



MAGAZINE

# aptitude»

BY ANGELINI PHARMA

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ISSUE / CARING FOR PEOPLE

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**ANGELINI**  
PHARMA



## #50MillionSteps

50 million people in the world are affected by epilepsy. On the occasion of the Epilepsy day, we participated in the international challenge to raise awareness on this topic.



50 million people in the world are affected by epilepsy. #50MillionSteps is the challenge that aims to raise awareness on this topic.

Give us your help too: walk by our side

Find out more on [https://lnkd.in/epsF\\_fZ](https://lnkd.in/epsF_fZ)

Arvelle Therapeutics

Vedi traduzione



## THE COVER

People with epilepsy often live in a shadow cone, which forces them to hide themselves. Starting from this year we will contribute to transform that oversized protecting sweatshirt into their window on the world, to let the light through. In Europe all.

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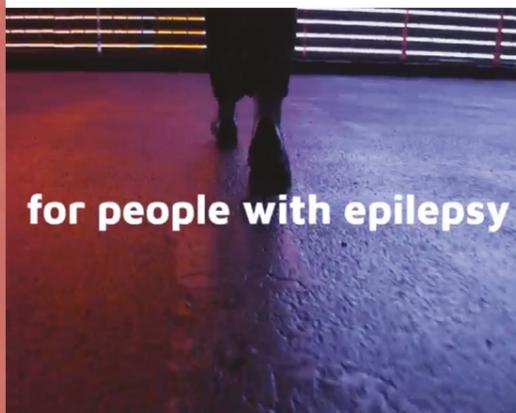
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for people with epilepsy

**FOCUS ON Employer of Choice**

# A new chapter to write together.

By Pierluigi Antonelli, Angelini Pharma CEO

// **2021 will be a year of change for all of us. A year in which we aim to confirm and consolidate our commitment to healthcare.**

**The start of a new year** always encourages us to take stock, to see things in perspective: the passage from old to new, the chance to lift our gaze and consider the entire year ahead of us, an extremely long period of time in this age of immediacy and speed dictated by digital technology. The concept of change will be even more apparent in 2021, partly due to our desire to turn over a new leaf, partly also because of the reality that surrounds us.

**Some of the changes we will see this year are already taking place.** The arrival of the vaccine for SARS-COV2 in Europe and North America is symbolic of a change that we hope allows us to return to the normality we all crave. The swearing in of the new Biden administration in the US and, on this side of the Atlantic, the transition taking place in Germany with the conclusion of Angela Merkel's tenure: era-defining changes that represent a break between the past, present and future of global geopolitical relations.

Despite all the changes taking place we are still struggling with the pandemic and these are delicate times. I sincerely hope that in addition to beating the virus we can also project our society into a better future.

At **Angelini Pharma** we have begun the new year with a really positive result: the acquisition of Arvelle Therapeutics, the Group's biggest ever financial operation. Arvelle was a Swiss biotech company which in 2019 purchased Cenobamate, a small molecule for the treatment of epilepsy, from the Korean SK Biopharmaceuticals. Thanks to our acquisition, we will have the exclusive license to market Cenobamate in the European Union and other countries in the European Economic Space (Switzerland and the UK).

**An incredible result** which was followed, on 29 January, by news of the positive opinion of the EMA's Committee for Medicinal Products for Human Use (CHMP) on Cenobamate, which will be marketed under the name Ontozry®. Following the approval of the molecule by the European Medicines Agency (EMA), expected this year, we will be ready to launch Ontozry®, already at the planning stage, and expand our presence with the opening of new branches in France, the UK, Scandinavia and Switzerland by 2022. We will therefore be present all over Europe, an achievement to be very proud of and one to which you have all contributed.

The acquisition of Arvelle was the

## Point of view

result of a strong and complex team effort and the unwavering commitment of the new generation of the Angelini family to our company: my sincere thanks go to them and to all of you for this outstanding result. Because all achievements, all major projects, are the product of teamwork.

