happened George, what happened?

I've been blessed with TWO sisters Ella, and Maria. A few weeks ago we went to a funeral, and after the funeral, I went up to my sisters and gave them both a BIG bear hug, and told them, how blessed I was to have them, Ella is 81, and Maria is 78. Every time I play Doris Day's "Que Sera Sera", we are all 60-65 years younger, living in Neild Avenue Paddington, impatient to grow up. I went to a tough School , Cleveland St, Boys High School. It was a school for working class children from working class families... BUT, we were blessed with teachers who knew how to teach. We were also blessed with some teachers who wanted to elevate us above our lower working class roots.

ONE English Teacher Elwin Lynn, was an art critic for the Sydney Morning Herald.. every now and again, he would bring a painting in, and point out it's hidden nuances... It gave me a lifelong appreciation of some art... NOT the "arty farty" type...nonetheless SOME art. Another English teacher, Mr Holt, wanted us to appreciate GOOD music. It was the

day of record players, right. So he would bring one in, most Thursdays, and at the end of the Lesson... he would play some classic music.

One day he bought in LEONARD BERNSTEIN New York Orchestra, playing RAVEL's "Bolero"...it is / was 16 minutes long (I think)... I had then, and still have, goosebumps every time I listen to it. So, when I got a part time job at 16 ... guess what I bought ...I still have it!

I've listened to it dozens of times on YouTube, played by all sorts of orchestras... my favourite is; <https://www.youtube.com/watch?v=8KsXPq3nedY>

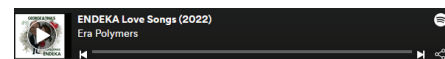
They are all too long...so the one, in this collection is by Andre Rieu's Orchestra. So, isn't it remarkable, two English teachers, breathed into a young boy, to try and be a better person, to dream about lifting myself above our lower middle-class roots...all done by showing art, and exposing a Greek Boy, to Classic music...And THAT breathed into me, a desire to try, and try, to be better, and to want to, give my future children, a better future...and a better education.

That's weird George. No its not ... it's the ALDI slogan, at the back of all their trucks; "GOOD, DIFFERENT"

Enjoy! September 2022



NOW AVAILABLE ON SPOTIFY: <https://open.spotify.com/playlist/1greYRhY6HL5c15XrLPhmG>




**** FOLLOW US! ****

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SOCIALISING

STAFF WORKING AND WORKING OUT
- DO YOU KNOW DAVE WEIR?

CELEBRATING
Era
Polymers
EMPLOYEE
WORK
ETHIC
When work meets play
at Era Polymers

Era **Era** **Era** **Samos**
NEW ZEALAND POLYURETHANE AFRICA Polymers



ERA POLYMERS, BANKSMEADOW - MOVIE NIGHT



FRIDAY AFTERNOON: CHEESE & NIBBLIES

Era Polymers has a workplace culture with a 'family feel'.

As **George Papamanuel** constantly says, in emails, and out loud, "We are only as good as the people we employ...and we employ a lot of very good people".

Part of what makes being part of the **Era Polymers** family so special is the focus on nurturing relationships. And food can bring people together like nothing else, it makes for better workplace camaraderie and dynamics. George and Tina know this very well. It's their mark of distinction, and a well-loved and appreciated tradition - **The Era Polymers Get-Together in the cafeteria!**

So, here's news from Era Polymers' Head Office in **Banksmeadow**: The September Friday Cheese Platter and Nibbles was a great success, after a hard fast-paced few months we finally got to see each others faces... rather than the tops of each others heads bent over computers, printers, laptops, laboratory equipment, machinery etc.

And...it feels good. It especially feels good to be appreciated and noticed... and rewarded.

It feels good to get together as friends at work, because when you're working with friends, it doesn't feel like it's work!



WORMAGGEDON COMES TO TOWN: AN ERASPRAY ES388 SUCCESS STORY



Look what our customers can do when they have support from our wonderful **Era Polymers** team (The Elastomer laboratory formulates the product, The Physical Testing laboratory confirms the mechanical properties, The Analytical laboratory analyses the components to generate data for the SDS, Samos Polymers produces the product in batches in specification, The QC laboratory confirms the manufacturing process, The Equipment division supplies the spray equipment and provides training and spare parts, The Sales team ensures it's easy for the customer to do business with us!

Ahead of the now released new season of Rick & Morty, an special episode was aired...to mark the occasion "Wormageddon" a series of 14 pop-up art installations were erected around the world — including every continent other than Antarctica!

