

# ANNUAL SUSTAINABILITY REPORT 2021

Our commitment  
to environmental  
preservation

BROFIND®





# BROFIND®

Viale Stelvio 5, 20159 Milano

[www.brofind.com](http://www.brofind.com)

The activities outlined in this report refer to the year 2021.

## THE SUSTAINABLE DEVELOPMENT GOALS

### Global sustainable development goals

The United Nations 2030 Agenda for Sustainable Development, adopted in September 2015, identifies the 17 mutually agreed Sustainable Development Goals (SDGs) addressing today's complex social challenges, and serves as a reference for BROFIND SpA's activities.

For information regarding the data included in this report, you may contact [csr@brofind.com](mailto:csr@brofind.com)

*"This report has been written in accordance with the GRI Standards: Core option."*



**Done**  
A. Leone/C. Maverna

**Checked**  
G. Rossetti

**Approved**  
A. Parravicini

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0

**BROFIND®**

**Annual sustainability report  
2021**

*Consolidated non-financial statement.*

# BROFIND®'S MISSION

WE AIM TO SHARE WITH EACH POTENTIAL CUSTOMER THE DISTINCTIVE TECHNICAL SKILLS AND THE LONG-STANDING ENGINEERING KNOW-HOW THAT SET US APART, IN ORDER TO ADDRESS AND OVERCOME THE ECOLOGICAL CHALLENGES OF PRODUCTION FACILITIES, BY FULFILLING INTERNATIONAL INDUSTRY REGULATIONS AND BY INSPIRING INNOVATION.



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Dearest all,

*as I am about to write the opening letter to our first sustainability report, I feel immensely satisfied because I finally see an opportunity to talk about our origins, our daily commitment, our technologies and the modus operandi now ingrained in each one of our employees.*

*Finally everyone, from the most authoritative institutions to every single citizen, is being sensitized to such an important topic, and it is good that there are occasions like this to communicate to the whole world the will to change and the commitment to our planet. Let me emphasize, however, with a hint of pride, that this is nothing new for our company, it is nothing but a confirmation and officialization of our long-standing activity, born from the philosophy of the founding members.*

*Our job has always been to offer our customers the opportunity to make their production process more sustainable and greener, reducing polluting emissions into the atmosphere, optimizing the reuse of raw materials, and recovering and saving as much energy as possible.*

*A company such as ours, with environmental care in its DNA, which works to preserve air quality of the world where we live, can only have virtuous internal practices. The company's policies, which have been enthusiastically shared by every single employee, have led to an increased focus on recycling, energy conservation, and reduction of paper consumption. But that is not all, because sustainability and care for the environment cannot and should not be just a corporate problem or opportunity. Brofind's commitment and challenge has been, and always will be, to make it easy and possible for all its employees to engage in environmentally sustainable behavior even outside working hours. To do this, we have introduced a modern approach, involving working hours, mobility, and agile working, long before the advent of the pandemic. All this has led to better compatibility between work and family commitments, has reduced the hours spent in traffic, has encouraged the use of environmentally friendly mobility options, and has also facilitated the combination of work schedules with those of children and of the elderly. You can only ask people to respect the environment if they feel respected and are confident of being an important gear in this complex mechanism.*

*Every problem brings with it a challenge and an opportunity for growth, and certainly COVID 19 was a turning point. We have placed, for a year, great emphasis on all economic and business issues and have been able to stay the course, despite the storm, and now that we see a calmer future, we feel even more the need and responsibility to develop our know-how in the direction of sustainability. The market and our customers are asking us, with more and more interest, for technologies that are less energy-intensive and more efficient in reducing pollutants. The efforts, investments and research we have made have gone, and will continue to go, in this direction. I am confident that our customers and the market will appreciate this positive wave, helping and directing everyone towards the much-desired green change.*

**BROFIND®**  
Alessandro Parravicini





## BROFIND<sup>®</sup> 'S VISION

*BEING AWARE THAT THE COMMON INTEREST IN ENVIRONMENTAL RESPECT, IN PART ANTITETHICAL TO THE PURE PROFIT, IS IMPLEMENTED BY CREATING INDUSTRIAL PRODUCTION SYSTEMS WITH A LOW ECOLOGICAL IMPACT, WE DEVELOP INNOVATIVE TECHNOLOGICAL SOLUTIONS AND SPREAD CULTURAL THEMES IN LINE WITH THE INEVITABLE GOALS OF SUSTAINABILITY THAT BRING TOGETHER THE BEST INTERPRETERS OF THE ITALIAN, EUROPEAN AND GLOBAL BUSINESS CULTURE.*

# 1 The Company

## 1.1 Company profile and main applications

The company BROFIND SpA, carries out the study, design, development, production, installation and sale of air pollution control systems.

It is based in Milan with subsidiaries in Istanbul and in Asia, in Beijing and New Delhi. The company currently operates worldwide with more than 60 employees.

Brofind is a member of Confindustria-Lombardia, the Italian General Confederation of Businesses, Professional Activities and Self-Employed Work.



Feasibility studies



Engineering



Project management



Installation



After Sales



Revamping

## 1.2 Products and Services

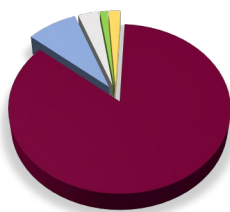
Main types of plants:

- Thermal oxidizers
- Catalytic oxidizers
- Solvent recovery plants
- Scrubbers

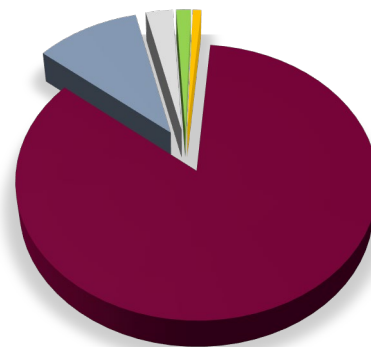
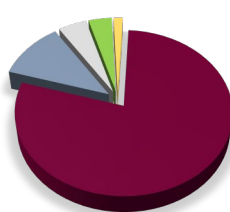
## 2021 turnover

Total company turnover

2019 turnover






2020 turnover



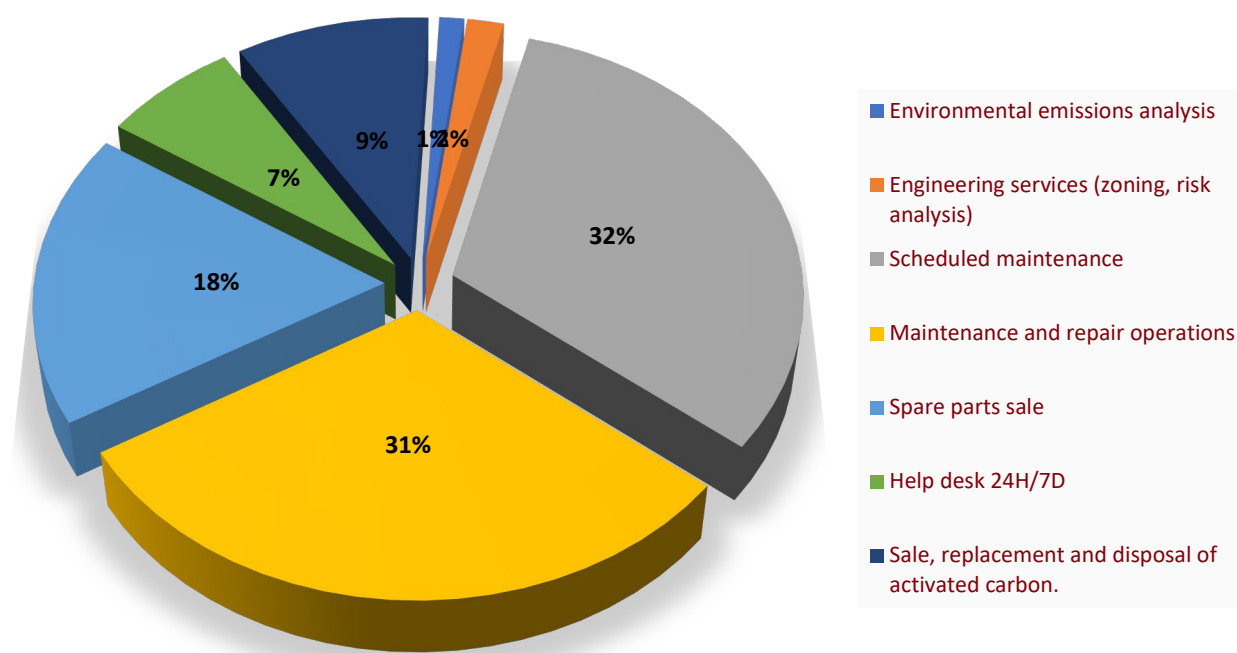
	2019		2020		2021	
	Turnover €	%	Turnover €	%	Turnover€	%
Plants sale	18.236.042,00 €	85	9.990.332,00 €	79	17.367.198,00 €	85
Assistance	1.737.377,00 €	8	1.422.956,00 €	11	2.126.932,00 €	10
After-sale	698.804,00 €	3	588.334,00 €	5	547.731,00 €	3
Products sale	262.570,00 €	1	484.896,00 €	4	296.098,00 €	1
Services	407.634,00 €	2	189.719,00 €	1	171.537,00 €	1
TOTAL	21.342.427,00 €		12.676.237,00 €		20.509.496,00 €	

### Turnover by geographic area

	2019	2020	2021
 <i>Italy</i>	10.277.211	5.102.077	10.519.960
 <i>Europe</i>	9.705.109	6.930.860	9.052.808
 <i>Rest of the world</i>	1.220.506	643.795	1.151.842

### Turnover by main types of services:

- Environmental emissions analysis
- Engineering services (zoning, risk analysis)
- Programmed maintenance
- Maintenance and repair operations
- Spare parts sale
- 24H/7D help desk
- Sale, replacement, and disposal of activated carbon.





