

The FLUORSID House Organ

LIFE

October 2021

Issue nr. 4

Life, Respect & Transformation since 1969

UNA HISTORIA ARGENTINA

A South American FLUORSID's touch, meeting with Andrea Malamud from Buenos Aires.

THE NEW BRIGADE: PEOPLE AT THE FRONT

Why people matters, is the foundation of our plans and it is so important for FLUORSID right now and beyond.

People matters



Officially introducing the new MoU signed with the Fondazione Carlo Enrico Giuliani and the CSR's plans for the year to come.

A BETTER BLUEPRINT

BEING PART OF AN ECO THINK TANK: ECOMONDO 2021

GYPSOS is presented at the famous sustainability tradeshow in Rimini.

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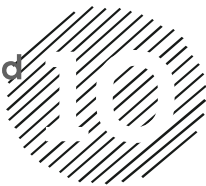
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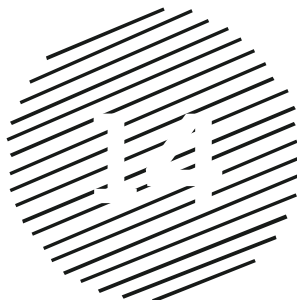
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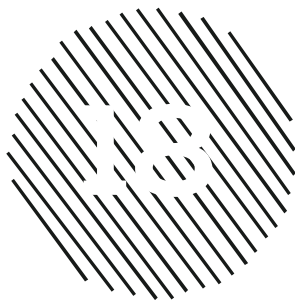
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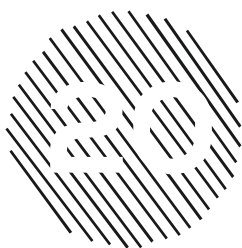
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The new MoU signed with the Fondazione Carlo Enrico Giulini allows us to better understand the Corporate Social Responsibility plan



A safety farewell

Sandro Cossu got retired after 42 years of dedication within the group. Thank you mate!



The time is NO.W!

Sustainability at the very center in the new NO.Waste test initiative in collaboration with ThinkAbout!

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ON THE COVER

A creativity version of a picture taken in Lausanne during a team building meeting in 2019

LIFE House Organ

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THE NEW BRIGADE

by Silvia Nebuloni

Despite the world economic crisis wrought by the pandemic, value for talents is crucial as never before at FLUORSID.

Events of the past year have posed many questions as to how we move forward as a society. What we have been through (and partially we're still living) is an unpredictable, unprecedented historical period. Each of us has had to face huge difficulties, which have not excluded any aspect of our life: at home, at work, in social life. We have been deprived of the freedom to move, interact and even hug. In the HR world – if possible – these aspects have been further exacerbated. For us it's all about people and about connections with them. We talk, work, discuss and commit ourselves so that they are always at the center of our business.

Valuing everyone's abilities, knowing how to identify potential and develop them, listening: this makes FLUORSID a cohesive Group as it intends to be in every

Also for this reason, Human Resources strongly wants to play a strategic role alongside people and individuals who (through their characteristics) bring as a dowry an extremely relevant heritage for the entire community.

Our job is firmly projected towards business development but also aimed at combining personal aspirations and corporate projects for the creation of VALUE. Many people, many nationalities, different histories and cultures that come together and together collaborate to produce the magic that leads us to the results of today and tomorrow. Just like chemistry – our world – which by uniting creates other products, so the interaction and comparison between different and distant experiences create an ever stronger organization.