In terms of innovation, we announced another important investment: with 15 million euros, we are among the partners of Argobio, an incubator of startups based in Paris, which aims to launch five biotech companies in the next five years.

At the same time, we have to admit that the continuing pandemic is having a negative effect on the world economy, and this has for us effects on the business, as unfortunately for most compa-

nies in almost all business sectors: a situation that we are facing up to with responsibility and urgency. As I have mentioned in the past, the real teams show their true colours in times of difficulty. Though I am convinced that economy will improve, 2021 will put our patience and togetherness to the test.

I hope you are all aware of the progress we have made until now and are proud of the active contributions you have made, and continue to your bit on a daily basis to strengthen our company and project it into the future.

*Though I am convinced that things will improve, 2021 will put our patience and togetherness to the test*

## EPILEPSY

Epilepsy is a chronic and debilitating neurological disease that affects people of all ages, races and socioeconomic classes. It is characterised by recurring unprovoked seizures caused by interruptions to the normal balance of electrical signals in the brain. The onset of epilepsy is most common in young children and older adults. Around 2% of the global population suffers from this illness including around

6 million people in Europe. Epilepsy impacts on many aspects of people's lives with physical, psychological and social consequences such as stigmatisation, associated psychological disorders and a reduced quality of life.



### CENOBAMATE

Cenobamate is a small molecule with a dual action which positively modulates the  $\gamma$ -aminobutyric (GABA) ion channel and blocks the voltage-gated sodium channel. The molecule was discovered by SK Biopharmaceuticals which in 2019 signed an exclusive licensing agree-

ment with Arvelle Therapeutics for the development and marketing of the molecule in Europe. Clinical trials have documented the efficacy of cenobamate, demonstrating a significant reduction in the frequency of seizures with more patients recording a 50% or better reduction in the frequency of their seizures compared with the placebo group.

# Innovation, commitment and courage: the story of a historic milestone

By Claudia Carolina Blass, Angelini Pharma International Communications Specialist

// **The agreement with Arvelle Therapeutics represents another step in the direction of a more international future in which we play an innovative role in the area of the Central Nervous System and Mental Health.**

The first days of 2021 were particularly intense for our company: on 5 January European press agencies released an **important news item in the Healthcare and Economics sections**. "Italy's Angelini to buy Swiss biotech group for \$1bn" ran the Financial Times; Le Figaro reported "Pharmaceutique: Angelini acquiert Arvell pour près d'un milliard de dollars", while the Corriere della Sera opened its Economics section with "Angelini acquies Swiss Arvelle Therapeutics and prepares anti-epileptic drug". Angelini Pharma, Arvelle, epilepsy, a billion dollars.

These are the pieces of a jigsaw that represents a historic landmark for our company. Angelini's acquisition of Arvelle Therapeutics, a biopharmaceutical company headquartered in Switzerland, is focused on the development of

innovative treatments for patients with Central Nervous System disorders. An agreement that will give our company the exclusive license to market Cenobamate in the European Union, Switzerland and the UK. Cenobamate was defined as a Promising Innovative Medicine by the UK Medicines and Healthcare products Regulatory Agency (MHRA) for the treatment of drug-resistant focal-onset seizures in adults.

Arvelle Therapeutics is an innovative young company with a team which, since the company was founded in 2019, has worked extremely hard to make Cenobamate available to people with epilepsy in Europe, at the same time generating significant value for its shareholders.

The team worked in close contact

with the European regulatory agencies to file the marketing authorisation application and prepared the launch with a pan-European organisation and in all key areas of the company.

Angelini Pharma plans to launch Cenobamate after receiving approval from the European Medicines Agency (EMA), which is expected in 2021. Meanwhile, in February the EMA's CHMP (Committee for medicinal products for human use) issued its positive opinion of the drug as an adjunctive treatment for focal-onset seizures with or without secondary generalisation in adult patients with epilepsy who have not been adequately controlled despite a history of treatment with at least 2 anti-epileptic drugs.