### 1.3 Brofind SpA's history

The headquarters are located in viale Stelvio 5 in Milan, 20159, Italy.

**September 1993**

**Brofind is founded: consulting activities**

**May 1995**

**Plant design activities**

**April 1999**

**Start-up of the first RTO**

**September 2001**

**Our first solvent recovery unit with steam regeneration**

**February 2004**

**Our first inert gas solvent recovery unit**

**January 2005**

**100<sup>th</sup> purification plant**



**October 2006**

**Brofind – important player on a European level**

*The value of exports exceeded that of the internal market*

**March 2012**

**Opening of subsidiary in Istanbul**

**December 2014**

**Brofind opens subsidiary in Beijing**

**June 2016**

**500<sup>th</sup> purification plant**



**500**

**April 2018**

**Opening of subsidiary in New Dehli**

**February 2019**

**One of the largest European solvent recovery plants**

*2400 Kg / h of recovered solvent and 300000 m3/h of purified effluent;*

**May 2021**

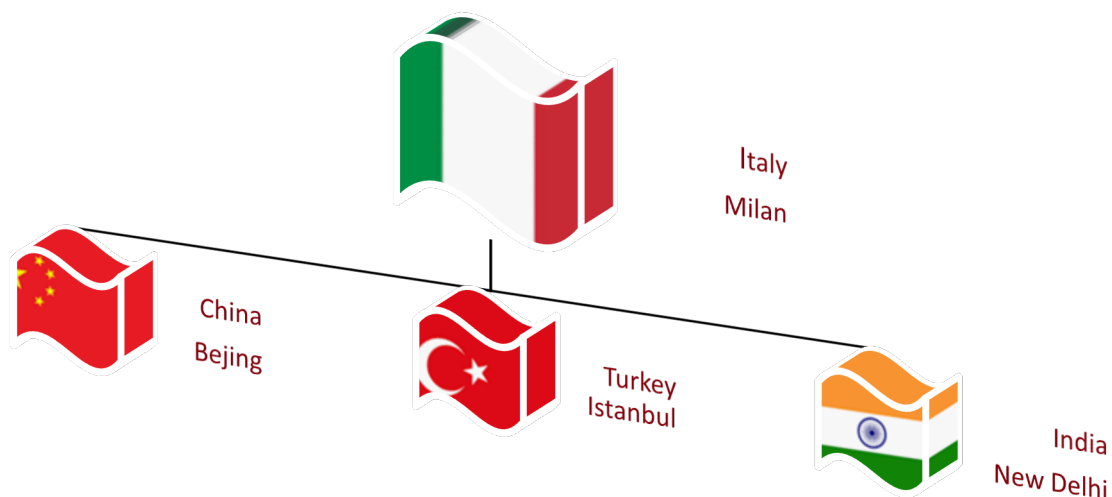
**Silver medal in sustainability**

*Brofind® has submitted for a scrupulous evaluation of corporate performance through Ecovadis, the largest provider of sustainability analysis. We are proud to have obtained a Silver Medal in recognition of our achievements in the field of environment, ethics, sustainable purchases, work practices and human rights!*

### 1.4 Global presence

Brofind SpA is based in Milan, Italy; the company's subsidiaries have been in Turkey since 2008, in China since 2012, and in India since 2018.

*Distribution and sales:*



### 1.5 Target markets

Brofind's target markets are represented by the following sectors:

AUTOMOTIVE	TANNING AND SYNTHETIC LEATHERS
CHEMICAL AND PHARMA	LAMINATES, IMPREGNATION AND BONDING
COATING AND PAINTING	CERAMIC AND BUILDING MATERIALS
ELECTRONIC COMPONENTS	PLASTIC AND INSULATING MATERIALS, RUBBER
ECOLOGY AND WASTE DISPOSAL	PETROCHEMICAL INDUSTRY, OIL&GAS
FOUNDRY AND METALLURGY	PRINTING, PACKAGING AND CONVERTING
FOOD INDUSTRY	TEXTILE

### 1.6 The brand

Brofind sells its equipment under the following registered trademark:

**BROFIND®**

## 2 Sustainability

### 2.1 Sustainability for Brofind

To Brofind, Corporate social responsibility is not an abstract concept but corresponds to actual daily practices aimed at reconciling economic decisions with the assessment of their social and environmental impacts, in accordance with the expectations of all Company's stakeholders.



In recent years all companies have been faced with increasingly complex, and at the same time necessary, challenges in terms of respect for the environment and for people.

In 2020 Brofind's first step was to implement the corporate structure with the CSR department, Corporate Social Responsibility, which was responsible for the preparation of our first sustainability report referring to the year 2019.

Although Brofind, as of today, has no obligation to prepare a sustainability report, it still intends to demonstrate its respect and attention to these issues and wants to project itself to the achievement of the goals in the UN 2030 agenda.

Brofind pays particular attention to the development of global policies that involve all stakeholders, in the areas of compliance, ethics, accountability, sustainability and transparency, all values that Brofind considers to be the basis of the valuable assets that stretch from its reputation to the set of principles that characterize the actions of a socially responsible company.

### 2.2 Company values

Loyalty, confidentiality, diligence, fairness, legality, and non-discrimination are the six guiding values, set out in the Company's Code of Ethics, which constitute the shared heritage of Brofind's culture, as well as the benchmark for conducting business and corporate activities in full respect of all stakeholders.

***Loyalty:** awareness that virtuous competition is a healthy incentive for innovation and development processes*

***Confidentiality:** commitment to ensure the protection and confidentiality of personal data in compliance with all applicable regulations*

***Diligence:** the relationship between the company and its employees is based on mutual trust*

***Fairness:** behaving with integrity, honesty, and respect, putting common interests ahead of individual interests*

***Legality:** transparency of financial and non-financial statements and accounting is a fundamental principle for its business and for the protection of its reputation*

***Non-discrimination:** the company avoids and rejects all forms of discrimination.*





## 2.3 The dialogue with the stakeholders

Brofind has established an active and constant dialogue with its internal and external stakeholders, based on transparency, trust and consensus in decisions. Thanks to this dialogue, the company can obtain important information about its reference framework and to have feedback on its actions, with a focus on continuous improvement of the impacts of the company's activities on environment and society.

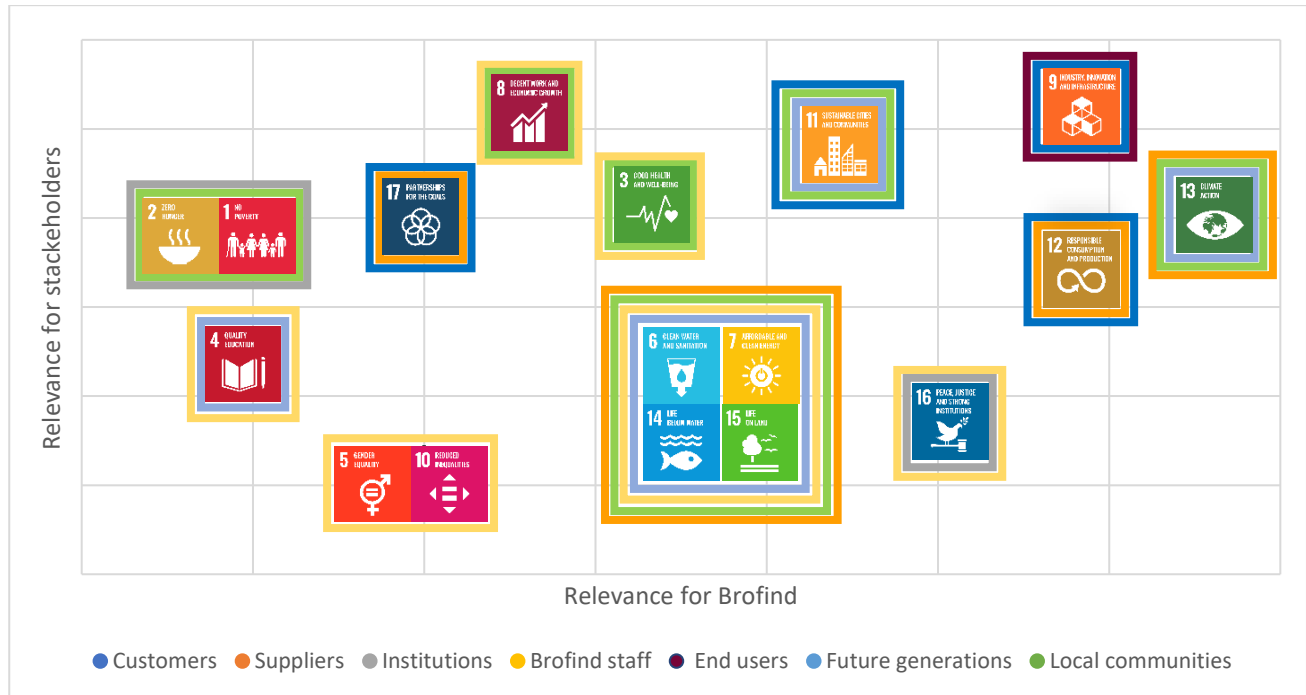
Through this process of listening and confrontation Brofind can evaluate the extent to which it is understanding and meeting the expectations and interests of its stakeholders and identify areas in which to strengthen engagement and those in which to confirm the approach taken.