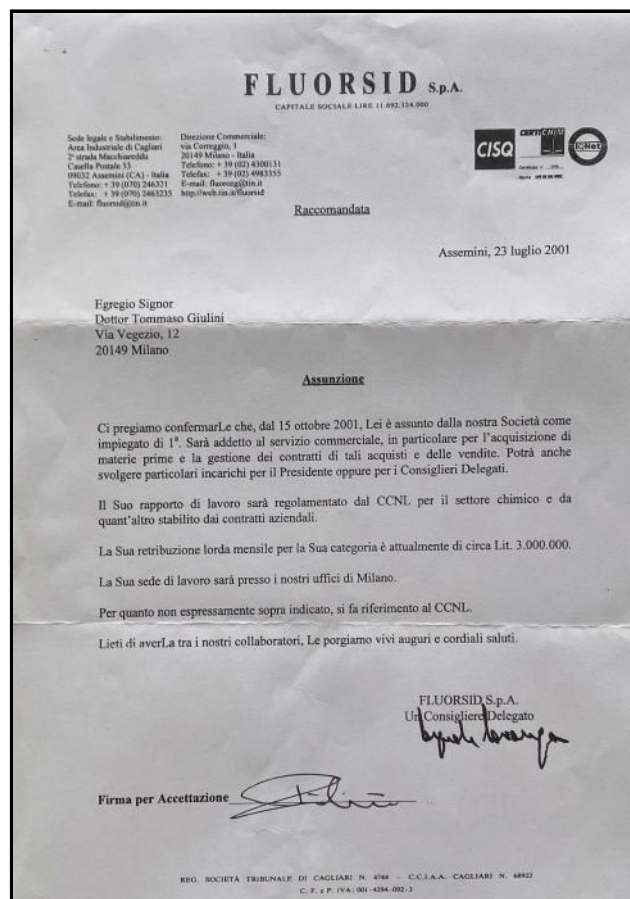


Different people by history and also by gender. Integrity, Ambition, Perseverance: values that guide us every day to allow those who work with us to make the difference at every level. If for a long time the chemical industry was the prerogative of men, also on this front we are witnessing a great change. The number of women inside the organization is increasing, not only in the historically more feminine segments, but also in those where, in the past, a woman could not even be imagined.

There are no distinctions, there is only the pursuit of excellence in skills that are neither male nor female but are the result of commitment and dedication. To think that the cover image of this LIFE's issue dates back to just two and a half years ago and that we had more than 15 entries of women colleagues since January 2020...well... retaking that photo today, would be very different, trust me. Given as well the roles and responsibility held by some of them, would be much more inclusive and definitely more ... **pink!**

FLUORSID is a company that – while proudly anchored to its solid past and its history – is driven by a strong push towards the future. This includes the desire to change, experiment, research and never stop. To do this – once again – people is priority number one. Our opening to schools and universities goes in this direction, as we truly believe that to look forward it is necessary to experiment with new paths and fresh mindsets. Experience...for sure, but also (and above all) intuition, imagination, the desire to go further from those who start a journey in the world of work. Years fly away pretty fast. Objectives, scenarios and technologies change, it's a fact, but at the center there are and always will our people!

Silvia Nebuloni
HR Director FLUORSID



ARCHIVE: As this issue is about people and tells a lot about the corporate values around it, we found interesting to share a document of about 20 years ago. That is the original hiring letter of FLUORSID's chairman Tommaso Giulini within the company, stating the beginning of his path in the fluorochemical industry and beyond.





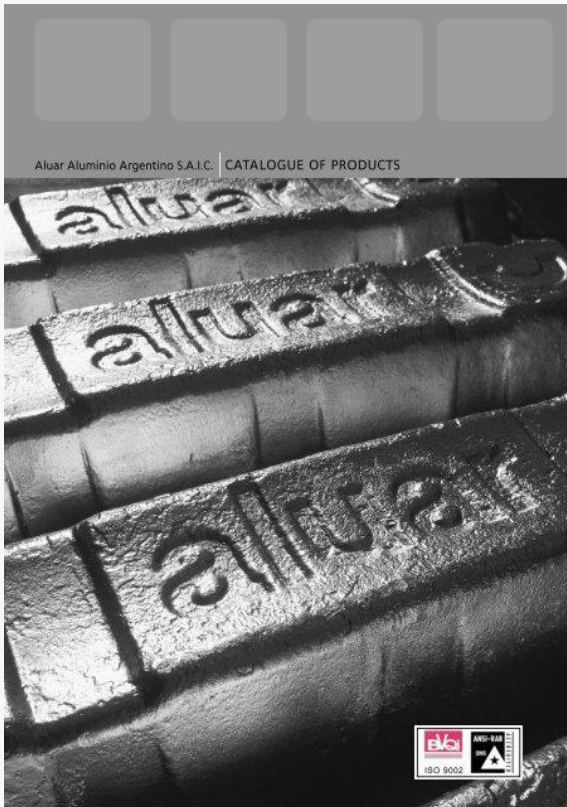
Una historia Argentina

WE MET WITH ANDREA MALAMUD, COMMERCIAL FACE OF FLUORSID IN SOUTH AMERICA.



A South American atmosphere with an Argentinian touch, the sound of words and memories that flown away together with a wise smile. A chat that has the sincere scent of friendship. Yes, it is not too complicated to summarise what is the almost thirty-year relationship between Andrea Malamud and FLUORSID. **"What a great family we are"**, she tells us from the other side of the world, while she clicks the memory button on the virtual keyboard of her working life. **"The management, Lior of course, but also Marta Gandini and all the people who specifically work with me on a daily basis: something special has been built during all these years, that I consider crucial before any kind of business result, signature on a contract or those commercial dynamics that necessarily involves forecasts, targets, profits and all those things we are dealing with in the routine of our business "**.

A sales agent for South America, a commercial partner, but Andrea is also (and above all) a sort of fil rouge across the history of FLUORSID, witness of the past but as well an authentic ambassador of what the company became in the last two decades. When it comes to people and their central role within the company, both in general and from a commercial perspective, very few can testify it as much as Andrea. **"When recently they asked me about my professional relationship with FLUORSID, I liked to start from a recent memory, a throwback to the 50 years' celebrations back in 2019. Tommaso (Giulini ndr) publicly referred to me during his speech on stage to underline how I was one of the people within the company having the longest path. That moment, that unexpected and very nice gesture to kind of putting the accent over me, somehow thrilled me and carried so much meaning at the same time. For me it is still a sort of working reference every day. This is also why I feel part of this family "**.



