



# WE BELIEVE IN CLEAN AIR AND WATER. **OUR COMPANY IS BUILT ON** THE PREMISE THAT **ECONOMIC PROSPERITY** AND SUSTAINABILITY ARE INTERTWINED. HERE'S HOW WE'VE BEEN DOING OUR PART FOR A BETTER WORLD.



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Anguil Environmental Systems, Inc. For over four decades, Anguil has is an air pollution control, water treatment and energy recovery system provider headquartered in Milwaukee, Wisconsin USA with offices in Europe and Asia as well located throughout the world.

Environmental Equipment And Service Solutions That Solve Challenges.

supplied a range of abatement technologies that control harmful and regulated Volatile Organic Compounds (VOCs). Hazardous Air Pollutants process odors, Nitrogen as an extensive network of agents Oxides (NOX) and various water contaminants. The result is thousands of successful installations around the Anguil Provides Highly Engineered world encompassing a wide range of applications and technology solutions. This experience provides Anguil with Complex Industrial Air And Water the confidence to assess and resolve nearly any industrial pollution issues.

> Anguil's ability to provide multiple abatement technologies allows us to select the best technology option for each project. Potential customers can expect an unbiased equipment selection based on the regulatory requirements, efficiency needs and process parameters. The solution will include a turnkey system that seamlessly integrates into the specific process, providing customers with single source responsibility.

### **Anguil Environmental Systems, Inc**

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40 Years in Clean Air and Water

ANGUIL PROVIDES ENVIRONMENTAL AND ENERGY SOLUTIONS THAT ENSURE CLEANER AIR AND WATER FOR FUTURE GENERATIONS.

### HERE'S OUR CORE VALUES:



**COMMITMENT TO CUSTOMER** SATISFACTION



**FAMILY CULTURE** 



HIGH INTEGRITY



CONTINUOUS **IMPROVEMENT** 



**ORGANIZATIONAL GROWTH** 



**PASSION FOR EXCELLENCE**  SINCE 1978, HERE'S WHY COMPANIES BOTH LARGE AND SMALL HAVE BEEN PLACING THEIR TRUST IN ANGUIL'S **EXPERTISE:** 

Recognized for numerous awards including Wisconsin Exporter of the Year (2x winner), Future 50 (4xwinner), Top Workplaces (5x winner), US Chamber of Commerce "Blue Chip", Green Masters Program Green Professional distinction, and the Jeffrey Butland Family Business of the Year.

Fiscally sound, industry leader with a proven track record for success.

Family owned, not a division of another corporation.

Over half of our staff are degreed engineers from a broad range of industries, giving them first-hand knowledge of your process.

Anguil knows the local and national regulatory standards across industries. We have a demonstrated record of helping companies with regulatory compliance

Full range of air and water pollution control technologies resulting in an unbiased approach to requirements. Our unique air volume reduction techniques, lower temperature requirement and relatively maintenance-free designs lead to lower capital and operating costs.

Through membership in numerous industry associations, we continue to gain knowledge and insight on the latest air pollution control techniques and trends.



"ALLOWS EVERY
EMPLOYEE TO HAVE A
VOICE, ESTABLISHING
A GREAT WORKING
ATMOSPHERE."

"STANDS BEHIND OUR PEOPLE, PRODUCTS, AND PROJECTS."





"TREATS EMPLOYEES
VERY WELL, NOT JUST
A NUMBER."

### **WORKING AT ANGUIL**

Anguil Environmental is a growing, aggressive, key player in the industrial air pollution control, water treatment, energy recovery and soil remediation industries. We offer great benefits and the opportunity to work for one of the best companies in Milwaukee.

Our employees enjoy a friendly, casual, yet professional work atmosphere, where both company and personal goals are shared and accomplished. At Anguil, we tend to promote from within and offer the possibility of a flexible work schedule.

We offer competitive compensation packages including retirement plans, as well as life, health, dental, vision and disability insurance, paid vacation, training and an on-site fitness center.