Stakeholders	Listening and engagement tools	Stakeholders' expectations and Interests towards Brofind
<b>CUSTOMERS</b> 	<ul style="list-style-type: none"> <li>• Daily activities and reports of the Sales department</li> <li>• Consulting and feasibility studies</li> <li>• Customer service channels</li> <li>• 24H/7D support</li> <li>• Identification of customers' needs and expectations for new product development</li> <li>• Customer satisfaction questionnaire</li> </ul>	<ul style="list-style-type: none"> <li>• Product reliability and safety</li> <li>• Reliability and flexibility of production processes so that business continuity and adherence to delivery schedules are guaranteed</li> <li>• Constant innovation in products, with regard to improving environmental performance and attention to product design</li> <li>• Support to joint development of customized solutions</li> <li>• Protection of "Brofind" brand as a distinguishing feature for purification plants</li> </ul>
<b>SUPPLIERS</b> 	<ul style="list-style-type: none"> <li>• Daily activities and reports of the Purchasing department</li> <li>• Evaluation <b>questionnaires</b> and supplier qualification processes</li> </ul>	<ul style="list-style-type: none"> <li>• Timely and proper adherence to contract terms and conditions</li> <li>• Continuity in supply requests</li> <li>• Opportunity to develop strategic partnerships for the improvement of its activities</li> </ul>

<b>INSTITUTIONS</b>  	<ul style="list-style-type: none"> <li>• Institutional discussion tables and initiatives, at national and international levels</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure full compliance and adherence to current regulations</li> <li>• Promotion of local development and achievement of the goals set by the international agenda</li> <li>• Supply chain control for social and environmental risk management throughout the value chain</li> </ul>
<b>BROFIND STAFF</b>  	<ul style="list-style-type: none"> <li>• Surveys to detect internal climate, job satisfaction and involvement</li> <li>• Daily activities and reports of the Human Resources and Organization department</li> <li>• Channels to gather reports of violations of the Code of Ethics and Code of Conduct.</li> <li>• Internal communication activities (newsletters and bulletin boards)</li> <li>• Training activities on organizational behavior</li> </ul>	<ul style="list-style-type: none"> <li>• Safe working environment where people's mental and physical health and well-being are protected</li> <li>• Employment stability</li> <li>• Opportunities for personal and professional growth</li> <li>• Training and skills development programs</li> <li>• Merit-based compensation policies and incentive systems</li> <li>• Inclusion and enhancement of diversity</li> <li>• Transparency and involvement regarding the company's goals and performance</li> </ul>
<b>END USERS</b>  	<ul style="list-style-type: none"> <li>• Customer service channels</li> <li>• 24H/7D remote monitoring and interaction on installations</li> <li>• Review and continuous updates of plant operation and maintenance manuals</li> </ul>	<ul style="list-style-type: none"> <li>• Plants reliability and safety</li> <li>• Information on proper maintenance</li> </ul>
<b>FUTURE GENERATIONS</b>  	<ul style="list-style-type: none"> <li>• Attention to environmental associations' awareness campaigns and analysis of the scientific community</li> <li>• Scholarships allocation</li> </ul>	<ul style="list-style-type: none"> <li>• Fighting air pollution and global warming.</li> <li>• Conservation of natural resources and circularity of the economy</li> <li>• Ecosystems and natural biodiversity protection</li> <li>• Contribution to the achievement of the United Nations Sustainable Development Goals.</li> </ul>
<b>LOCAL COMMUNITIES</b>  	<ul style="list-style-type: none"> <li>• Orientation activities and involvement of high school and university students and related recruiting programs</li> <li>• Initiatives to support the social and cultural development of territories</li> <li>• Channels to collect reports of violations of the Code of Ethics</li> <li>• Monitoring through media (press, trade journals, web, social networks)</li> </ul>	<ul style="list-style-type: none"> <li>• Support for schools, through the availability to host students in school-work alternation</li> <li>• Collaboration with universities and research centers in the development and dissemination of engineering and technical-scientific knowledge and skills</li> <li>• Offering transparent and meritocratic job opportunities and personnel selection processes</li> </ul>

## 2.4 The materiality matrix



## 2.5 2030 Agenda

On September 25, 2015, the governments of the 193 members of the United Nations (U.N.) signed the 2030 Agenda for Sustainable Development, a program composed of 17 goals known as the Sustainable Development Goals (SDGs) that "calls to action" all member countries in an effort to put the world on a sustainable path for the benefit of people, of the planet and of prosperity.

Acting for people, by eradicating poverty in all its forms; acting for the planet, through conscious consumption and production; and acting for prosperity, by ensuring that all human beings can benefit from economic, social and technological progress, are the basic requirements for sustainable development.

In order to contribute concretely to the implementation of the Global Agenda, UN member countries have set 17 common Sustainable Development Goals (SDGs), broken down into 169 targets to be achieved by the year 2030. "Common goals" means that all countries and all individuals are called upon to contribute, defining their own sustainable development strategy and involving all components of society. An active role is therefore also required from businesses, whose resources and expertise can make a key contribution to achieving the SDGs.

In 2020, Brofind identified the link between the priorities defined within the materiality matrix and their impact on the different goals of the Global Agenda. From a long-term perspective, Brofind confirms that it can contribute to the achievement of all 17 SDGs.





### 3 The organizational structure

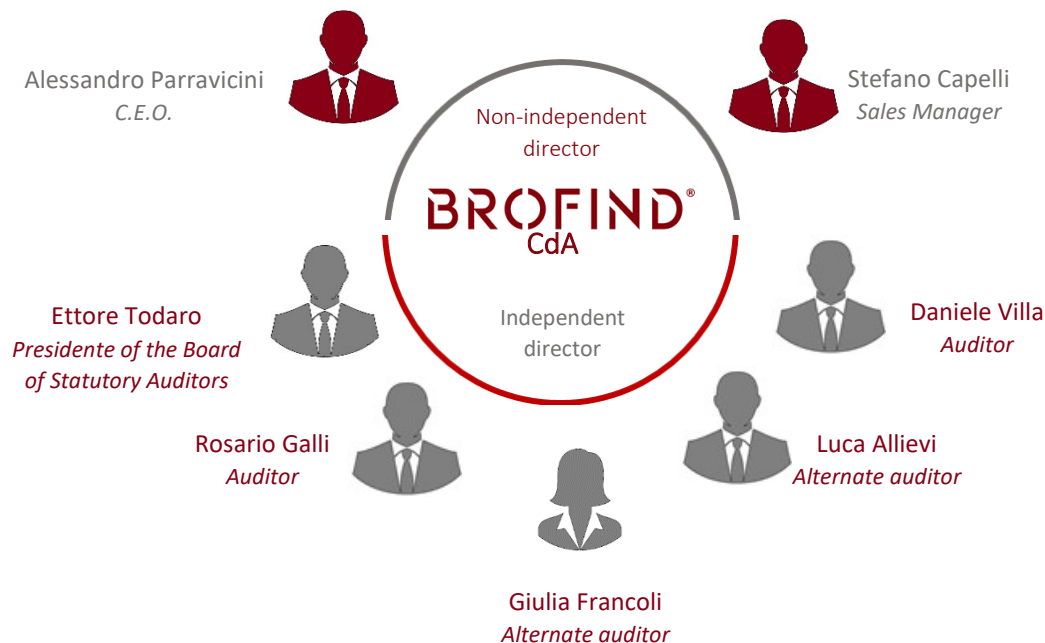


#### 3.1 The Corporate Governance model

Over the years, the Company has paid special attention to continuously adapting its corporate model to international best practices, updating its Codes of Practice, and improving processes for managing risks, both operational and sustainability.



Brofind has adopted a traditional form of administration and control. Therefore, corporate management is assigned to the Board of Directors and supervisory functions to the Board of Statutory Auditors.



#### 3.2 Responsible business management system

At Brofind, proper management of business activities means having transparent, ethical and appropriate behavior in every aspect. By this is meant not only compliance with applicable laws and regulations but also consideration of the expectations and aspirations of different stakeholders. Therefore, Brofind, since 2018, has introduced the corporate Code of Ethics and employee Code of Conduct, in addition to the privacy policy and quality manual already adopted since 2016.

- **The Code of Ethics:** sets out the standards of behavior that must inspire the activities of all those who, in any capacity, work for Brofind, in order to support sustainable growth and protect the company's reputation, while respecting the shared principles of applicable laws and best practices. The document encourages understanding and respect for the diversity of the countries in which Brofind operates and spreads the culture of integrity in dealing with all the Company's stakeholders.
- **The Code of Conduct:** aims to guarantee the principles of transparency, to ensure clarity in the area of allowable conduct and compliance with relevant anti-corruption regulations wherever Brofind operates and by all those who, in any capacity, work for Brofind. The document also aims, among other things, to ensure the maintenance of the highest levels of integrity by defining Brofind's policy regarding the receipt and offering of gifts, hospitality and entertainment, free disbursements of goods and services for promotional or public relations purposes, financing of political parties, and donations to charitable organizations.

- *Privacy policy*: was approved by the Board of Directors in 2016 and outlines the basic principles for the protection of personal data. More specifically, the policy provides instructions addressed to all employees and collaborators of the company regarding the management of personal data, in accordance with the provisions of European Regulation 679/2016/EU (General Data Protection Regulation).
- *Quality manual ISO9001*: it represents an important tool for directing and guiding business processes toward quality improvement. It describes the general organizational criteria and policies of the company with regards to quality, defining the essential operating principles of each inherent process. The Quality Policy, a document that expresses Brofind's commitment aimed at achieving customer satisfaction and continuous improvement, is an integral part of the Quality Manual. It defines the main quality objectives such as, in addition to customer satisfaction and continuous improvement, the continuous innovation of product, service and internal processes, the development and involvement of suppliers in the processes of innovation and continuous improvement, the satisfaction of all employees, fostering the development of skills and encouraging professional growth.