Lot of professionals nowadays - especially among the new generations - are more focused towards numbers than to empathy: "well, I believe that before anything else there must be respect, the desire to build and craft something together, if possible even a healthy friendship". A recipe that - Andrea recalls with the warmth of those who never expire in rhetoric - can really give an edge to a commercial agreement, where - it is good to remember - **"everyone has to win and everyone must be happy in the end. In my opinion those are simple concepts, perhaps silly somehow, but they should be always putted on top of a sort of vademecum from those who do this job"**.

Andrea Malamud is considered 'the face of FLUORSID in South America',

she takes the assist and says: "I have been on the field since the end of the Eighties, the first contact with the company that engaged me was between the number one of Siderfima at that time, Raul Marozof and Count Carlo Enrico Giulini (together with Jantra Giulini, the sister of Tommaso). The first trips to Italy, the first human and professional relationships, the activity of MinMet (at the time sales agent for FLUORSID) officially began for me. About 25 years have gone since those times, not bad at all, right?".

A role of mediation and facilitation, a sort of picklock able to facilitate crucial mechanisms for the activity of FLUORSID in such an important territory, especially in a moment that has become even more important if we think about the last eighteen months and their challenges of the pandemic.

"Over the years, FLUORSID has gain lot of credibility across the stakeholders in the industry. Aluar itself - the first aluminum pole in South America - a top customer that is 80% supplied by FLUORSID, strongly believes in our company philosophy and in its way of doing business".

She is probably not the first one to notice it, but for sure Andrea has more than others all the right and the experience to underline how much FLUORSID has accelerated in the last twenty years. **"The leadership of Tommaso Giulini and his management have given a switch into modern and international approach to the whole Group, that is pretty clear to everyone. There was a decisive turmoil, that's how I like to define it, as all of us clearly felt the looming of new challenges and a bright vision driven by ambition.**

From the first acquisitions in England, Norway and Italy, FLUORSID told everyone that the plan was to evolve and act as a leader in the industry. The facts have then proved and are proving right. Locally wise, here an engine of growth has been certainly Michele Lavanga, who came several times and was able to give a solid technological impulse. Working closely with him it was truly a privilege and I am happy to say it today ”.

Once again easy to get back with Andrea on the human factor as a first rule: “No doubts, when you are lucky enough to interact and deal with people of principles, everything is easier.

I believe I have this advantage, and the many years with FLUORSID are there as a sort of incredible certification, together with the complicated months we are going through with this sad global pandemic. My mind goes again to Aluar, who faced real constraints and couldn't make his system work at full capacity for a while. An aspect that could have led to re-discussing agreements and reviewing existing contracts to low numbers. FLUORSID has looked beyond, as always, ensuring flexibility and enhancing what is a wide-ranging and long lasting relationship, beyond numbers and sales targets, which in business are very important, but they are not everything. Exactly like for me ”.

Andrea Malamud, during her visit in Cagliari in 2019 for the 50th anniversary of FLUORSID





ADIEU

ALKEEMIA

SPA

The portfolio company and the related assets in Porto Marghera and Frankfurt have been sold as part of a strategy aimed to focus on fluorochemicals for the aluminium industry.

FLUORSID announced on October 28th the sale of its portfolio company Alkeemia Spa and the related assets, including the plant in Porto Marghera in Italy and the 50% participation in CF Carbons in Germany, to funds managed by Blantyre Capital Limited.

The sale is part of a broader strategy, aimed to focus the operations of the company towards its core expertise within the fluorochemicals for the aluminium industry, in which FLUORSID has built a proven track record of more than 50 years and today operates as world leader.

Blantyre has seen in Alkeemia one of the main producers of anhydrous hydrogen fluoride (AHF) in Europe, recognises the company's leading position and potential, together with its strong management expertise, and believes the company is uniquely positioned to continue its growth investment plans.

The deal implies that FLUORSID and Blantyre Capital will ensure an orderly transition of ownership, allowing the preservation of jobs and the continuing delivery of existing services to Alkeemia's customers whilst complying with the highest safety and environmental standards.



Who is Blantyre Capital

Blantyre Capital (“Blantyre”) is a London-based investment management firm that was founded in 2016 by Mubashir Mukadam who was previously Head of European Special Situations at KKR.

The Blantyre team invests in situations across various jurisdictions, employing a full spectrum of strategies in respect of its investment partners, including providing direct financing, repairing capital structures, and seeking to improve operations. The firm is focused on supporting their investment partners through periods of transition and providing flexible capital.

Blantyre manages long-term committed capital in excess of EUR1.6bn on behalf of highly regarded institutional investors including public and private pension plans, endowments, foundations, private funds and family offices. Blantyre endeavours to be the leading middle market special situations partner of choice for its investors and investment partners by helping to transform businesses globally.

