

BROFIND®

Annual sustainability report 2019



In relation to the disclosure of sustainability data, Brofind® Spa commits to publish and share the annual sustainability report with its stakeholders by January 30th.

Done	Checked	Approved	Date	Rev.
Leone/Maverna	G. Rossetti	A. Parravicini	15.01.2020	0

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BROFIND®

Global goals for sustainable development



BROFIND'S MISSION

We want to share with every potential customer our distinctive technical skills and the long-standing engineering know-how, to face and overcome the ecological limits of the production plants by complying with international industry regulations.

Brofind® not only provides turnkey, technologically advanced plants in compliance with BAT, but also takes charge of existing used plants, upgrading them with maintenance, renovation and revamping.

Alessandro Parravicini, CEO

VISION

The common interest in the respect for the environment, partially in contrast with pure profit, is implemented by creating industrial production systems with a low ecological impact. Guided by this awareness, we develop innovative technological solutions and spread cultural themes with the goal of sustainability as seen by the best interpreters of the Italian, European and global business mission.

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BROFIND®

COMPANY OVERVIEW,

We supply complete turnkey plants for the **abatement of pollutants in the atmosphere.**

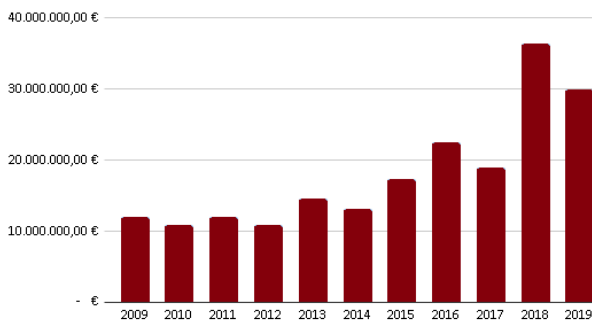
We specialize in the **abatement of VOC, acid fumes, inorganic pollutants** and in building plants for the recovery of the solvent used in your production.

We have been operating worldwide since 1993, coming up with cutting-edge solutions to **reduce air pollution** and **optimize energy.**

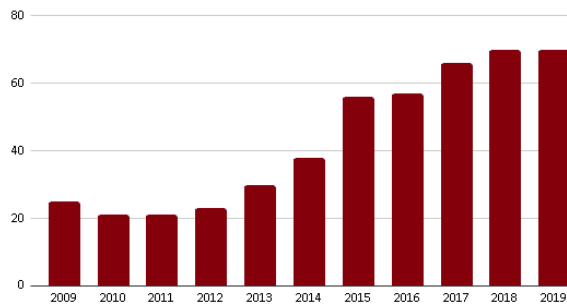
The numbers that define us today

Brofind®, after gaining rapid success, was able to consolidate its results and extend them to highly competitive markets and geographical areas. To better understand the company, we present some significant numbers:

Turnover



Employees



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Thanks to Brofind® systems installed all over the world, the following results have been achieved for environmental protection:



OUR PLANTS



Regenerative thermal oxidation plant.

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BROFIND®



Over the years, Brofind® has been able to attract and consolidate a network of top-level employees and collaborators, creating a solid structure able to follow any type of project, in all its aspects.



STAFF

Teamwork, implemented by qualified professional figures specialized in specific technical fields, is distributed in the following departments that work together synergically:

Division	Women	Men	Total	% Women
Sales department	0	4	4	0%
Process engineering	0	2	2	0%
Mechanical engineering	4	10	14	28%
Electrical - instrumental	0	4	4	0%
Software/automation	0	3	3	0%
Technical assistance	0	10	10	0%
General services	9	2	11	81%
TOTAL	13	35	48	27%

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EDUCATION

In 2019, approximately 200 hours were committed to the training of Brofind® employees, equivalent to 4.2 hours each.