### *Principles for safety and environmental management*

- Prevention of risks to workers is implemented through appropriate management of substances and processes and proper operations, maintenance and control of facilities.
- Training and information are the main tools to convey and communicate to employees principles, guidelines and how to implement safety procedures and internal work regulations.
- Brofind's propensity to reduce the residual risks of its activities is also implemented through open and effective communication with people and outsiders.
- It is necessary to involve suppliers and contractors in safety procedures to reduce the risks of work activities performed within industrial sites.
- Individual and collective health, safety and security are inalienable requirements: business decisions and individual behavior are oriented toward this end.
- The broader and more extensive involvement of all employees is the basic requirement for the continuous improvement of processes and services for Occupational Health and Safety aspects.

To ensure compliance with the founding principles, as expressed in the Code of Ethics and other corporate Codes of Conduct, Brofind employs:

*Legal and Corporate Management*: prepares and implements programs for the prevention and mitigation of the Company's administrative and penal liability risks, with reference also to anti-corruption and antitrust issues.

*Human Resources and CSR Dept.*: collects and ensures the proper analysis and handling of reports concerning the employee code of conduct.

Furthermore, the Company makes use of the following tools to ensure the dissemination of compliance culture and the effective implementation of the developed standards of behavior:

- *Reporting procedure (Whistleblowing)*  
Introduced in 2020, aimed at establishing and properly managing direct communication channels for the timely reporting of any violations and irregularities regarding the Code of Ethics or other provisions included in Brofind's Codes of Conduct.  
The Whistleblowing Procedure, in line with the provisions of Law 179 of November 30, 2017, is structured in such a way as to ensure the confidentiality of the whistleblower and the confidentiality and validity of the information received.  
All stakeholders have the opportunity to report any violations and irregularities, through the dedicated email [csr@brofind.com](mailto:csr@brofind.com) without fearing potential retaliation that such reporting, or any further related investigations, could generate. During 2021, the company did not record any reports.
- *Training plans*  
Compliance and adherence to the principles of the Code of Ethics and the Code of Conduct are also promoted through specific training plans for the Company's employees. The training initiatives, which include classroom lessons and e-learning tools, are customized according to the role held and the level of risk exposure of individuals.

## 4 People

### 4.1 Company's strategic assets

The more than 50 people who work, every day, with dedication and passion for Brofind represent the company's strategic assets. Their knowledge and skills are the real competitive advantage behind the company's ability to innovate and pursue excellence in the realization of all its plants. All Brofind employees are employed under the national CCNL Trade/Industry contract.



50

Employees Milan office



43,99

Average age

100%

Open-ended contracts

Growth, development and continuous enhancement of the skills are some of the pillars of Brofind's strategy. Aware of the great strategic value of people, Brofind constantly strives to stimulate on the one hand the sense of belonging and motivation of all those who work for the Company and on the other hand to consolidate its image as the "best place to work."

Thus, the Brofind company can rely on a dynamic, highly professional and qualified team, with 100 percent of the company's personnel having achieved a medium-high level of education and more than 31 percent holding a college degree.

Brofind is constantly looking for talents who stand out for their ability to contribute and grow in a constantly evolving context, ready to face and anticipate the future challenges of the company. The Company has structured a search and selection process, also based on the principles of diversity and equal opportunity, that allows the skills of each candidate to be fully valued without discrimination. It is also focused on offering its people a stimulating work environment with concrete opportunities for professional growth and employment stability. Reflecting this commitment to employment, 100% of employees are employed on permanent contracts. 100% of Brofind's employees and executives are originally from and live in the country in which they work.

#### People by age and gender

	2019			2020			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
≤ 30 y/o	2	5	7	4	2	6	3	2	5
31-40 y/o	12	7	19	10	8	18	9	8	17
41-50 y/o	13	1	14	10	2	12	11	2	13
≥ 51 y/o	13	1	14	13	1	14	14	1	15
Total	40	14	54	37	13	50	37	13	50

#### People by job classification and gender

	2019			2020			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	8	1	9	6	1	7	7	1	8
Employees	23	13	36	28	9	37	24	12	36
Technicians	9	0	9	6	0	6	6	0	6
Total	40	14	54	40	10	50	37	13	50

## 4.2 Remuneration policy

The Remuneration Policy, in continuity with the past, in line with corporate values and consistent with regulations and stakeholder expectations, is defined to fulfill two main purposes:

- design a remuneration system that is based on the principles of ethics, quality, proactivity, sense of belonging and valorization, and that is effective not only in attracting, but also in retaining resources whose highly professional talents and qualities enable them to manage and operate successfully within the company;
- motivate these resources to achieve increasingly challenging performance, with the goal of continuous improvement, also through incentive systems that can direct their behaviors toward the achievement of strategic objectives for the business, with a focus on the creation of value in the medium to long term, supporting the alignment of management interests with shareholder expectations.



## 4.3 Training and development

To Brofind being able to count on trained and competent people means to have a measure of the value that each employee brings with his or her individual contribution to the achievement of common goals. For this reason, the company aims to ensure continuous training and professional growth, with the goal of developing a specific portfolio of talents in various geographies and professional areas, to grow the potential and expand the skills of its employees, in accordance with the company's values and strategy. In addition, the Company promotes the training of people capable of experimenting, innovating, and with a strong drive towards the future, able to anticipate market developments, promote continuous innovation of products and services, and offer high-quality solutions to customers.

The company has therefore defined a structured training program capable of responding to the training needs of the entire corporate population, ensuring a differentiated and inclusive proposal to involve the various professional families at all levels.

In 2021 each employee received an average of 5 hours of training. The total training hours were 250, relating to the following topics:

- Basic English
- Advanced English
- Specific safety training
- Specific confined spaces safety training and DPI 3° Cat.
- Specific fire and first aid training
- Specific PES-PAV training
- Specific "SEVESO" training

Classes on human rights and related procedures (including Code of Ethics) will be introduced in the year 2022.



## 4.4 Workers' health preservation

Brofind cooperates and works to ensure that all individuals have access to safe working environments. To ensure the highest standards of health and safety for its people, Brofind has taken an increasingly structured approach toward this goal. In compliance with local legislative requirements, Brofind takes into consideration all business processes related to third-party facilities where Brofind is required to operate, personnel and contractors who have access to all facilities as well as externally outsourced processes. For effective management of these issues, the company has formalized a specific Workplace Health and Safety Policy. All workers are subjected to health surveillance according to the requirements of the Risk Assessment Document (DVR) for their specific job.

Year	Hours worked	Injury hours	No. of injuries	No. of injuries by missed work days	No. ULA	TRIR Total recordable incident rate	LTIR Lost Time Incident Rate	IF Injury Frequency index	IG Injury Gravity index
2019	88.582	0	0	0	-	0	0	0	0
2020	60.431	0	0	0	-	0	0	0	0
2021	78.399	8	1	1	-	2,55	5,1	12,75	0,012



## 4.5 Welfare and benefits



### CORPORATE WELFARE

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



The goal for the three-year period 2022-2024 will be to close the budget with a profit > 1% of the value of its revenues (turnover discounted to the current year). Let's take an example, if the revenues were 1,000 and the profit was 20, since the profit was > 1% of the value of revenues, the award will be distributed.

### PHOTO CONTEST

In 2021 we have re-launched the contest for best photography of Brofind plants installed around the world and immortalized by our staff at 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

Starting from 2019, a €5,000 worth scholarship inherent to Brofind business activities will be funded each year, to be awarded to a relative or relative-in-law of a Brofind employee. Applications will be collected during the year, and a special committee will select the most deserving figure who is most in line with the company's activities and business needs at the time. The fellowship will consist of a 4-6 month internship, depending on the activities, to be held at Brofind Italy, China, Turkey or India.



### NEWSLETTER

Beginning in 2021, an internal company newsletter has been introduced to all employees to make all staff participate in the issues of code of ethics, sustainability, equality, and social cohesion.



### SUSTAINABLE MOBILITY

Starting from 2022, Brofind has underwritten, at its own expense, the annual subscription to public transportation service to all employees. The purpose not only improves the conditions of workers, but also has an impact on environmental protection.



In 2022, Brofind installed an electric vehicle charging station in the company's internal parking lot accessible to all employees, with the aim of raising awareness and promoting the use of electric vehicles.

## 5 Supply chain

### 5.1 Suppliers network

In order to carry out its activities, Brofind involves about 3,000 supplier companies of goods and services, selected and located mainly on the European territory.



**Supply value in 2021:**

**13,7 million €**

Supply value by category	2019	2020	2021
Products and semi-finished products	7.731.584	8.110.895	10.741.374
External processes	8.282.234	3.675.884	2.729.289
Auxiliary products and services	363.010	339.831	266.404

### 5.2 Sustainability through responsible purchasing practices

Brofind, aware of the importance of proper supply chain management for responsible procurement, as well as the significant impacts that the supply chain has on local communities, has defined over the years a structured process for supplier management that enables the Company to develop strategic relationships with a supply chain that focuses on continuous innovation, quality improvement and sustainability. This process consists of three main phases:

- clear communication of the standards Brofind requires of its business partners in terms of product and service quality, proper environmental management, and adequate working conditions;
- evaluation of suppliers' ability to meet technical specifications and requirements, both at the qualification stage and during the course of the business relationship;
- supporting suppliers in their continuous performance improvement activities.



#### **CLEAR COMMUNICATION OF WHAT THE COMPANY EXPECTS FROM SUPPLIERS**

In recognition of the complexity of the production and technological processes that characterize the industry in which the Company's main suppliers operate, Brofind asks them:

- to implement a quality management system certified by independent accredited bodies;
- to implement an effective safety management system;
- to inspire its conduct by the Universal Declaration of Human Rights, the Social Policy, as well as accept our code of ethics in full.

### SELECTION AND EVALUATION OF SUPPLIERS



In an effort to achieve a virtuous process of continuous product quality improvement and risk management, Brofind regularly assesses, for the most relevant suppliers, quality indicators and risks related to the supply chain, such as increased cost of supply, supplier dependence on Brofind, non-compliance with quality standards, and the possible presence of critical situations.