FABRIZIO CASCHILI

Q&A WITH
SITE DIRECTOR OF PORTO MARGHERA'S PLANT



Although Fabrizio Caschili is also a passionate guitarist, if we say "mixed emotions", we are not referring to the famous hit of The Rolling Stones but to his feelings, describing his farewell to FLUORSID after 13 years. A long path started back in 2008, made of emotions, growth and changes that have helped him to craft a beautiful experience within the company.

Fabrizio joined FLUORSID as director of production and technical services, a significant evolution of a personal path that in February 1994 - just 7 days after graduating in chemical engineering at the University of Cagliari - had seen his first workplace in the UK: Runcorn, industrial area of Liverpool, process engineer in the R&D department at ICI Imperial Chemical Industries Ltd, in the chlorinated polymer sector. This will be followed then by his return to Italy and Cagliari, to get the official title and undertake a brief experience as independent environmental engineer.

But Fabrizio's destiny was clear in the chemical industry,

thus shortly thereafter he took a job at Dow Chemical Company (polyester sector, in which he travelled a lot and expanded his expertise in multiple technical and management fields, all valuable aspects towards a high-level and multidisciplinary career for someone developing a background in the chemical industry.

My life in FLUORSID? "Well, definitely an important slice of my life", begins to tell Fabrizio. "A long journey that ends today. I bring with me a huge load of satisfactions at every level. I think these last decade has been very important for the growth of the whole Group and I am proud to have given my contribution.

In Cagliari, I experienced an era of radical change for FLUORSID, becoming a large multinational, starting from the consolidation and growth of the Sardinian plant. The Macchiareddu site has begun to change skin with a series of important investments, which began as early as the 2000s (for example with the first sulfuric acid production plant), that are still giving a considerable boost and strenght to the performances of the company. The acquisitions then propelled it towards exponential growth, allowing us to gain a role of primary importance in the field of fluoride derivatives and basic chemistry.

Having been part of all this - from the construction of the new HF and aluminum fluoride production line to the second new sulfuric acid production plant, or the acquisitions of Noralf and Alkeemia in Porto Marghera - is for me a source of enormous satisfaction and pride. I felt an active part of this evolutionary process, as I have always tried to bring my contribute in knowledge and experience.

A project to which I am particularly attached? Definitely the second sulfuric acid production plant in Cagliari, built between 2011 and 2013".

2017 is somehow a turning point for FLUORSID.

"A delicate parenthesis from a professional and personal standpoint, but I have always believed that difficult times can and should be a starting point for think, to improve things and improve ourselves. Soon I would have moved to Porto Marghera: I did it in a moment of great human and work serenity but - even in that case - I decided to seize another opportunity for growth, despite that would have meant to leave a sort of "comfort zone". A difficult test both for me and for my family. I love challenges though. Managing an anhydrous hydrofluoric acid production plant was definitely a big thing, hence I saw in the opportunity in Veneto something stimulating and very rewarding, despite the natural challenges of a new life. During these last three years, the constant dedication and perseverance allowed us to see an incredible improvement of the plant and the achievement of important results, consolidating the status quo with a series of investments to improve the plants. Now we will need to continue on the same way and through even more ambitious and demanding steps, aiming to obtain better results and get everything ready for the challenges of the future".

In 2008 also the meeting with Tommaso Giuliani. "I still remember one of the preliminary talks. I was surprised by the clarity in explaining the prospects for working together, despite his young age. A unique and intense experience began. I have and I have always had a loyal relationship with Tommaso, based on mutual esteem at all levels. To him and to the people I have worked with, I owe my personal growth. To them, to FLUORSID, my sincere gratitude!"

Behind the scene - The story of the name Alkeemia

Back in 2018, when FLUORSID acquired the plant of Porto Marghera from Solvay and needed to chose a name for the new company, the top management decided to leverage the creativity of Federica Vargiu (pic on the right), marketing manager of Cagliari Calcio, another portfolio company of the group.

She got back with the name Alkeemia as it evoked and contained in a nice way concepts like chemistry and alchemy, becoming effectively sort of godmother of the new legal entity.



How was your short experience within FLUORSID?

Everything has been really positive. I was only a short time there, but people at Fluorsid know what they're talking about. They were always friendly to me and gave me a warm welcome. It was very impressive to see this kind of sportive spirit!

Can you tell us more about it?

My relationship to my mother company in Porto Marghera and the people there was always fine. Especially Mr. Fabrizio Caschili supported me. As managing director at Fluorsid Deutschland GmbH my colleague was Lorenzo di Donato, so he was the key person for me.

We successfully supplied raw materials to CF Carbons and organized other services. Therefore my biggest support during my time at Fluorsid, I became from him and some others leading managers from Milano!

How did CF Carbons became part of the Group?