A historic agreement, therefore, which was rightly lauded by our CEO Pierluigi Antonelli. "This agreement will enable us to establish ourselves as a European leader in this area, capable of satisfying the needs of patients with different disorders of the central nervous system (CNS) thanks to our innovative portfolio, our excellent medical capacities and widespread commercial presence, and the opening of direct subsidiaries in France, the UK, Scandinavia and Switzerland by 2022".

# Epilepsy, the ways to get out of hiding

By Barbara De Gol, Angelini Pharma Global Patient Advocacy Specialist

**Work, legislation, relationships. The difficulties for people suffering from epilepsy according to the international research we have commissioned to Elma Research.**

On the occasion of the International Epilepsy Day (February 8th), Angelini Pharma commissioned an **investigation on epilepsy** conducted by Elma Research, which consisted of **three interviews** to the presidents of three relevant epilepsy-fighting patient associations in Italy (AICE), the United Kingdom (Epilepsy Action) and Spain (FEDE).

The overall aim was to understand the situation of those affected by epilepsy in the three countries (having 500,000, 600,000, and 700,000 cases respectively) to identify any similarities and differences between the distinct realities.

At the same time, the interviews provided the chance to acknowledge the commitment of those who strive to improve the conditions of people affected by epilepsy, living in constant fear of seizures.

The main evidences emerged from the investigation are related to **work, relationships, treatments, and tech devices.**

As far as the working life concerns, the main problem reported by those suffering from epilepsy in the three countries is the secrecy of their condition. In fact, declaring to take drugs and/or to suffer

from epilepsy usually produces a lower response when applying for a job. People with epilepsy have a harder time finding a workplace and when they do it, they barely access well-paid and high positions. This leads many people not to declare their condition, and therefore live in anxiety due to both the risk of seizures and the absence of protection.

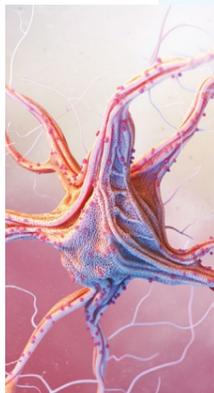
In Italy and Spain, the big basic problem is the lack of legislation to support and protect people with epilepsy: there is no recognition of disability (except in very low percentages, which do not lead to any substantial rights), and therefore there is no access to inclusive benefits, such as dedicated unemployment lists.

**Relationships** are another thorny issue. Richard Chapman, chair of the UK organization Epilepsy Action, points out that "in relationships – especially emotional ones – one always put oneself on the line, exposing to the possibility of being rejected, and this can be hurtful".

According to Chapman, things are slowly improving with regards to the awareness on the topic of epilepsy: it's easier to find correct and accurate information, and people with epilepsy have a lower tendency to self-isolation

in relationships, especially emotional ones, one always put oneself on the line, exposing to the possibility of being rejected, and this can be hurtful

Purple Day is a international day dedicated to raising awareness on what it really means to live with epilepsy.



**People with epilepsy have a harder time finding a workplace and when they do it, they barely access well-paid and high positions.**

president of FEDE José Luis Domínguez talks about a new medical device that could soon be available in Europe able to recognize the warning signs of a seizure, therefore alerting both the persons involved and their family members. Richard Chapman also mentions the use of sensors to be placed under the person's bed, to recognize the pattern of a seizure in advance and wake them up.

In summary, the three organizations ask for more protection, inclusivity, recognition of disability, and concrete measures that enable people with epilepsy to live a quality life by acknowledging and meeting their needs.

This research is part of a larger project including a survey on population's awareness on epilepsy in five European countries (Italy, France, Germany, United Kingdom, Spain), which will be presented on March 26th (Purple Day), dedicated to raising awareness about what it really means to live with epilepsy.

and to conceal their condition, while managing more and more to speak up about the disease and to dispel the false myths among those around them.