All suppliers are required to sign the "Supplier Code of Conduct," a set of rules adopted by Brofind that the supplier agrees to abide by.

### DEVELOPMENT AND CAPACITY BUILDING



Continuous innovation and improvement of the quality offered by Brofind require the constant involvement of suppliers that actively contribute to this goal.

For this reason, The Company promotes opportunities for supplier growth through collaborative initiatives that encourage direct comparison and sharing of best practices.

An example of this is the "Sustainability Support" project, which offers suppliers who request it, the opportunity to have a one-day free-of-charge consultancy, on ESG issues and the research and publication of non-financial statements.

### 5.3 Contrasting the use of conflict minerals



"Conflict minerals" are metals such as gold, coltan, cassiterite, wolframite, and their derivatives such as thallium, tin, and tungsten from the Democratic Republic of Congo (DRC) or neighboring countries. These minerals are subject to international regulations, including Section 1502 of the Dodd-Frank Act, a 2010 U.S. federal law, that discourage their use because their trade could fund conflicts in Central Africa, where there are serious human rights violations.



Brofind, promoting the full protection of human rights also in its supply chain, as enshrined in the Code of Ethics, does not directly purchase minerals from conflict zones and requires its suppliers and business partners to declare, for supplies destined to the Company, the presence and origin of metals, in order to verify their possible origin from countries at risk.

## 6 Production processes – Designing with Brofind

### 6.1 Designing with Brofind

#### *Consulting at proposal stage – feasibility studies*

Proposing a pollutant treatment plant for sometimes complex industrial cycles is not an easy activity to delegate or outsource. It requires highly specialized technological skills, a structured technical application know-how and accredited concrete experience, which can only be accumulated over a long period of time thanks to important referenced executions. Moreover, thanks to a constant selection, reception, training and development activity in the human resources area, Brofind supports the technical feasibility analysis activity with first-rate managerial and engineering resources that carry out the technical feasibility analysis and develop the technical-economic proposal on the basis of data obtained from on-site activities, such as inspections at production lines, or received from the customer and/or its consultants. The feasibility analysis includes an activity of comparison with the countless installations that have already been implemented, a true asset of irreplaceable knowledge, in order to identify proven plant solutions and size them consistently with the specific production situation of the product.

Downstream of the feasibility analysis, and the definition of the project design according to advanced technical solutions, Brofind project managers pay special attention to the sustainability of the investment, considering the entire product life cycle.

To support or complement the consulting service at the proposal stage, we can offer additional specialized services, such as:

- Process engineering
- Process optimization
- Production cycle optimization
- Optimization of energy and resources consumption
- Emissions analysis
- Activated carbon analysis
- Risk analysis
- Classification of ATEX areas

#### *Mechanical and electro-instrumental engineering, software, and automation*

Brofind develops in-house both mechanical product engineering and electrical engineering activities. Moreover, the activity of implementing the automatic management software for the implemented plants is carried out in-house with special dedication. The advantage of having in-house personnel for the development of these core activities, the quality level of which represents and embodies the true value of Brofind's offerings and technology, allows us to address and solve complex problems, to deliver quick, competent answers and feedback not dependent on any third-party activity, to modify, adapt and expand any previously chosen technical solution in order to match renewed conditions of use. The presence of in-house personnel for the various engineering aspects allows us to build machines and systems on skids, with a small footprint and designed to be easy to install and operate. The excellence achieved by the various departments allows Brofind to produce a unique product of high-quality standard and to maintain it throughout the product life cycle. In particular, the software and automation department are dedicated to finding solutions that can simplify the management, control and supervision of systems and plants, as well as to the creation of customized software according to customer needs. The software we have developed, for example, has made possible:

- The remote control of any production process
- The continuous monitoring of the efficiency of solvent recovery/thermal oxidation plants
- The mass balance estimation of pollutants in air purification plants
- The estimate of the facilities energy balance with related application for white/green certificates
- The monitoring and control of production systems (instrumentation, software)
- The monitoring of atmospheric emissions with dedicated reports required by law

### *Project Management*

Project management activity is necessary to ensure that project goals are met according to quality levels, timelines and budgets. This activity, of course, involves the application of a working methodology that is in turn divided into many processes. Every Brofind project is managed by project managers with years of experience behind them, who are able to organize, with precision, internal and external resources within a timed and strict schedule of work. The project manager is the direct contact person for each individual client for all plan implementation activities, for the smooth running of production, installation and start-up activities, through to completion.

### *Pre-commissioning, commissioning, and installation*

With pre-commissioning, commissioning and installation activities, the project enters the physical "deployment" phase on the customer's production lines. This is a crucial phase in which there are multiple needs for coordination among technical teams with different areas of knowledge (mechanics, electricians, software engineers,...) and/or affiliation (in-house, outsourced, client's, etc.). Typically, under the guidance of the project manager, start-up and customer-side preparation activities are coordinated in order to maintain high control during these crucial phases, analyzing possible sources of risk in order to minimize or cancel possible contingencies. All Brofind plants are started up by a qualified technician assigned to this specific purpose, who is able to fine-tune the set-up of each individual part of the abatement system so as to provide the customer with excellent service, specifically, during the delicate calibration phases, in order to achieve the required limits.

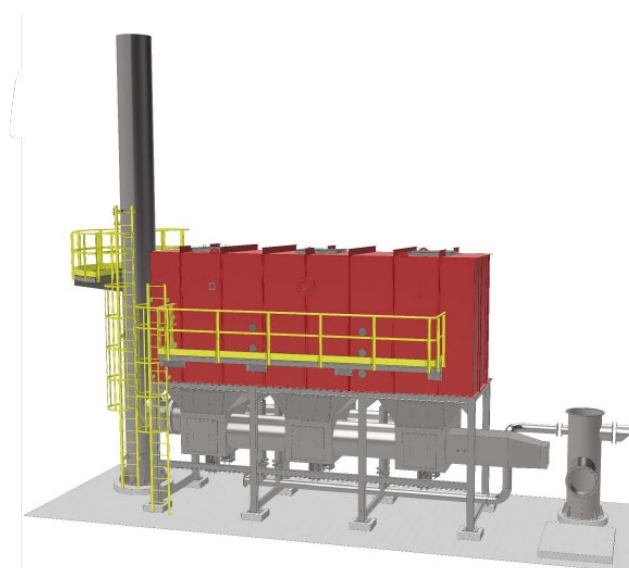
### *Revamping*

Brofind is qualified to carry out abatement plant rehabilitation activities by acting on all critical parts of the machine. In order to bring about a restoration of operation on an aging or used plant, Brofind has developed a certified verification procedure that involves among others:

- Mechanical verification
- Leak test
- Thermal insulation verification
- Ceramic filling check
- Burner check
- Electro-instrumental verification
- SW and automation verification

### *Second-hand management*

Brofind provides customers with its extensive network of contacts to facilitate and simplify the sale of used plants and equipment to third parties. To supplement these services, we are able to propose appraisal evaluations in order to identify the value class of the asset to be offered for sale.



## 6.2 Brofind plants

### EMISSIONS ABATEMENT AND TREATMENT PLANTS

- Direct oxidizers
- Catalytic oxidizers
- Recuperative thermal oxidizers
- Regenerative thermal oxidizers
- Thermal oxidizers for deodorization
- Rotor concentrators
- Activated carbon adsorption
- Abatement towers and Venturi scrubbers



### THERMAL OXIDATION



#### Energy recovery and air volume reduction for operating and investment cost containment

Believing that many entrepreneurs care about both the environment and corporate balance sheet, we propose below the result of several years of studies and achievements in the field, which have yielded excellent results in precisely this direction.



#### Operating cost containment and energy recovery

The first step is always to reduce as much as possible, in many cases even to zero, the consumption of fuel (usually methane) by reaching the so-called self-sustaining threshold.



Self-sustenance occurs when the amount of organic pollutant compounds in the air to be purified is sufficient to maintain combustion, without the need for external support gases.



In some industrial cases, very high concentrations of VOCs are common. This is related to modern production lines, which are increasingly automatic, fast and more advanced that allow the capture of the pollutant directly at the source, in contrast to years ago, when polluted air was sucked in, with a huge dilution effect, directly from the work environment.

Thus, the observed trend is to reduce the volumes of air to be purified, consequently increasing the concentration of organic compounds present.

Thus, treatment plants are becoming not only smaller and increasingly self-sustaining, but also more like heat generators, sometimes even needing to dispose of excess heat, produced by the pollutant conversion reaction itself, which is exothermic.

**Here arises a new challenge and opportunity for the plant manufacturer: to try to recover that excess heat by returning it to the production cycle and thereby generating significant energy savings.**

#### RTO ENERGY RECOVERY: FIVE WAYS TO SAVE ENERGY

##### 1. Hot water production

By installing a fin exchanger on the stack it is possible to heat the water for its sanitary or industrial use.

##### 2. Steam production

A system specifically designed to produce steam at medium pressure by drawing hot air directly from the combustion chamber at 800 °C, thanks to a special refractory valve. Such a system can also produce steam with the purification plant stopped or starting up. This unique opportunity makes such a solution comparable to a true back-up or emergency boiler.

##### 3. Heating of thermal fluids

Thermal oil is often used to feed heat into the production cycle. The temperature level of thermal fluids may be - as in the previous case - too high to simply use chimney air. Even in such a circumstance, a system has been developed that allows the thermal fluid to always be heated to the desired level.

##### 4. Cooling

On certain applications, heat recovery is not as interesting as having frigories available; for this reason, an adsorption plant with lithium salts is usually added, which is the perfect application to produce cooling from heat. It is a very attractive technology, particularly suited to medium and large sized plants.



## 5. Zero emissions



The combustion plant needs no stack anymore because no pollutant is sent into the atmosphere. The whole quantity of outlet purified air is properly conditioned and recycled in the production process.