The large scale sculpture was displayed on the Bennelong Lawn in The Royal Botanic Gardens in Sydney was unveiled and on exhibition between 30th August and 7th September 2022.

This piece was realised by **Big Kahuna Imagineering**- a multidisciplinary team of designers, artists and fabrication specialists dedicated to providing unique creative solutions to the Advertising, Marketing, Media, Event, Art & Entertainment Industries) where **Austuf Coatings** were then contracted to create the styrofoam shapes and spray our polyurethane hard coating material, the **Eraspray ES388** product.

Of course, our own Nicola French from the **Era Polymers** Marketing Department went to check it all out! Just WOW!

Thank you to **Big Kahuna Imagineering** and **Austuf Coatings** for sharing this wonderful success story.



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COMPATIBLE WITH FULL WATERKOTE®
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Urethane Coatings Floor Cleaner can be applied over ALL floors treated with any product from the **Urethane Coatings** Range.

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- Fresh, Clean Scent
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- Ideal for most timber hardfloors

1-L & 5-L AVAILABLE

ALL ABOARD! THE ERA TRAINING ROOMS!

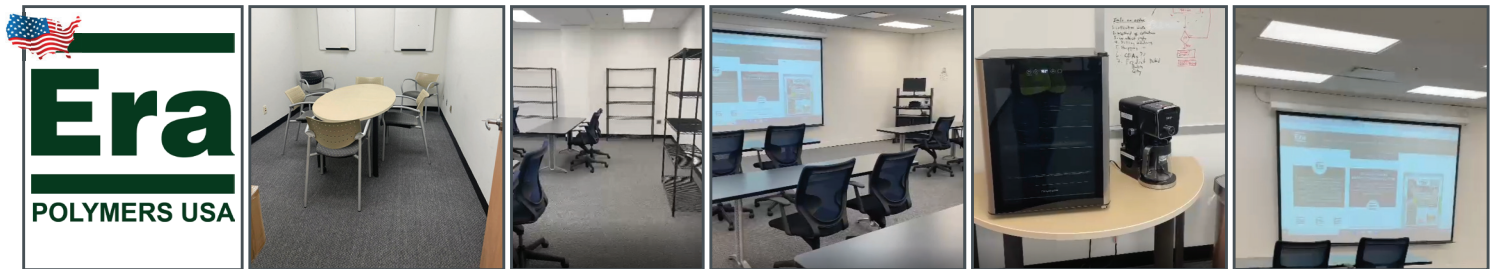
Employee training is about helping our employees learn and develop their skills so that they can become more effective at what they do.

So, how does Era Polymers achieve this?

Let's start at the beginning. George Papamanuel's dream was to create a space that encourages ongoing learning, to develop more engaged, skilled workers who are investing in themselves – and in turn, the future of Era Polymers - worldwide. Who best to realise and make that dream come true? Shannon Williams of course!

The Era Polymers training rooms in Australia, South Africa and USA show our teams that we care about their education and development by carving out a space that enables them to grow...and be entertained!

Our training rooms are so much more than just a room with a few pieces of basic technology. It's a place where staff get together and BRAINSTORM - it's a place where great ideas are born and nurtured in the real world. Ask for a tour next time you're in town!



ERA POLYMERS - MORE THAN JUST PU



For more information contact
Era Polymers on Tel: 02 9666 3788 or email erapol@erapol.com.au





THE LIGHTER SIDE



THE ANSWER TO:

LIFE
UNIVERSE
EVERYTHING

42

Me trying to stay sleepy while going to the bathroom at 3am

1960'S

SECURITY CAMERAS

Science isn't about why. . . It's about why not?

I was gonna make a chemistry joke but Na

Me every time I see a security camera

MOM I JUST REALLY

NEED TO FOCUS ON MY ART RIGHT NOW

THINK LIKE A PROTON

AND STAY POSITIVE

"If we're not meant to have midnight snacks, why is there a light in the refrigerator?"

WHAT'S MOVING IN MACHINERY? LATEST

GUESS WHAT'S COMING?

That's right, a high pressure two component foaming machine from SAIP

The machine is composed of:

- Isocyanate and Polyol storage and conditioning group
- Vibrating electronic loading levels
- Servocontrolled loading valves
- Pneumatic double diaphragm loading pumps
- Dosing pumps and motors magnetic coupling only for Iso
- Isocyanate and Polyol high pressure metering group
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- High pressure self-cleaning mixing head vertically positioned
- Mixing head support beam
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- Chiller unit
- N°2 250 litres tanks



STORAGE AND DOSING GROUP



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