#### **Building Restoration**

Anguil has a newly renovated first floor office space that showcases a unified theme of professionalism. When visitors walk through our front door, they are welcomed by our receptionist with a view of a large piece of art work depicting the entire world down the hallway. This art piece is an homage to Anguil's commitment to cleaner air and water around the world. Anguil has furthered its sustainability efforts by:

- Installing a new high efficiency boiler
- Applying a reflective roof coating for improved temperature control
- Installing LED lights
- Adding motion sensor lights in closed offices and restrooms
- Adding air purifying plants in conference rooms and various spaces throughout the office



### 2019: ANGUIL AT A GLANCE

78
CURRENT
EMPLOYEES

**33** 

STAFF ADDED IN THE LAST 5 YEARS

69%

EMPLOYEES AT ANGUIL 5+ YEARS

34

YEARS OF EMPLOYEE
WITH LONGEST
TENURE

**10**%

EMPLOYEES AT ANGUIL 25+ YEARS

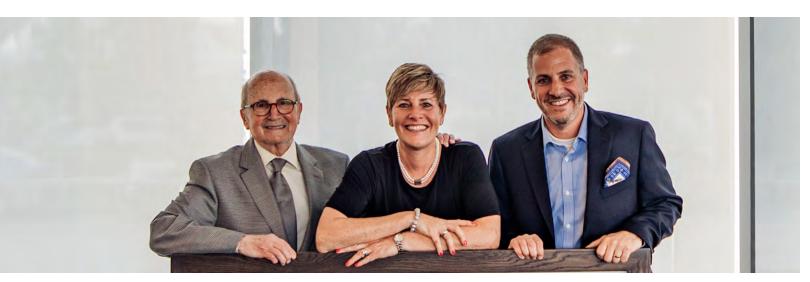
5

YEARS PARTICIPATING IN ADOPT-A-HIGHWAY

### UTILITY USAGE

	2015	2016	2017	2018	2019
Water (Quaterly avg, per 1,000 gals)	47	55.75	52.75	55.75	71.75
Electricity (Daily avg, kwh/day)	1,194.94	1,215.90	1,148.49	1,129.86	1,237.71

### ABOUT ANGUIL



### EXECUTIVE STATEMENT

### THIS YEAR IN SUSTAINABILITY

As we all welcome the new decade, it seems appropriate to bring greater focus and transparency to our organization on the overall Company goals and initiatives that will drive us over the next 1-2 years. We have spent the last few years developing our internal infrastructure including; documenting processes/ procedures, implementing a new ERP/CRM and developing our Engineering Operations, and Project Management teams. This platform will prepare us take on more customers without having to increase personnel significantly.

Our top initiatives moving into 2020 will be acquiring new business, increasing orders, becoming profitable all while setting a leading example of business sustainability.

It is important to us that every employee knows what we stand for, our values,

and future goals. This takes some work, practice, repetition, and belief. In the end, it revolves around communication from every level of our organization. With this, we believe we can create a more sustainable company, saving time, money, resources, which then opens the doors for opportunity and growth.

### ANGUIL LEADERSHIP

Gene Anguil

Chief Executive Officer

**Deborah Anguil**Chief Operating Officer

Christopher Anguil
President

# TEAMS AT ANGUIL



Software, hardware, new technology opportunities, training, strategy, and implementation.



### **STAGE GATE 2.0**

Retrospectives, Improvement of equipment execution process, Training, Metrics, Root cause analysis (Project related -> PM or warranty team), Corrective Action Plan Project related -> PM or warranty team).



### WELLNESS

Fitness & Nutrition (workout room, healthy snacks), HRA's, Lunch N' Learn, Volunteering, Reduce, Reuse, Recycle initiatives.



### **RTO DESIGN**

Evaluate cost reduction opportunities, large RTO design, poppet valve underneath design.



Building a work environment safety/maintenance, Safety training & PPE, Metrics (EMR rating, OSHA, etc).



### **ACCOUNTABILITY**

Determine a method of accountability for both the company and departments within the company.

**TRAINING** 

Implement quarterly training sessions to

enhance the knowledge of employees.



### **EQUIPMENT STANDARDS**

Evaluate cost reduction opportunities, Produce and release ECOs, Root cause analysis (standard design related), Corrective action plan (standard design related).

## ALL EMPLOYEES ARE ENCOURAGED TO PARTICIPATE IN A TEAM WHETHER DUE TO JOB ROLE OR PERSONAL INTEREST.



Sustainability report and companywide initiatives.



### HOSPITALITY

nployee engagement, Company Iture, Social events.



### EVERY HUMAN DESERVES INTEGRITY AND RESPECT.

encouraging them to do the same.