Whilst most people with epilepsy have total or good control of their seizures, the presidents of the three associations underlined the issue of people with **uncontrolled epilepsy**, who can present different intervals between seizures.

These are about 30-40% of the total: if we consider that about 1% of the population suffer from this condition, they are non-negligible figures. In recent years this percentage, despite the increase in the number of available drugs, has remained constant. Thus, there are great expectations on the pharmaceutical research and the possibility of developing new treatments.

There are many expectations also from **technological innovation**: in his interview, the





# Fifty million steps to health

By Barbara De Gol, Angelini Pharma Global Patient Advocacy Specialist

// **This year our company participated in #50 MillionSteps, the awareness raising initiative of the International Bureau for Epilepsy: a journey in which many Angeliners participated.**

According to WHO official figures, **50 million people worldwide are affected by epilepsy.**

Epilepsy affects almost every aspect in the life of the person diagnosed with the disease. For many people living with epilepsy, the stigma attached to the disease is more difficult to deal with than the disease itself.

International Epilepsy Day is a special event to promote awareness of epilepsy in more than 140 countries. Every year, on the second Monday of February people join together to celebrate and highlight the problems faced by people with epilepsy, their families and carers. In 2020, International Epilepsy Day took place on Monday, February 8th.

To raise awareness and to raise vital funds for epilepsy organisations across the world, the International Bureau for Epilepsy (IBE) launched the call to join the **#50 MillionSteps** for epilepsy challenge, one step for each person affected by epilepsy.

All the Angelini Pharma people accepted the challenge and recorded a few-seconds video where they walk indoor or outdoor. The videos were collected to **create a manifesto**, which was published on Angelini Pharma social networks as a vocal sign of commitment to raising awareness on epilepsy.

## About IBE

The International Bureau for Epilepsy (IBE) was established in 1961 as an organization of laypersons and professionals interested in the medical and non-medical aspects of epilepsy. The IBE addresses social

problems as education, employment, insurance, driving license restrictions and public awareness. The International Bureau for Epilepsy (IBE) is committed to improve the social condition and quality of life of people with epilepsy and those who care for them.

# Our people, our value

By Luca Di Giandomenico, Global Internal Communications Specialist

// For Angelini Pharma, becoming an Employer of Choice would not be possible without one of our most important assets: our people.

**Osmosis** is a phenomenon that probably sounds quite at home in a pharmaceutical company: in physics, it is essentially the phenomenon whereby liquids manage to mix together by passing through a membrane that separates them. However, the metaphorical meaning attributed to the term is also very interesting, i.e. the **reciprocal influence** that people or different elements exert on each other, the interpenetration of ideas, attitudes and experiences.

This last meaning of the term could be applied to an organization, the separating membrane involved in osmosis replaced by the **theoretical line** that divides the inside of the organization from the exterior. A barrier, once strong, manageable and practically rock solid, which in recent years has become increasingly permeable, porous and relative. A barrier that has been worn down by new technologies but also by new organizational models and trends: the things that **happen inside companies are increasingly visible to the outside world** thanks to corporate communication channels but also the accounts and experiences of company employees. In this sense, our people are of enormous value to our company. A value that is not just a means to an end but a source of mutual benefits for both us and our employees.

For this reason, our people are fully involved in many of our corporate projects, not according to a top-down logic in which these initiatives are imposed from above but rather as part of a

sharing process in which the company's projects become their own. This is the tenet on which our company aims to create a better **working environment** every day, a workspace we can be proud of, a place that all of our people are happy to communicate to the outside world.

In fact, the division between **internal communication** and external communication has also become increasingly blurred. In particular, internal communication is increasingly complementary and geared towards external communication.