When Dr. Christian Rocktäschel, founder of Fluorchemie Group in Germany decided in the age of 83, to sell his shares of CF Carbons GmbH in Frankfurt, he asked me to look around finding solid buyers. Among others, I proposed Fluorsid to him. Some other parties got interested in this deal, but Fluorsid was the strongest and to be honest, fastest partner, hence Dr Rocktäschel decided to go ahead on the sale. As a consequence, Fluorsid Deutschland GmbH was founded, as a 100% daughter of Alkeemia Spa. So I joined the Group together with two others of my employees and we were all really happy to become part of "Fluorsid-Family".

How was your time within FLUORSID?

It was a very good time in my life. There were a lot of new things, besides a new language. We build up a new company for trading and services. This was a very exciting experience for me, to start from scratch and FLUORSID helped me a lot!

How do you see the future with Blantyre Capital ?

My vision for the times ahead is to make Fluorine industry in Port Marghera great again. It is a fantastic place to do that. Lot of investments will be necessary to develop all those interesting projects that we have in mind and I believe Blantyre is the right company to support the plan in the best way.

It will be mainly up to the team staying in Porto Marghera - especially on my friend Fabrizio and his crew - to lead this company and its people towards a bright future, under the support of the new property. To be honest, I am a little bit sad to leave FLUORSID but I'm looking forward to this new challenges and I'm sure... we will rock it!

Being part of an eco think-tank

Ecomondo

GYPPOS at the italian trade-

As tradeshows season ramps up again after the madness of these last two years with all the events converted into webinars and similar, FLUORSID just made its part being an exhibitor at Ecomondo 2021, the reference event in Europe for ecological transition and new models of circular and regenerative economy.

A unique opportunity, shared by other companies across dozens of industries, over 500 buyers and several delegations from areas such as China, Iran, MENA area and North Africa, but also ASEAN, India, Scandinavia, Indonesia, Gulf area, Morocco, South Africa and Azerbaijan.



FLUORSID' STAND

The space has been designed to showcase and present GYPPOS, and its several applications in the market.

2021

show about sustainability.

The event, organised from 26 to 29 October by Italian Exhibition Group, brought to Rimini professional operators from all over the world - interested in the technologies and innovations present - to meet, discuss and, of course, aiming to future partnerships. An extensive network that has generated the opportunity to meet at the fair.

Industry (waste and industrial waste treatment, water recovery, production process efficiency); Municipalities, Authorities, Ministries and Government Bodies; Management and service companies (scrap dealers, breakers, car wreckers and scrap and metal dealers, landfill managers, managers of large centers, engineering and design firms, distributors / retailers); Integrated water cycle (large and medium-sized managers of the integrated water service and multi-utilities, public administrations and environmental control bodies, important consultancy firms for energy & water saving, water management consortia, aqueduct managers); Agriculture (agricultural and livestock farms with good investment capacities, dairies and fruit and vegetable producers, buyers in the biogas and bio-methane machinery sector). These are some of the industries and areas showcased in the pavilions. FLUORSID was there to present GYPSOS, its anhydrous calcium sulphate (better known as anhydrite) certified and eco-sustainable, produced in Italy in the plants of Cagliari and Treviglio (area of Bergamo) and in Norway, in the wonderful plant by the Odda fjord. Thanks to its physical and mechanical features, GYPSOS is available in three different versions, raw, Milled, Granular and can be easily adjusted according to the specific needs of users. It is adaptable to a lot of uses in the production of cement and in the construction industry. Great solution in the production of self-leveling screeds, an alternative to cement in many non-structural concretes and mortars, used for some interior applications such as plasters, blocks for fire protection systems and aerated concrete.



“Our participation in Ecomondo 2021 was conceived and strongly desired by the joint work of an extended team that involved colleagues from Sales, Marketing, R&D and HSE departments, aiming to present and amplify the visibility to our GYPSOS brand”, says Cesare Mercandino, Sales Manager of FLUORSID and coordinator of this project within the company. **“During the four days of the tradeshow in Rimini, we hosted more than a hundred visits to our stand.**

ECOMONDO
the green technologies expo

Customers already known, potential new prospects, suppliers and companies interested in better understanding our by-product and its benefits. I've seen lot of curiosity and particular interest towards the projects developed with the University of Cagliari and with ENEA, about different uses of our product in the roads and construction industries.

Ecomondo is a good hub of innovative ideas where all the operators and visitors have a futuristic and eco-sustainable vision of the world. The predominant sentiment is a strong push towards safeguarding the planet's natural resources, through the recovery and reuse of waste, the use of secondary raw materials and the reduction of waste. With this in mind, GYPSOS rightfully places itself at the very center of those principles typical of the circular economy and sustainability in general. Focusing on that we keep up with the most innovative and virtuous companies which will push more and more for the use of materials characterized by "Green" characteristics in their production processes. Looking at this week of fair, I can only be satisfied with the work done by all the people who participated in the project. While I believe this has been absolutely successful and I am convinced we will see the immediate benefits in the weeks ahead, from a medium-long terms perspective, I know we have now get the right path and we will have to get the most of this new experience, enhancing as much as possible the aspects linked to the sustainability of all our industrial activities.