- Anguil respects international human Human Rights are incorporated into Continuous education is key to rights efforts and supports these our Anguil code of conduct, as well engraining these principles into all sentiments within our business. as our supplier code of conduct. We aspects of our business. As we continue to expand toward believe our employees are the most a global economy, we continue to important aspect of our business. We • An internal SharePoint site was created demonstrate our values onto our strive to ensure that our supply chain to allow employees to anonymously supply chain and partnerships by has fair working conditions, as we do submit concerns, questions, and not tolerate any form of discrimination, grievances that they believe negatively forced labor, and child labor. It is our impact Anguil. All employees are responsibility to ensure that these encouraged to raise concerns and values are expressed and followed questions to management and human throughout our supply chain.
  - business and reputation that values engaged in the dialogue and effort to integrity, respect and truthfulness, respect all human rights. and a strong commitment to the we conduct business.
  - Each new employee is trained on value of respecting human rights efforts human rights and the Anguil code and safe labor laws. of conduct and is provided with the resources to continue to reference.

resources as well, without reprimand. Anguil will continue to be transparent • Anguil is committed to a quality in all aspects of business and remain

highest ethical standards. We have an As we move towards the new year, open-door policy between all Anguil Anguil is currently committing to employees and with those with whom developing a standard supplier qualification process to further ensure that all new suppliers demonstrate the

93.85%



EMPLOYEES THAT FEEL IF FACED WITH A CONCERN OR ISSUE, THEY WILL BE HEARD BY THEIR IMMEDIATE MANAGER AND THE ISSUE WILL BE DEALT WITH IN A FAIR AND TIMELY MANNER.



"ANGUIL IS VERY WELCOMING AND MAKES YOU FEEL LIKE ONE BIG HAPPY FAMILY STRIVING FOR A COMMON GOAL.





### OUR EMPLOYEES ARE VITAL TO WHAT WE DO.

Anguil believes that the balance between our employee's professional and personal lives is critical to our success, thus our benefits package and office perks have been designed with the employees in mind. Anguil has established a friendly and casual work environment, where both company and personal goals are shared and accomplished. We pride ourselves on fostering personal development and wellness, while promoting employee camaraderie and company culture.

#### **Catalytic Coaching**

To continue to strengthen and develop a cohesive and engaged management team, Anguil has stepped away from a traditional performance evaluation system and has continued to implement Catalytic Coaching. As a future-focused, and two-way conversation between a manager and an employee, the purpose of Catalytic Coaching is for the Executive Management Team to:

- Clearly define and prioritize desired business outcomes
- Redefine employee roles to better utilize talents and strengths
- Encourage honest and professional feedback

- Determine the wants, needs, and values of each employee and align with organizational values and goals
- Develop training programs

Catalytic Coaching focuses on the employee's development and career path at Anguil. As more than half of Anguil employees have been employed for 5 years or more, it is clear that Anguil values the balance between personal and professional development of their employees.

#### **Anguil Standard Practices**

Anguil Standard Practices (ASP) is a management system developed and implemented for the methodological and documentation of company policies and procedures. As a company strategic objective, the purpose of the ASP is to standardize all procedures to steam line work flows in addition to use in training. Anguil currently has over 70 ASPs that have been audited, approved, and released. All employees are encouraged to participate in developing an ASP.

95.38%





### **COMPANY CULTURE**

#### **Work Environment**

Anguil employees enjoy a relaxing but - Passion for excellence professional work environment.

#### Dress Code

All employees enjoy a business casual/ casual dress code in office.

#### Flexibility

Anguil offers a flexible work schedule that allows employees to fulfill their work responsibilities all while being able to adhere to personal responsibilities outside of work.

#### **Ergonomics**

Majority of our employees enjoy having the option of a stand-up desk and fatigue mat to promote positive ergonomics in the workplace. This option continues to promote Anguil's commitment to overall wellness in the workplace.

#### **Summer Hours**

Anguil employees have the opportunity to work 4 nine-hour days and onehalf day per week during the summer season to maximize summer plans outside of the office.

#### **Top Workplace**

This distinction is awarded from the Milwaukee Journal Sentinel and is based on the results of an employee survey measuring qualities such as company leadership, communication, career opportunities, working environment, managerial skills, pay, and benefits.

Anguil prides itself on being designated a top work place winner for five years. As a family owned company that started in 1978, we have strived to continue to express our company values:

- High integrity
- Family culture
- Continuous improvement
- Organizational growth
- Commitment to customer satisfaction





ONE OF OUR RECENT HIRES THE WITHIN **OPERATIONS** DEPARTMENT HAD SOME THINGS TO SHARE ABOUT APPLYING TO ANGUIL:

"Anguil still being a family owned smaller company was attractive to me. I want to further my education and having an environment with great managers can help me to experience multiple different departments and how the company operates so I can tailor my education towards where I want to go in the future. I was also interested in the industry and of course all the stories I have heard about the great culture that everyone enjoys being a part of."