This concept is even clearer if we regard internal communication and internal engagement as functional tools - perhaps the only ones - for transforming the people of an organization into members of a **community**. A tight-knit community, proud to belong to the organization, capable of transmitting this pride and the company's values outside the company, both offline and in conversations on social media. This is the mechanism that enables members of a company to act as genuine ambassadors and, in some ways, also influencers.

These are the foundations, the legacy of values, on which our strategy for becoming a recognized Employer of Choice is based: capable of attracting new talent from outside the company and incisive in the retention and engagement of our people.

**People, our value.**

## FOCUS ON Employer of Choice

FOCUS ON EMPLOYER OF CHOICE

## Top Employers Europe once again

By Felicia Ridola, Corporate Digital & Italy Communications Manager



*Our company obtained certification in 6 countries: Italy, Poland, Portugal, Spain, Russia and Turkey*

Our everyday efforts to make our company an increasingly better place to work have been acknowledged with an important new award: in fact, for the second consecutive year Angelini Pharma has received **Top Employers Europe** certification. This European certification is only awarded to companies that satisfy the requirements in at least five of their European sites. A requirement met in full by our company as six Angelini Pharma countries received Top Employer certification (**Italy, Poland, Portugal, Spain, Russia and Turkey**).

The certification is awarded to companies that stand out for their commitment to ensuring their employees the best possible work-

ing conditions and implementing best practices focused on staff development and happiness. Awarded by the Top Employers Institute, the certification is issued at the end of an attentive and detailed analysis and assessment process based on the following parameters: work environment, career opportunities, investments in training, pay policies and corporate culture. In particular, Angelini Pharma's HR policy stands out for its focus on excellent working conditions and the growth and development of its staff.

# Our Shadow Board: a young community that looks to the future

By Claudia Carolina Blass, Angelini Pharma International Communications Specialist

// An international team of nine colleagues under 30 years of age with a goal: to give the younger generations a voice in the strategic choices of the company.

Nine young adults, all under 30 and hailing from six of the Angelini Pharma countries, and a mission: to work with the company's Executive Leadership Team to influence Angelini Pharma's strategic agenda and share the vision of the younger generations. This is the Angelini Pharma Shadow Board, an initiative launched by the **Global Human Resources Team**.

The Shadow Board project elevates many of the goals of the Become Employer of Choice Strategic Imperative, the Ange-

lini Pharma's strategic plan for people. In fact, the Purpose of the Shadow Board is based on three pillars: **enrich** internal dialogue with viewpoints from different perspectives, in this case from younger employees; **involve** the younger generations, in strategic choices, encouraging them to express their opinions; **attract and promote** the younger generations in all geographical areas in which we are present, thus becoming an Employer of Choice at international level.

As mentioned, the Shadow Board

will work alongside the Angelini Pharma board, actively contributing to many of the company's ongoing projects. Given an annual mandate, the current Team will remain in place throughout 2021, at the end of which new members may be appointed.

The members of the Shadow Board were selected on the basis of specific age, aptitude and aspirational requirements, but also through career meetings at international level held by the HR Managers of the various Angelini Pharma countries.

**speed of light** agility will be a key aspect for businesses. Organisations will have to promote an agile mindset, to encourage simplicity and innovation at all levels.

Physical presence will be less crucial, paving the way for **more flexible relationships based on trust**. The barriers of distance and culture will gradually disappear as we increasingly communicate and share using digital channels, creating global and diversified teams. Investing in people will be increasingly important and we will all have the real possibility of driving change.

## Racing into the future

By Marco Salvini, Stability Analysis Chem Lab Supervisor and member of the Angelini Pharma Shadow Board

In ten years time, when we look back we'll be surprised by many of the working methods we currently use. Over the next few years, COVID-19, technological and digital progress, and changes in our values and habits will significantly transform both society and our businesses.

And **that will be no bad thing!**

The technological advancements like artificial intelligence, robotics and additive manufacturing will make our processes more efficient and faster. Though this may seem risky, it will create enormous opportunities for us, enabling us to focus on smarter, more engaging and diversified activities.