The implemented courses are aimed at increasing our staff skills. In 2019, we carried out the following courses:

- Italian for foreigners
- Basic French
- Advanced French
- Basic, medium and high risk safety specific training
- Confined spaces safety and DPI 3° Cat specific training
- Fire extinguishing and first aid specific training
- PES-PAV specific training
- "SEVESO" specific training

WELFARE

Brofind® has decided to redistribute to all its employees a part of the "wealth" produced by the company itself, through a simple mechanism that can be verified by anyone.

L'obiettivo per il triennio 2019-2021 sarà quello di chiudere il bilancio con un utile > 1% del valore dei suoi ricavi (fatturato attualizzato all'anno in corso). Facciamo un esempio, se i ricavi sono stati di 1.000 e l'utile di 20, essendo l'utile superiore al valore dell'1% dei ricavi, il premio verrà distribuito.

The goal for the three-year period 2019-2021 will be to close the financial statement with a profit > 1% of the value of its revenues (turnover discounted to the current year). For example, if the revenues were 1,000 and the profit was 20, since the profit is greater than the value of 1% of the revenues, the award will be distributed.

PHOTO CONTEST

Since 2020, we launched the first photo contest of Brofind® plants installed around the world and immortalized by our staff on the installation site. Each photograph conveys the confidence we have in our mission to make the world more sustainable through our atmospheric pollutant abatement technologies.

SCHOLARSHIP

As of 2019, a €5.000 worth scholarship pertaining to Brofind® business activities will be funded each year, to be awarded to a relative or relative-in-law of a Brofind® employee. During the year, applications will be collected, and a special committee will select the most deserving and most in line with the business needs of the moment. The scholarship will consist in 4-6 months internship, depending on the activities, to be carried out at Brofind® Italy, China, Turkey or India.

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INCIDENTS

Incidents rate pertaining the last 5 years:

Year	Worked hours	Incidents hours	Nr. of incidents	Nr. of incidents with lost working days	Nr. ULA	TRIR Total Recordable Incident Rate	LTIR Lost Time Incident Rate	IF Incident Frequency Rate	IG Incident seriousness rate
2015	67.859,28	0	0	0		0,00	0,00	0,00	0,00
2016	79.838,79	1456	4	4		10,02	10,02	50,10	2,28
2017	80.928,69	0	0	0	42,2	0,00	0,00	0,00	0,00
2018	86.234,88	0	0	0		0,00	0,00	0,00	0,00
2019	88.582,00	0	0	0		0,00	0,00	0,00	0,00

No injuries of any kind were recorded in 2019.

BROFIND®

17 PARTNERSHIPS
FOR THE GOALS



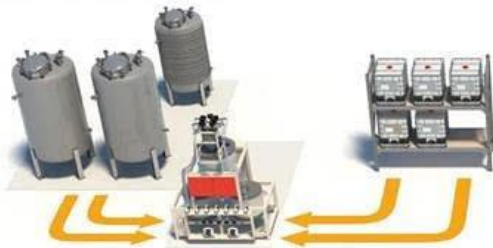
PARTNERSHIP

Brofind® belongs to the Alliance Decor Technologies, a solid partnership that combines the experiences of 5 renowned Italian companies to offer the complete package from impregnation and coating of décor papers along with lamination for the wood-based panel industry.



Sinergy and know-how
for décor paper impregnation and coating along with
lamination for the production of laminated panels

Fabinmec Europe
Resin Production and Mixing System



chemisol
italica srl
Additives for Impregnation

TOCCHIO
coatingsolutions
Impregnation and Coating Lines



BROFIND
Air Pollution Control Plants



The department in question manages all personnel involved in the startup and commissioning activities, in charge of installing the item, together with after sales technical service activities, also provided through remote connection, therefore supplying a continuous technical support service throughout the entire lifetime of the machine.

The total in-house design of the machine allows Brofind® to study and adapt the plant to the minimum needs of the customer from every point of view. The full and constant collaboration of the various departments allows the customer to purchase a tailor-made technological product, developed without any design detail delegated to third parties, a feature which sets Brofind apart from its competitors.

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