" It's just the beginning, stay tuned.



Cesare Mercandino, Sales Manager of FLUORSID, during Ecomondo 2021



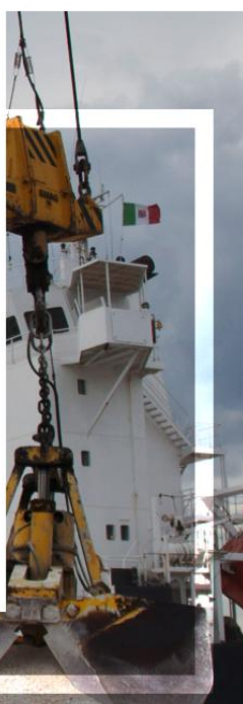
GYPSOS® RAW is shipped from Cagliari (Italy) and Odda (Norway) ports by conventional Vessels. For small lots to the local markets, GYPSOS RAW can also be delivered by bulk trucks.



GYPSOS® MILLED is usually delivered by silo-trucks of about 30MT each. For smaller lots and testing purposes the product may be provided in Big Bags too. Treviglio (Bergamo) plant production is strategic for the North Italian market, while the South Italian market is served from Cagliari plant.



GYPSOS® GRANULAR is delivered by bulk trucks to the Italian market and by conventional Vessels (up to 50K MT) to the international markets from Cagliari Port.



FLUORSID
produces more
than
500.000 MT/yr
of **GYPSOS**
across its
european
plants.



Life is chemistry.



fluorsid.com

A better blueprint



The new MoU signed with the
Fondazione Carlo Enrico Giulini
allows us to better understand
the
Corporate Social Reponsability plan

FLUORSID, announced in september the start of a new and exciting path, through the collaboration with "Carlo Enrico Giulini Foundation", through the signing of a an official Memorandum of Understanding. Since 2014 the Foundation has proven the importance and effectiveness of its commitment to social development, through dozen of projects aimed at the inclusion of people and concrete support to local communities.

An exciting path is about to begin, supporting the several social activities across south Sardinia, and also supporting new initiatives that will be strengthened together in the future.

Environmental sustainability, an inclusion program, promotion and amplification of local products, common values that are scaled through the support to the territories on a day-by-day plan. These are some of the objectives underlying the collaboration between the Company and the Foundation. The partnership is based not only on financial support, but also proactively through the involvement of own resources and the entire company environment, in order to empower full awareness around social and environmental issues.

The first initiatives on the pipeline are focused on the Sardinian territory and can be summarised into three main areas: **1) "Urban regeneration with specific individuated target on the Sant'Elia district of Cagliari"**, where there will be a start-up of a bike workshop with a linked cycle tourism project and the recover of a community space through cleaning and arrangement of an area involving company volunteers. In the same area, another initiative that will be supported by the partnership is Accademia del Buon Gusto, the cooking school created by the local chef William Pitzalis who aims to be a sort of north star involving the local community towards learning the secrets of the kitchen; **2) Support to a micro-project for a sustainable or circular economy business in the territory of Gerrei**, through a 4 ideas call and the active support to a dedicated website (www.terrerritrovate.it), participation to events and tradeshows. In the town of Silius, place that means a lot to FLUORSID being the area where the company started its activity in Sardinia back in the sixties, a scholarship of €5.000 per academic year has been officially established, supporting the best student selected by a jury made by the company, the Foundation and a representation of the City Hall; **3) Organization and support to 5 "solidarity days" in the local prisons**, involving FLUORSID employees and Individual job placement projects with the establishment of 5 work internships. It's just the beginning, but the energy is a lot. Stay tuned.



1. Terre Ritrovate is the initiative that Fluorsid supports in Gerrei. 2. Chef William Pitzalis and his Accademia del Buon Gusto in Sant'Elia 3. A view of Silius. 4. A delegation of FLUORSID during a recent visit to juvenile prison of Quartucciu in Cagliari.

A safety farewell

Sandro Cossu got retired
after 42 years of
dedication within the
group.

Thank you mate!



We grab a seat with Sandro Cossu, a FLUORSID's veteran who has just had his farewell last July when he got retired. It was April 1980 when Sandro joined the company, initiating an almost forty-year adventure that has had many facets and plenty of stories to tell. That is pretty normal when in front of you there is one of the long-standing employees, who started his path just a decade after its foundation and has been witness of many inflection points, who brought us the FLUORSID of these days. **"I held the role of shift supervisor until 1996"**, he begins to tell us while enjoying a well-deserved retirement and without losing contact with a lot of friends in the company and in Cagliari Calcio, where he has spent the last three years of his career, fully dedicated on health and safety duties of the Club.