"I feel that Anguil expresses the value of teamwork and everyone being involved in their part to deliver the quality of service strived for with customers."

"In my position I enjoy working with all the different departments and getting input from everyone on how things can be improved working towards better efficiency."

### **CARING IS OUR CULTURE**

AVG. 2 SHOPPING CARTS FULL OF TOYS FOR TOTS TO LOCAL CHILDREN'S HOSPITAL PARTICIPATED IN LOCAL HIGHWAY CLEANUP FOR 5 YEARS COLLECTED 250 LBS OF FOOD FOR THE HUNGRY LAST FALL (HUNGER TASK FORCE)





### **TEAM BUILDING**

- Employee Celebrations
- Pop-up Brunches
- Summer Food Truck Party
- Hospitality Team Potlucks
- Annual Halloween Spooktacular and Chili Competition
- Offsite department roundtables and strategy sessions



Anguil has a fully functional fitness facility with various equipment and free weights open for employees to enjoy from 6am-9pm.





### **HEALTH & WELLNESS**

Various health and wellness challenges occur throughout the year at Anguil to help motivate and maintain a healthy lifestyle for our employees. Over the year Anguil has provided various lunch and learns related to wellness, on-site chair massages around the holidays, and various fitness challenges between employees. Anguil also provides healthier snack options for employees based on an honor system.



Each year Anguil offers all employees and their families a free annual Health Risk Assessment. The assessment provides an evaluation of the individual's overall health risks and quality of life both in and out of the office. Each year, Anguil also provides an opportunity for employees and their families to receive a flu shot.

**37** HRA PARTICIPATION

"CREATES A WORK ENVIRONMENT THAT IS ENJOYABLE AND COMFORTABLE TO WORK IN EVERY DAY, AND RESPECTS THE EMPLOYEE'S PERSONAL LIVES OUTSIDE OF WORK."



### CHARITABLE DONATIONS

- Hope House of Milwaukee
- Christ King Athletic Association
- Alzheimer's Association
- Cystic Fibrosis Foundation
- Cleveland Clinic Philanthropy
- JDRF International
- American Legion Post #382
- Children's Dyslexia Center



• Health: 50

• Vision: 39

• Dental: 52



WE ARE COMMITTED
TO THE SAFETY OF
OUR EMPLOYEES,
CONTRACTORS AND
CUSTOMERS.

ANGUIL HAS ZERO WORK-RELATED INCIDENTS OVER THE LAST THREE YEARS.





THAT'S 402,574.5
HOURS SAFELY WORKED
BY EMPLOYEES
WITHOUT INCIDENT.

### **SAFETY**

Anguil is pleased to have a field service engineer lead our safety team. The safety team's focus is on safety in and around our building, at our fabrication shops, supplier locations and at our customer sites. The team's goal is to increase awareness of safety issues and create a culture focusing on safety. The team is developing safety policies and procedures and ensuring all employees are fully trained on them.

Anguil revamped its safety manual in 2016 and it is available upon request. Anguil has an Anguil Standard Practice (ASP) for the minimal personnel protective equipment (PPE) each employee needs. There is a SharePoint site that the company uses to store all safety related information.

The safety team meets monthly. The team reviews safety incidents, near misses and injuries. The team then decides on the best method to communicate information to the entire organization. The team addresses any outstanding safety issues or risks and future safety needs.

#### **Tornado / Fire Drill**

We held both a tornado drill and fire drill and all employees were required to exit as quickly and calmly as possible and meet in a designated meeting zone.