### "ZERO WASTE" RECOVERY PLANTS



- Solvent recovery units with steam regeneration
- Solvent distillation units



Solvent recovery units with steam regeneration



Solvent distillation units



### THE RECOVERY OF SPENT SOLVENTS: FROM WASTE TO RESOURCE

#### How to dispose of solvents? How to recycle and recover chemical solvents?



Thanks to technological progress, humans are trying to replace the most harmful and aggressive chemical compounds with others that are less dangerous and better tolerated by the environment, but whatever the nature and danger of the solvent used, a few simple basic rules must always be kept in mind:

- try not to dispose of it in the environment
- commit to generating as little polluting waste as possible
- dispose of waste solvent in accordance with current regulations

One important point concerns the disposal of small quantities of chemical solvents: in Italy, it must be done following the rules imposed by Legislative Decree 152 of 3 April 2006, which regulates all stages of waste management: collection, temporary storage, transport and disposal.

In the event of disposal, it must first be determined whether the spent solvent belongs to the "halogenated" or "non-halogenated" category, bearing in mind that disposal of the former, which is more complex, is considerably more expensive than that of the latter.

From a practical point of view, long-lasting, clearly labelled plastic receptacles are normally used which, once filled, must be temporarily stored in large (shatter-proof) metal containers within the waste-producing facility itself. Once a certain amount of waste has been collected, it is processed by companies specializing in the incineration of hazardous waste.

In the industrial and commercial sectors, however, spent solvents are recycled for reuse. This is because, with even very large quantities involved, it becomes essential to choose the recovery and recirculation path of used solvents in order to save money which, as often happens, coincides with full respect for the environment.

#### Solvent recovery process: what does it mean? How does it happen?

The recovery of solvents at an industrial level can take place in different ways and produce different results, including economic ones. Obviously, the most economically appealing objective is to use a solvents recovery plant to obtain a compound with a level of purity and quality that can be directly used again in production. It is precisely for this purpose that Brofind® has developed not only all the technologies for capturing solvents in the gas phase, but also for rectification and purification. This requalification process of recovered solvents can be carried out with molecular sieves (mainly in cases where there are traces of water to be removed) or with distillation columns, if the mixture has higher chemical and physical complexities. There are simple distillation columns that operate in batches or continuously, but also real distilleries made up of several columns operating at different ranges of temperature and pressure, to ensure separation of the various compounds and their azeotropes, if any – an azeotropic mixture is a mixture of two or more liquids that do not change their composition by simple distillation. However, there are more complex cases where the chemical and physical characteristics of the solvents to be recovered, in terms of affinity, make it impossible or uneconomic to separate the components to the required purity. In these cases, the mixture obtained from a recovery activity can be used in less demanding but still necessary applications within the company (e.g. cleaning machinery). Moreover, given the high evaporability of solvents, if they evaporate during the production process they must be "captured" in the gaseous phase and then recovered so that they can be reused in production with specific recycling technologies



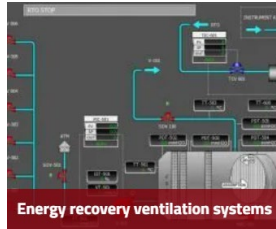
## ENERGY RECOVERY

- Recovery plants



## CONTROL SYSTEMS AND SPECIAL PLANTS

- Automation and control systems
- Energy recovery ventilation systems
- Automated solvent distribution
- Solvent distillation unit



## 6.3 Research and Development

### ELECTRIC RTO

With the aim of reducing the amount of emitted CO<sub>2</sub> into the atmosphere and meeting the new, increasingly "green" standards that the industrial world is striving to achieve and whose philosophy our company fully embraces, we have developed the first all-electric regenerative thermal oxidizer. The classic natural gas (or LPG) burner is replaced by a pack of electric resistors capable of ensuring the same temperatures in the combustion chamber. As is well known, the combustion of methane (or LPG) generates water and CO<sub>2</sub>, which is then emitted into the atmosphere. For example, during the heating phase of the RTO in which ambient air is used for the sole purpose of bringing the combustion chamber up to temperature, the amount of CO<sub>2</sub> that a natural gas burner emits into the atmosphere is significant (despite the fact that polluted air is not yet being purified). The same is true for the purification phase when support from the gas burner is needed to maintain temperature. With our new electric solution all the CO<sub>2</sub> generated in this way is completely eliminated while maintaining the same VOC abatement efficiency as with classic gas burners.

### MODULAR SRP

Over the past year, we have sought to further enhance the value of plants that enable solvent recovery for future reuse. These plants allow us to drastically cut CO<sub>2</sub> emissions into the atmosphere. Think of all the CO<sub>2</sub> that is emitted to produce the solvent from scratch, for transport by land/sea, and from the combustion of the solvent itself during emission abatement, which, in the case of on-site solvent recovery and reuse, is completely eliminated. Our new modular design of this type of plant also makes it possible to install it for smaller volumes of air to be treated, thus expanding the range of application. In addition, since it is a plant composed of several standardized modules, design and installation are much quicker and easier, allowing expansion as needed without having to stop the existing plant causing solvent emissions to the environment for downtime. Another undisputed advantage is the high variability of air flow rate that this new plant design can process. Thanks to this, electrical, thermal, and water consumption are optimized to the maximum.

## 7 The environment



### 7.1 Efficiency and environmental protection

Brofind, as a leading company in the sector in which it operates and in compliance with the principles of responsible and sustainable business, is constantly engaged in the transformation of its operating model, which is increasingly focused on contrasting climate change, rational use of water resources and protection of the environment in all its forms.



To give substance to its commitment to the environment, in recent years Brofind has developed its own operating model, based on increasingly strict, innovative requirements that anticipate future legislative dictates, whose goal is to continue to generate value for its stakeholders by adopting solutions capable of minimizing the environmental impact of its processes, ensuring industrial development in harmony with respect for the environment in all places where the company operates.



Thanks to the path undertaken, Brofind is certain to ensure both operational efficiency and the containment of climate-altering emissions from energy use and production in all its forms, while also responding to the "call to action" coming from the international scientific community to combat climate change, having started its path of progressive transition to an increasingly "carbon neutral" model. The use of energy required for transportation and the company's operational activities represent the main sources of atmospheric emissions through the progressive transition to more efficient processes, from reduced CO<sub>2</sub> emissions to a progressive increase in the share of electricity from renewable sources, elements on which the targets for reducing emissions and energy efficiency have been defined.



This path lays its foundations in the creation of a solid culture of sustainability within the Brofind community, as a fundamental tool for fostering the development of innovative ideas aimed at the constant reduction of energy consumption, atmospheric emissions and the use of water resources. In this way, all employees are called upon to make a daily contribution to the achievement of the company's defined goals for environmental protection.

As of 2021, Brofind is committed to reporting CO<sub>2</sub> emissions through the publication of the annual report and analyzing the data for continuous performance improvement.

In order to ensure transparency and provide timely information on these issues to customers and investors, since 2021 Brofind has voluntarily adhered to the 2030 Agenda for Sustainable Development and GRI standards to monitor and enhance its commitment to climate change mitigation and responsible and sustainable use of water resources. In addition, it should be mentioned that inquiries from key external stakeholders, are handled in collaboration with the CSR area, which provides immediate and accurate response should any instances arise.

### 7.2 Energy consumption

It is believed by the global scientific community that one of the main contributions to climate-changing emissions lies in CO<sub>2</sub> emissions from electricity generation.

For this reason, Brofind is strongly active in reducing its impact from electricity use, pledging to do its part in curbing global warming. This commitment is reflected in the choices of energy supply, using renewable energy sources over fossil fuels. Obviously, the implementation of a gradual reduction in energy consumption, aimed at both reducing processing costs and reducing the company's share in the emission of climate-altering substances, is also crucial.

### Detail of the main interventions to reduce energy consumption globally

Area of intervention	2020	2021
Renewal of car fleet with more efficient models	1 replaced vehicle	2 replaced vehicles
Renewal Personal Pc with more efficient models		26 new personal computers

### Annual energy consumption by source

Energy from renewable sources	2019	2020	2021
Natural Gas (mc)	8.721	8.722	10.249
Other fossil fuels	0	0	0
Energy from renewable sources			
"Energia A2A Rinnovabile 100%" source (kWh)	39.582	44.503	36.556
"Energia A2A Rinnovabile 100%" source (MWh)	39,582	44,503	36,556

### Greenhouse gas emissions by scope (t CO<sub>2</sub> eq)\*

Scope 1	2019	2020	2021
	T Co <sub>2</sub> eq	T Co <sub>2</sub> eq	T Co <sub>2</sub> eq
Emissions from electricity and office heating	17	17	20
Refrigerant gases for air conditioning systems *	7	7	7
Emissions for use of company vehicles	44	38	43
TOTAL	68	62	70
Scope 2			
Indirect emissions from electricity consumption	T Co <sub>2</sub> eq	T Co <sub>2</sub> eq	T Co <sub>2</sub> eq
Market based- Renewable 100%"	0	0	0
Location based - Renewable 100%"	0	0	0

\* The figure includes the quantities of refrigerant gases leaked into the atmosphere reported in the specific records during periodic fillings of air conditioning systems. In the absence of such records or other evidence on gas fillings carried out during the year, all gases contained in air conditioning systems are considered to be dispersed into the atmosphere - as a precaution.

#### Scope 1

Climate-altering emissions generated directly by Brofind: - come from plants, assets, and vehicles operated directly by Brofind. This category includes emissions from fossil fuel combustion, refrigerant gas leaks in air conditioning systems, and the use of the company's fleet.

#### Scope 2

Indirect greenhouse gas emissions from the generation of electricity purchased by Brofind. Through these purchases Brofind contributes indirectly to emissions generated by energy or heat suppliers.