As **everything changes at the**

# Aptitude, the programme dedicated to our Core Behaviours

// From the company's values to a communication and engagement programme to spread our Core Behaviours. An exciting journey which is not yet over.

Performance, Integrity, Passion, Courage, Collaboration, Innovation. These are our six Core Behaviours, the key levers of change that will allow us to successfully tackle the challenges of the future and contribute to the development and evolution of our corporate culture.

As we have learned in recent months, the Aptitude Program had three main goals: **Awareness** to guarantee the in-depth understanding of the Core Behaviours, their strategic value and the impact these have on both commercial aspects and individual assessments; **Capabilities** to guide all our people in the adoption and acquisition of the Core Behaviours.

This means transmitting to leaders the communication skills, tools and abilities required to become the biggest drivers of change. Finally, **Engagement**, to activate the cognitive and emotional levers that enable all Angelini Pharma

people to translate the Core Behaviours into their everyday work and routines.

**The Aptitude Program** was a collective process that began with a **Sponsorship & Kick-off meeting** with the CEO and Leadership Team, before involving the entire company population via a survey, **the Aptitude Barometer**, a tool which, by gathering everyone's opinions, made it possible to establish the actual level of presence of the Core Behaviours within the organisation.

The programme was followed by **Aptitude Week**, a week of dialogue involving over 200 people which concluded with the **Consolidation Workshops**, a series of collaborative workshops that gathered the opinions and suggestions of the organisation's leaders in order to lay the bases for the most important phase of the programme: the Spreading.

The **Spreading phase** is the final stage of the Aptitude Program and aims to get people to understand, recognise, welcome and acquire the Core Behaviours. A moment that enabled us to understand the value of the Core Behaviours and translate them into action, make them ours and put them into practice in our everyday work, making them a reality.

The adoption of the Core Behaviours is strategic for our community and everybody's contribution is essential. For this reason specific assessment forms for each behaviour have been included in the Performance Management process. In fact, the correct adoption of the Core Behaviours has a 50% impact on the overall assessment and every behaviour will be represented by a series of measurable indicators.

*But that's not all, there is still lots to discover and to do so stay tuned for the next developments in the Aptitude project!*



# TrackWise Digital, our new quality management system

// **A major cultural change and a step forward in our digital transformation process: TrackWise Digital is the new Angelini Pharma quality management system.**

Digitalisation is often associated with streamlining but conceptually it is also tied up with the notions of efficiency and sustainability. Concepts which constitute the goals of TrackWise Digital, the new Angelini Pharma quality management system that was launched in November.

The project is an integral part of **Go Digital**, the strategic imperative that aims to make our organisation a digital company by using digital tools to increase Angelini Pharma's commercial presence, develop digital therapies and improve efficiency thanks to new technologies.

Technically speaking, TrackWise Digital is a cloud-based electronic quality management system (EQMS) which can be used to manage so-called non-compliances, complaints and Corrective Actions-Preventive Actions (CAPA), as well as to monitor changes and the quality inspection/audit processes established by the main forms of certification in the phar-

maceuticals area (GMP, GDP, GVP, GCP, ISO and HACCP). The new system will manage the processes of all product categories in the Angelini Pharma portfolio and is fully compliant with the GxP regulations, the ISO standards and the main international regulations, as well as data integrity requirements.

The TrackWise Digital implementation process is divided into two phases and the quality processes managed by the system are performed by both the Global Industrial departments and the Global R&D departments, but also by our production plants and countries.

The first phase concluded with the first go-live in November, the processes of the second wave will be issued in May, while the activities to implement the system in the production sites and countries will be concluded by the end of the year.

The **TrackWise Digital revolution** is quite clear if you look at the

quality management methods used previously. The processes were managed differently within the company: with the exception of our Albany production plant, documents were essentially paper-based and, if different sites or countries were involved in managing the same process, superfluous records were created.