### SAFETY BY THE NUMBERS

**CERTIFIED FORKLIFT** FLOOR CAPTAINS FOR FIRE/ **DRIVERS** TORNADO DRILLS SAFETY COMMITTEE **OSHA 10 CERTIFIED MEMBERS MEETING EMPLOYEES** MONTHLY **OSHA CONSTRUCTION OSHA 30 CERTIFIED** SAFETY MANAGER COURSE **EMPLOYEES TAKFN** NO. OF ISNETWORLD TOPICS **EMR RATING COVERED PER SHOP OR** FIELD VISIT

### THIS YEAR'S ACCOMPLISHMENTS

IMPLEMENTED TOOLBOX / SAFETY TALK DAILY WHEN SUPERVISING A RETROFIT CREW DEVELOPED A SUPERVISORS TRAINING PROGRAM THE SAFE WORK PRACTICES MANUAL IS AVAILABLE ON THE COMPANY ONE DRIVE



### **BUSINESS CONTINUITY**

### ANGUIL PROUDLY SPONSORS A FREE ELECTRONICS RECYCLING PROGRAM FOR MOST MAJOR ELECTRONIC ITEMS.

Anguil takes a comprehensive UPS Upgrade approach to business continuity to ensure business sustainability without interruption. An updated Continuity plan was completed in 2019, ensuring the company is prepared in the case of disaster or business interruption. Additionally, Anguil's Information Technology department developed several initiatives in 2019 to bolster company efficiency and sustainability in the digital age.



Our UPS (uninterruptable power supply) system was replaced in Q1 2019, ensuring services and systems continue to function, even during events like power outages.

### **Server Room Upgrade**

A utility update for the server room was completed in 2019. The utility update added additional dedicated circuits to the room, allowing for additional devices and expansion, while also providing improvements to building safety.

#### **Cloud Phone System**

Anguil completed the transition to a cloud-based PBX phone provider to replace our current on-prem office phone solution. The cloud solution enhances connectivity, simplicity, and features to all users.

#### **New Server**

A server and OS environment upgrade was completed in 2019. The hardware update improved the speed and reliability of some Anguil services. The environment upgrade allows Anguil's server environment to accommodate new software and services on the horizon.

### **Email Improvements**

Additional email features and services were completed in 2019, including automated spam/phishing filters and additional backup storage for services such as Outlook, OneDrive, and Sharepoint.

### **Sharepoint**

Anguil's internal sharepoint collection was continually enhanced throughout the year. The site was rebuilt from the ground up, with streamlined navigation, consistent formatting, and enhanced features.

### **Software Licensing**

The Anguil IT department continues to consolidate software licensing within the company. Under the auspice of simplifying license management and costs, multiple software packages including Solidworks, AutoCad, Trello, and Adobe were consolidated during 2018.

### SUPPLIER MANAGEMENT AND DIVERSITY

As our customers have demanded more from our company; we too have demanded more from our suppliers; this has led us to be a stronger partner with our customers and suppliers.

ANGUIL CONTRACTS LOCAL FABRICATORS AND SUPPLIERS WHEN POSSIBLE TO REDUCE ENVIRONMENTAL IMPACT AND CREATE A MORE SUSTAINABLE **SUPPLY CHAIN.** 

### **Supplier Diversity**

Anguil works extensively with our existing supply base to ensure that we encompass diverse suppliers and our Supply Chain Managers look to source and develop partnerships with suppliers who have diverse certifications.

A diverse supply chain brings commercial benefits to both the supplier and buyer and working with a diverse supply change not only has a strong impact on local communities but also on the national economy. Supplier diversity is evolving into a strategic partnership that provides access to innovative products and increased market share in new and developing communities. We priced ourselves in being a top-performing organization takes advantage of this opportunity and applies the principles of social diversity to such areas as supplier partnering, reputation management and global expansion.

We recognize that minority, women veteran-owned businesses, small business and other diverse organizations contribute to the world we live in. We, too, started as a small business and have worked hard to get where we are. We believe we have greatly strengthened the world we live

### **Supplier Management**

We take a strong strategic management approach when working with suppliers and look to foster relationships through mentoring, corrective action procedures and information sharing. This allows us to streamline our partnerships through sharing of company priorities, fostering key areas of vendor improvement, tracking overall process of the relationship, minimizing risks, and supporting incentives for supplier performance.

We acknowledge that issues cannot be solved by us alone, but we believe by acting in good faith and collaborating with our customers and vendors we can make positive changes that are good for the planet whether it be from being more friendly to the environment, reducing greenhouse gases, reducing water usage, improving human rights practices or by being good stewards to the community.





"PROVIDES EQUIPMENT AND SERVICES
TO HELP OUR CUSTOMERS MEET THEIR
ENVIRONMENTAL CONTROL NEEDS."



### WE ARE COMMITTED TO CLEANER AIR, WATER AND SOIL.

Our products exist to help our customers achieve their environmental goals. It's important that we fulfill our commitment to responsible environmental business practices.