### 7.3 Management and use of water resources

The global demographic growth, with the consequent increase in the demand for water, and the progressive desertification of increasingly large areas of the planet due to climate change, impose on industrial realities the unavoidable commitment to ensure a rational use of this resource, both by progressively reducing its use and minimizing the risk of possible pollutants that could jeopardize its return to the environment. In line with these assumptions, Brofind has developed its own strategy, aimed both at minimizing consumption and maintaining the original qualitative characteristics of the sources from which it is procured. With regard to water performance, a total of about 600 cubic meters of water has been withdrawn in 2021, leaving the figures of past years unchanged. The only source of supply remains that from the public network, which, in addition to ensuring adequate quality, guarantees a constant supply over time.

<i>WATER CONSUMPTION (mc)</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>
<i>Total water consumption</i>	617	526	624

### 7.4 Waste reduction

It is possible to say that by their nature Brofind products are well suited to a 'take-make-reuse' model, on which a circular economy development model is based. The gradual extension of circularity to all products, is an opportunity that Brofind intends to seize to ensure continued business development in harmony with the environment. During 2021 Brofind generated about 5,000 kg of waste, distributed between hazardous, about 0.5% of the total, and non-hazardous, 99.5% of the total. Worth highlighting is the recovery of 100% of the waste generated in 2021

<i>PRODUCED WASTE (kg)</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>
<i>Hazardous</i>	25	2.100	25
<i>disposed</i>	0	2.100	0
<i>recovered</i>	25	0	25
<i>Non-hazardous</i>	19.843	19.520	4.885
<i>disposed</i>	0	0	0
<i>recovered</i>	19.843	19.520	4.885
<b><i>Total</i></b>	<b>19.868</b>	<b>21.620</b>	<b>4.910</b>
<i>disposed</i>	0	2.100	0
<i>recovered</i>	19.868	19.520	4.910

#### *"BROFIND PLASTIC FREE" PROJECT*

Brofind is committed to the promotion of environmental protection initiatives in both daily and corporate life, actively involving employees. With this in mind, CSR launched a project in 2020 to reduce the use of single-use plastic in the Milan offices. To reduce the use of disposable plastic bottles on each floor and at coffee areas, free microfiltered water dispensers were installed and a thermal water bottle was distributed to all Brofind employees working on site. Other single-use plastic products, from cups to coffee stirrers to cafeteria tableware, have been replaced with paper or biodegradable materials. With this initiative it will be possible to eliminate 100 kilograms of single-use plastic from 10,000 bottles, 23,000 coffee cups and paddles, and 11,500 disposable tableware.

#### *"RESPONSIBLE RECYCLING" PROJECT*

The waste sorting areas have been redesigned to improve and make waste sorting more effective, with the collaboration of the company's janitorial service provider, to ensure the proper disposal of different types of waste. The ultimate goal is to limit the use of plastic for all those purposes where it is not strictly necessary, thus reducing the chances that it will be disposed of incorrectly, not recycled or dispersed into the environment, while ensuring that the waste, including plastic waste, is properly sorted so that it can be recovered if necessary.

## 8 APPENDIX

### 8.1 Workforce

Employees by contract type and gender (n.)

	2019			2020			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
FULL TIME Employees	40	12	52	37	11	48	37	11	48
PART TIME Employees	0	2	2	0	2	2	0	2	2

Employees by contract type and gender (n.)

	2019			2020			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Total</b>	<b>40</b>	<b>14</b>	<b>54</b>	<b>37</b>	<b>13</b>	<b>50</b>	<b>37</b>	<b>13</b>	<b>50</b>
Open-ended contract	40	14	54	37	13	50	37	13	50
Fixed-term contract	0	0	0	0	0	0	0	0	0

Employees by educational qualification

(% of total)

	2019	2020	2021
Brofind staff	54	50	50
High school	60%	64%	64%
University	40%	36%	36%

Persons holding a bachelor's degree by field of study

(% of total)

	2019	2020	2021
Brofind staff with bachelor's degrees	22	18	18
Engineering	64%	67%	67%
Business and law	18%	17%	17%
Art, humanistic studies and foreign languages	9%	11%	11%
Others	5%	6%	6%

Training hours by job classification and gender (h)

	2019			2020			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Total</b>	<b>200</b>	<b>70</b>	<b>270</b>	<b>185</b>	<b>65</b>	<b>250</b>	<b>185</b>	<b>65</b>	<b>250</b>
Managers	40	5	45	30	5	35	35	5	40
Employees	160	65	225	155	60	215	150	60	210

Near Miss cases detected

	2019			2020			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total	0	0	0	0	0	0	0	0	0



## 8.2 Reporting standards

The Consolidated Non-Financial Statement of the Brofind Company (hereinafter also "Statement"), drafted in accordance with Article 4 of Legislative Decree 254 /2016 (hereinafter also "Decree") and subsequent amendments and additions, contains information on environmental, social, personnel-related, human rights compliance, and anti-corruption issues, useful to provide stakeholders with an accurate, comprehensive, and transparent view of strategies, activities undertaken, Brofind's performance, and the results achieved by the Company in ensuring its economic growth and business development, taking into account the expectations of the stakeholders involved and seeking continuous improvement in the environmental and social impacts generated by its activities.

This Statement, published annually, is compiled in compliance with Legislative Decree 254/2016 and in accordance with the Sustainability Reporting Standards published by the Global Reporting Initiative - GRI. These Guidelines represent to date the most widely used and internationally recognized standard for non-financial reporting. In order to facilitate the reader in tracing the information, within the document on pages 33-39 is the GRI Content Index.

The information included in the non-financial reporting reflects the principle of materiality or relevance, an element required by regulations and characterizing the GRI Standards: the topics covered within the Statement are those that, following a materiality analysis and assessment described on page 14 of this document, have been considered relevant, in that they are able to reflect the social and environmental impacts of the Company's activities or influence the decisions of its stakeholders.

## 8.3 Reporting perimeter

The qualitative and quantitative data and information contained in the Consolidated Statement of Non-Financial Nature of the Brofind Company refer to the performance of the Brofind Company (hereinafter also "The Company") for the year ended on December 31, 2021. As required by Article 4 of Legislative Decree 254/2016, this Consolidated Statement of Non-Financial Nature includes the data of the company Brofind S.p.A.

For the purpose of comparison or contextualization of information, data referring to FY 2019 and FY 2020 have been included and appropriately indicated.

The drafting of the Consolidated Non-Financial Statement 2021 appears as a real reporting process with annual reporting, analysis and approval of multiple actors. The Document is in fact:

Drafted by the CSR Office and the corresponding working group, which coordinate and involve all the main business functions in the data collection, analysis and consolidation phase, with the role of checking and validating all the information reported in the DNF, each for their own area of responsibility.

Approved by the Board of Directors, summoned to approve the draft budget, after being evaluated by the CSR who, through the Chief CSR Officer, presents it to the Brofind Directors to ensure that:

- the DNF is prepared and published in accordance with current regulations. Once approved by the administrative body and within the deadline for submission of the financial statements, the draft DNF is made available to the Supervisory Bodies (Board of Auditors).
- made available to Shareholders and the public within the same deadlines and in the same manner as for the presentation of the draft financial statements.
- published and downloadable from the website [www.brofind.com](http://www.brofind.com)

## 8.4 Principles of accountability

The identification and reporting of the contents of the Consolidated Non-financial Statement took into consideration the following principles:

<i>Relevance</i>	The document describes the main economic, social and environmental impacts directly related to Brofind's activities that are found to be of greatest significance to both the Company and the internal and external stakeholders affected by the Company's activities.
<i>Inclusiveness</i>	Brofind considers the expectations and interests of all stakeholders who in various ways contribute to or are affected by the Company's activities. The Statement offers a description of the Company's main stakeholders and the main documentary sources/channels of dialogue through which their interests and expectations are identified.
<i>Sustainability context</i>	The reporting of non-financial results was carried out taking into consideration the socio-economic context in which the Company operates and the issues of greatest relevance to the sector, also through the analysis of sustainability briefings of national and international groups in the relevant sector or related industries.
<i>Completeness</i>	The choices made concerning the issues reported and the scope of the Statement enable stakeholders to make a comprehensive judgment about the Company's major economic, social and environmental impacts.
<i>Balance between positive and negative aspects</i>	The Report presents the Company's key sustainability performance by reporting both aspects in which the Company shows positive results and trends and areas where room for further improvement is identified.
<i>Comparability</i>	The indicators in the document are chosen and structured in such a way that they can be constructed and reworked over time to ensure that the Company's performance can be observed over the years. Where useful for the purposes of comparison or contextualization of information, data referring to fiscal years 2019, 2020, and 2021 have been included and appropriately indicated.
<i>Accuracy</i>	To ensure the accuracy and consistency of the information reported, data have been reported through direct surveys, limiting the use of estimates as much as possible. Where necessary, these are appropriately reported within the text and are based on the best calculation methodologies currently available.
<i>Timeliness</i>	Brofind's Non-Financial Statement is prepared annually and made public in the same period as the presentation of the Consolidated Financial Statements.
<i>Reliability</i>	All data and information reported have been validated by the heads of relevant business functions and are processed on documentary evidence that can prove their existence, completeness and accuracy.
<i>Clarity</i>	Brofind's Non-Financial Statement contains information presented in a way that is understandable and accessible to all stakeholders.