The implementation of TrackWise Digital will therefore make it possible to harmonise quality management throughout the company, digitise processes otherwise supported by paper documents (around 1500 records a year), eliminate surpluses and relative costs, and improve compliance with sector regulations and data mining, laying the groundwork for the Quality 4.0 evolution of the management model.



## Digital Chronicles

By Felicia Ridola, Corporate Digital & Italy Communications Manager

### // **The new corporate websites and the new intranet**

Our digital ecosystem grows day by day with one specific goal: to continue to expand our network of platforms in order to more accurately convey our identity and our culture, and to bring out the unique characteristics of the countries in which Angelini Pharma is present.

The new corporate websites for Italy, Poland and Spain were the first to go online a few months ago and in the next couple of months will be joined by those of the other Group countries. The new country corporate websites have a new layout and new content. In fact, the new portals mirror the look & feel and structure of the global versions ([www.angelinipharma.com](http://www.angelinipharma.com)) while maintaining their own unique features.

But there have also been changes to the internal communication platforms. In fact, at the start of February the new **Mya Pharma Italia** became the first country portal to go online, joining the global version that was launched back in October.

The new intranet was designed as a single digital space to host everything we need for our day-to-day working activities. But that's not all: with the new platform we have also decided to put everything that happens in the company online. For this reason there will be a **Switch Tool** on all pages of the intranet which allows users to access MyA Global and at the same time browse the MyA Local of all countries.

*The new corporate websites for Italy, Poland and Spain*





We therefore hope that we will soon be able to apply this system to all of our plants and in the future provide more detailed information on consumption, perhaps regarding single offices, departments or areas of particular interest.

## Our Energy Monitor is ready!

By Alessandro Lazzari, Angelini Pharma Energy Management

// **A tool to monitor consumption and implement actions to reduce it. Because when it comes to energy savings, individual actions lead to change.**

There is no resource, supply or service in organisations like electricity, cooling (which is transformed electrical energy) or heating, which can be freely accessed and adjusted by anybody simply by turning on a light, for example, or setting a temperature using a thermostat.

We can decide to consume (or save) and therefore spend (or reduce our spending) just by flicking a switch like the ones we have at home, in the process emitting more or less CO2 into the atmosphere.

Though it may sound far-fetched, if you multiply this behaviour by the number of people present in the company sites every day the numbers change (one way or the other) and become quite significant.

This is the reasoning behind the creation of the Energy Monitor, a physical monitor initially installed in common areas of the Ancona site which has now become a web link that can be consulted from your workstation or device.

By viewing the application all Angeliners will be able to see our general consumption in real time, the energy autonomy from the external

power grid, make comparisons with previous periods, receive weather info, find out how much CO2 has been emitted, and stay up to date with short but relevant news stories in the energy sector.

The project forms part of the wider programme of Energy Management activities and is specifically focused on the aspects of sharing and communication with the entire company population with the aim of raising awareness and encouraging people to take responsibility for the rational use of energy, promoting sustainable behaviour and avoiding waste, for example by turning off the lights and their computers at the end of the working day or before long breaks.

This initiative was developed as part of the energy consumption digitalisation and monitoring campaign (Digital Energy Management). In particular, thanks to Agile Project Management techniques, the

creation of the monitor was carried out in just a single sprint (small-scale project that can be realised in a short timeframe) lasting around a month.

At the moment our Energy Monitor only reports the consumption and data of the Ancona plant but will soon be extended to the Casella site which is already connected to the computer data platform that hosts the monitor.

We therefore hope that we will soon be able to apply this system to all of our plants and in the future provide more detailed information on consumption, perhaps regarding single offices, departments or areas of particular interest.

**We can decide to consume (or save) and therefore spend (or reduce our spending) just by flicking a switch like the ones we have at home, in the process emitting more or less CO2 into the atmosphere.**



The Energy Monitor, a physical monitor initially installed in common areas of the Ancona site

## Energy