"After the first sixteen years in FLUORSID, Mr. Di Lena (plant manager at that time) decided to assign me the implementation of the quality and safety management system, thus I had to take care of establishing procedures to the creation of a dedicated staff that would have been formed in the years to come, creating the foundation of that same actual department still operating as of today. That has been - he continues - as well a decisive step in order to obtain shortly thereafter the environmental certification (the ISO 14001 standard). It has been a beautiful journey. FLUORSID has been a place that meant so much to me and where I have built many human relationships, a company where I grew up and worked hard with lot of colleagues crafting something that has developed over the years.

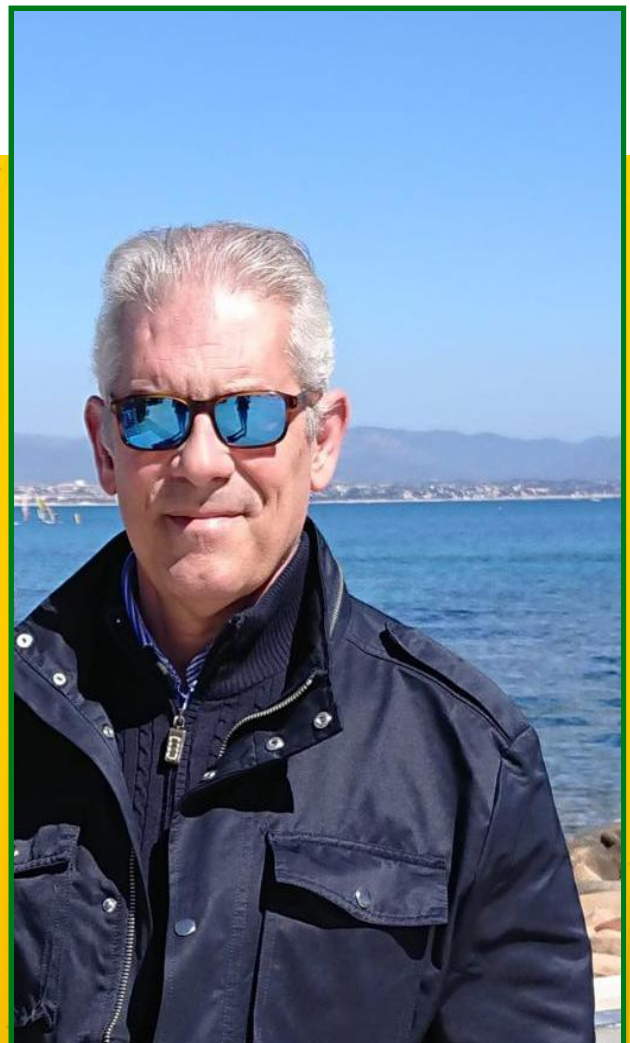
It is no coincidence that FLUORSID is now a world-class leader in the industry ". Sandro holds forth on his memories, reminding of people who joined FLUORSID as rookies and now are holding big responsibilities or handling managerial functions, but also small teams that have gradually developed and become departments.

"In 2011 we got the certification of excellence on the integrated management system, which implied an increase in the required performance standards. That implied to have under control everything that happened in the plant and the related documentation. The workload was huge, but I like to think I've always done everything with great dedication and without saving any effort".

Another milestone during his path with the company was represented by the computerisation of the business management system, when unexpectedly his former experience as rampant and visionary boy in the IT business of Cagliari and Sardinia became pretty useful for FLUORSID. He was in fact the one who brought (together with other friends) and distributed the Apple products on the Island back in the seventies.

"Yes, that's true. I've also crossed a young Steve Jobs and shook his hands, one day in Rome when he was doing his tour presenting the famous, little Macintosh ...", a little smile pop-up in a moment of wide-ranging digression. "I leveraged that experience when the company decided to raise the bar in business management, as we were able to make an organisational change and build the several procedures aimed to obtaining certifications. Truly, that represented a new beginning for all of us who worked there at the time, and for those who would have joined FLUORSID later on". Sandro has sacrificed a lot of his free time, between the work in the plant and his secondary activity as specialised external certifier for the other companies.

"FLUORSID has always been the priority number one, in every single moment, no doubt about that. And today I can say that it was absolutely worth it, looking back at what happened, without any regret or recriminations". Yes, including the spring of 2017 when FLUORSID was under investigation for environmental disaster, that would have ended with the sentence stating extraneousness of the company and its top management with respect to the offending conducts. Sandro and other colleagues faced a terrible experience not to be wished to anyone. **"It has been a tough time. Especially for those around me, my wife and my son. I lived every moment with the serenity of someone who was absolutely sure of his work, his background and the expertise scaled at the service of the company for many years. We had days and weeks of waiting, of personal reflection, and in the end the elements in the possession of the investigators showed without misunderstanding a truth that clearly emerged , with no possibility of denial ".** After all, for someone that in 2012 was awarded with the "Star of Merit for Labor" for "singular merits of expertise and morality - accompanied on stage by two figures of the caliber of Mr. Pasquale Lavanga and Mr. Mariano Delogu - doubts were really not allowed.