## 9 GRI Table of contents

### *GRI “in compliance” table of contents*

#### GRI CONTENT INDEX

GRI ID	Policy	Page or policy number	Omissions
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#### *GENERAL STANDARD DISCLOSURES (2016)*

##### *COMPANY PROFILE (2016)*

102-1	Company name	7	
102-2	Activities, brand, products and services	10	
102-3	Headquarters location	10	
102-4	Place of business	10	
102-5	Property and legal form	15	
102-6	Supplied markets	7, 10	
102-7	Company dimensions	15, 17	
102-8	Information about employees and other collaborators	17, 30	
102-9	Supply chain	20, 21	
102-10	Significant changes to the organization and its supply chain	No changes are detected	
102-11	Precautionary principle	15-16	
102-12	External initiatives	The company does not adhere to codes and principles outside the organization.	
102-13	Membership in associations	7	

#### *STRATEGY (2016)*

102-14	Statement from a senior executive	5	
102-15	Key impacts, risks and opportunities	12-13	

#### *ETHICS AND INTEGRITY (2016)*

102-16	Values, principles, standards and rules of conduct	11; 15-16	
102-17	Mechanisms to get suggestions and advice on ethical issues	15-16	

GRI ID	Policy	Page or policy number	Omissions
<i>GOVERNANCE (2016)</i>			
102-18	Governance structure	15	
102-19	Authority delegation	16	
102-20	Executive-level responsibility for economic, environmental, and social issues	15-16	
102-21	Stakeholder consultations on economic, environmental, and social issues	16 – CSR OFFICE	
102-22	Composition of the highest governing body and related committees	15	
102-23	Chairman of the highest governing body	15	
102-24	Nomination and selection of the highest governing body	15	
102-25	Conflicts of interest	15 – corporate code of ethics	
102-26	Role of the highest governing body in establishing goals, values, and strategies	15-16	
102-27	Collective knowledge of the highest governing body	15-16	
102-28	Performance evaluation of the highest governing body	15-16; 32	
102-29	Identification and management of economic, environmental, and social impacts	Risk management procedure being developed in 2022	
102-30	Effectiveness of risk management processes	Risk management procedure being developed in 2022	
102-31	Review of economic, environmental, and social issues	32	
102-32	Role of the highest governing body in sustainability reporting	31-32	
102-33	Communication of critical issues	16	
102-34	Nature and total number of critical issues	16	
102-35	Remuneration policies	18	
<i>STAKEHOLDERS INVOLVEMENT (2016)</i>			
102-40	List of stakeholder groups	12-13	
102-41	Collective bargaining agreements	17	
102-42	Identification and selection of stakeholders	12-13	
102-43	Ways of involving stakeholders	12-13	
102-44	Key themes and critical issues raised	In 2021, we found no critical issues	

GRI ID	Policy	Page or policy number	Omissions
<i>REPORTING PRACTICES (2016)</i>			
102-45	Persons included in the consolidated financial statements	annual consolidated financial statements	
102-46	Report content definition and topic perimeters	32	
102-47	List of material topics	14	
102-48	Review of information	Any changes are properly identified in the text through appropriate explanatory notes	
102-49	Changes in reporting	Any changes are properly identified in the text through appropriate explanatory notes	
102-50	Reporting period	32	
102-51	Most recent report date	The 2019 sustainability report was published on January 15, 2020.	
102-52	Reporting frequency	32	
102-53	Contacts to request information about the report	1	
102-54	Statement on reporting in accordance with GRI Standards	1, CORE option	
102-55	Table of content GRI	34	
102-56	External Assurance	We do not use external assurance	

*CATEGORY: ECONOMIC PERFORMANCE**ASPECT: ECONOMIC PERFORMANCE (2016)*

103-1,2,3	Management mode	11-13, 19, 20-21, 32	
201-1	Directly generated and distributed economic value	7, Bilancio consolidato	
201-4	Financial assistance received from the government	Bilancio consolidato	

*ASPECT: MARKET PRESENCE (2016)*

103-1,2,3	Management mode	11-13, 19, 20-21, 32	
202-2	Proportion of senior managers hired from the local community	17	

*ASPECT: PROCUREMENT PRACTICES (2016)*

103-1,2,3	Management mode	11-13, 19, 20-21, 32	
204-1	Proportion of spending to local suppliers	20	

GRI ID	Policy	Page or policy number	Omissions
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#### ASPECT: ANTI-CORRUPTION (2016)

103-1,2,3	Management mode	11-13, 19, 20-21, 32	
205-2	Communication and training on anti-corruption policies and procedures	15, Brofind conduct manual and code of ethics	
205-3	Established incidents of corruption and actions taken	No incidents of corruption have been detected	

#### ASPECT: ANTI-COMPETITIVE BEHAVIOR (2016)

103-1,2,3	Management mode	11-13, 19, 20-21, 32	
206-1	Legal actions for anticompetitive behavior, antitrust and monopolistic practices	There are no pending legal actions	

#### CATEGORY: ENVIRONMENTAL PERFORMANCE

##### ASPECT: ENERGY (2016)

103-1,2,3	Management mode	11-13, 19, 20-21, 32	
302-1	Energy consumed within the organization	27-28	
302-4	Energy consumption reduction	27-28	

##### ASPECT: WATER AND WATER DISCHARGES (2018)

103-1,2,3	Management mode	11-13, 19, 20-21, 32	
303-1	Interaction with water as a shared resource	29	
303-2	Management of impacts related to water discharge	29	
303-3	Water withdrawal	29	
303-4	Water discharge	29	
303-5	Water consumption	29	

##### ASPECT: EMISSIONS (2016)

103-1,2,3	Management mode	11-13, 19, 20-21, 32	
305-1	Direct GHG emissions (Scope 1)	28	
305-2	Indirect GHG emissions from energy consumption (Scope 2)	28	
305-3	Other indirect GHG emissions (Scope 3)	Non rilevato, lo introdurremo nel report 2022	
305-5	GHG emissions reduction	28	
305-6, 7	Nitrogen oxides (NOX), sulfur oxides (SOX) and other significant emissions	Non abbiamo emission significative di altri gas, oltre CO <sub>2</sub>	



GRI ID	Policy	Page or policy number	Omissions
<i>ASPECT: WATER DISCHARGES AND WASTE (2016)</i>			
103-1,2,3	Management mode	11-13, 19, 20-21, 32	
306-2	Waste by type and disposal method	29	
306-3	Significant spills	No significant spills were detected in 2021.	
<i>ASPECT: ENVIRONMENTAL COMPLIANCE (2016)</i>			
103-1,2,3	Management mode	11-13, 19, 20-21, 32	
307-1	Non-compliance with environmental laws and regulations	In 2021, Brofind did not detect any noncompliance or receive any penalties	
<i>ASPECT: ENVIRONMENTAL ASSESSMENT OF SUPPLIERS (2016)</i>			
103-1,2,3	Management mode	11-13, 19, 20-21, 32	
308-1	New suppliers that have been evaluated using environmental criteria	20	
<i>CATEGORY: SOCIAL PERFORMANCE</i>			
<i>ASPECT: EMPLOYMENT (2016)</i>			
103-1,2,3	Management mode	11-13, 19, 20-21, 32	
401-1	New hires and turnover	17	
<i>ASPECT: WORKPLACE HEALTH AND SAFETY (2018)</i>			
103-1,2,3	Management mode	11-13, 19, 20-21, 32	
403-1	Occupational health and safety management system	18	
403-2	Hazard identification, risk assessment, and accident investigation	Risk assessment document	
403-3	Occupational health services	18	
403-4	Worker participation and consultation, and communication on occupational health and safety	18	
403-5	Occupational health and safety training for workers	18	
403-6	Promotion of workers' health	18	
403-7	Prevention and mitigation of occupational health and safety impacts within business relationships	18, Risk assessment document	

GRI ID	Policy	Page or policy number	Omissions
403-8	Workers covered by an occupational health and safety management system	18, Risk assessment document	
403-9	Occupational accidents	18	
403-10	Occupational diseases	No occupational diseases were detected in 2021	

#### ASPECT: TRAINING AND EDUCATION (2016)

103-1,2,3	Management mode	11-13, 19, 20-21, 32	
404-1	Average hours of annual training per employee	30	
404-3	Percentage of employees who receive periodic performance and professional development evaluation	We do not apply performance evaluations	

#### ASPECT: DIVERSITY AND EQUAL OPPORTUNITY (2016)

103-1,2,3	Management mode	11-13, 19, 20-21, 32	
405-1	Diversity in governing bodies and among employees	17	

#### ASPECT: NON-DISCRIMINATION (2016)

103-1,2,3	Management mode	11-13, 19, 20-21, 32	
406-1	Incidents of discrimination and corrective measures taken	No incidents of discrimination were detected in 2021	

#### ASPECT: ASSESSMENT OF RESPECT FOR HUMAN RIGHTS (2016)

103-1,2,3	Management mode	11-13, 19, 20-21, 32	
412-2	Employees' training on human rights policies or procedures	In 2022, Brofind will hold trainings related to procedures to be adopted in ethics and human rights	

#### ASPECT: SOCIAL EVALUATION OF SUPPLIERS (2016)

103-1,2,3	Management mode	11-13, 19, 20-21, 32	
414-1	New suppliers that have undergone evaluation through the use of social criteria	20	

#### ASPECT: PUBLIC POLITICS (2016)

103-1,2,3	Management mode	Codice of ethics	
415-1	Political contributions	Brofind made no financial or in-kind political contributions in 2021.	

GRI ID	Policy	Page or policy number	Omissions
<i>ASPECT: HEALTH AND SAFETY OF CUSTOMERS (2016)</i>			
103-1,2,3	Management mode	11-13, 19, 20-21, 32	
416-1	Assessment of health and safety impacts by product and service categories	24-26	
<i>ASPECT: CUSTOMER PRIVACY (2016)</i>			
103-1,2,3	Management mode	11-13, 19, 20-21, 32	
418-1	Proven complaints regarding customer privacy violations and loss of customer data	In 2021, Brofind received no complaints related to privacy breach or data loss.	





**BROFIND®**

VIALE STELVIO. 5  
MILANO - ITALY  
+39 026085261  
ITALY@BROFIND.COM  
WWW.BROFIND.COM