*Sandro Cossu, Cagliari
He got retired after 42 years within
FLUORSID group.*

The time is NO.W!

FLUORSID and ThinkAbout, together on a project that looks at environmental sustainability through an initiative dedicated to employees who can contribute to avoid the waste of grocery products. Tested in Cagliari.

Fighting the waste of food, giving a concrete contribute avoiding to overload the environment where we live encouraging as well the opportunity a financial saving. FLUORSID involves its employees giving the possibility of purchasing quality food products that would risk being wasted (due to aesthetic or packaging defects or items close to expiry or inventory surplus) with discounts of up to 50% and shipped directly to their home.

Accessing the deal is very simple: employees just need to connect to the platform and create an account through the link <https://thinkabout-now.com/crea-account>, using the company code **AP59FLUORSID**.

Offered in weekly sales, on NO.W! people can find wine, pasta, biscuits, preserves, baked goods, sweets and much more at extremely competitive prices. Delivery is made directly at home or to a different address specifically indicated, within 3 days by express courier. Shipping costs are fully covered by FLUORSID. In addition to the savings factor, the purchases give concretely contribute to the development of a circular and sustainable economy, thus reducing waste and improving the impact of man on the environment, lowering CO2 emissions.

A choice of environmental, economic and ethical responsibility that offers an opportunity for savings to its workers. Producers guarantee the quality of their products at competitive prices, thus realising a joint commitment in the fight against food waste. Ethical and responsible consumption therefore becomes convenient thanks to the synergy created between companies and producers. In addition, waste is halved and food losses are reduced, objectives included within the Sustainable Development Goals promoted by the United Nations 2030 Agenda.

HOW IT WORKS - The project is articulated with a first phase in which the producer every week communicates to ThinkAbout the foods that are still good but doomed to waste, so that ThinkAbout can update the NO.W! Platform. with the new availability a specific offers. At this point, the workers of the company, by connecting directly to the NO.W! Platform, can purchase the available products with discounts of up to 50%. ThinkAbout receives your orders and delivers your groceries to your home in 2-3 business days.

FLUORSID

NO.W! NO WASTE

THINK ABOUT

REDUCE YOUR IMPACT AND SAVE YOUR MONEY

Join the new partnership with NO.W!
The No Waste program created to make a responsible
grocery shopping and save some money.

**NO.W! No Waste is the e-commerce way that aims to save
and offer quality products with discounts up to 50%.**

Thanks to the collaboration of dozens of groceries, you can join
and become part of a smart eco-system that aims to respect
environment, avoiding the food waste and investing in a better
world for us and the new generations.

What you will find on the NO.W! platform?



SURPLUS



AESTHETIC
DEFECTS



DEFECTS ON
PACKAGING



CLOSER
EXPIRY DATE*

*MINIMUM TERM
OF STORAGE

FLUORSID

NO.W!
NO WASTE

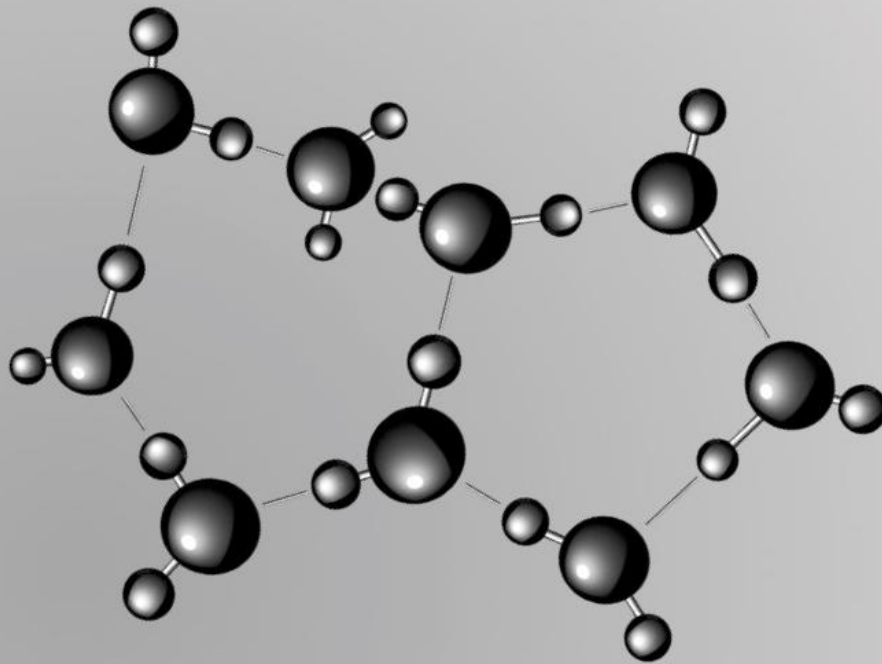


**NO.W! The NO WASTE program for FLUORSID
employees that offers products with discounts up to 50%.**

Sign Up now with the code: **AP59FLUORSID**



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