### **Green Masters Program**

For the fifth year in a row, Anguil has been recognized as a Wisconsin Green Masters Program Participant and has been acknowledged as a Green Professional within our industry. The Green Master Program provides a third-party objective set of criteria for defining both sustainability initiatives and legitimizes our work to push sustainability into our supply chain. Anguil applied for the year of 2019 and was evaluated and accepted based on our involvement in key areas of sustainability, business linked to improvements in employee engagement, community involvement, and environmental performance.



#### **Recycling Program**

All employees have their own recycling bin at their desk to increase recycling efforts. Large recycling bins are in each kitchen with proper signage to ensure that majority of recyclable items are captured. Packaging/boxes from our warehouse are recycled, and many parts are drop shipped directly to site in an effort to avoid routing the delivery through the Anguil office and on to the customer. Anguil additionally has a battery and electronics recycling program that encourages employees to recycle items in office and from their homes.

### Reducing Use of Disposable Dishware

To reduce waste, Anguil has a fully stocked kitchen with reusable cutlery, drinkware, plates, bowls, and cleaning supplies to provide a home-like environment for its employees and to encourage mindfullness of both food and plastic waste.

#### **Highway Clean Up**

Anguil has had an Adopt-A-Highway section since the year 2015. All employees have two opportunities throughout the year to volunteer and participate in the initiative to help keep our roads clean.

### **Eco Friendly Merchandise**

In an effort to extend our focus on sustainability to anyone who meets our organization, Anguil merchandise now features honeybee flower seed packets that help support the survival of honeybees.

### **Global Climate Walk-out**

Anguil proudly joined the global climate walk-out in September in support of Greta Thunberg. We then walked back in to get back to work because we know our solutions make an impact on reducing climate change.

ANGUIL IS RECOGNIZED AS A GREEN PROFESSIONAL ORGANIZATION BY THE GREEN MASTERS PROGRAM FOR THE FIFTH YEAR.



THE DIVERSITY OF ANGUIL'S SERVICES. CAPABILITIES. AND TECHNOLOGIES PROVIDE SOLUTIONS FOR CLEANER AIR, WATER, AND SOIL.

With over 40 years in environmental technologies, Anguil is your singlesource provider of fully-integrated wastewater treatment systems for the Remediation and Industrial markets. Beyond providing solutions to meet stringent process or discharge requirements, our approach also seeks to identify ways to reduce our customer's environmental footprint by reducing overall water usage through recycling and reuse.







#### **Services**

integration, and installation company, and gas sites, food and beverage We design, build, deliver and integrate processing, and ground water the appropriate treatment system into remediation projects. our customers' processes.

Anguil is flexible to customer needs From challenging contaminents, and provides as much or as little scope varying local regulations and a variety of work as required. We can provide of different treatment products, a fully engineered, customized, turn-technologies, and approaches, there's key treatment solutions or just project no magic bullet product for industrial management services for "Build to waste water treatment. Spec" projects where single source responsibility of multiple equipment vendors and sub-assembly packaging is necessary, always with a focus on highly sustainable solutions.

New in 2019, Anguil added an on site wet lab to expand our bench and pilot testing capabilities.

#### **Industries**

We believe in clean water no matter what industry or application. Anguil's experience and expertise with water treatment solutions spans a diverse range of industries, including commercial operations, light to heavy

manufacturing facilties, chemical and Anguil Agua is a full service engineering, petrochemical processing plants, oil

### **Technologies**

Anguil Agua Specializes in treatment systems that are tailored to meet each customer's unique requirements for the removal and treatment of contaminants such as:

- Volatile Organic Compounds (VOCs)
- Total Petroleum Hydrocarbons (TPH)
- Emulsified Fats, Oils and Grease
- Gas Range Organics (GRO)
- Diesel Range Organics (DRO)
- Halogenated Solvents: Chlorine, Bromine and Fluorine
- Dissolved Metals
- Inorganic Deposit or Scale Control
- Total Suspended Solids (TSS)



### **Business Philosophy**

Anguil's international business activities continue to make an impact globally. Our international philosophy is to bring our extensive process knowledge to address our international customer needs in markets worldwide. We strive to grow our business by applying proven application specific technical solutions to customers in their local markets. This requires developing capable sales and commercial expertise, as well as regional fabrication, local installation, and service support networks in our target markets. Anguil has done work in International markets to varying degrees throughout our history.

in SE Asia, India, Latin America, and the Middle East, has continued to build in recent years. As these countries develop, their middle classes' demand for clean air has increased, allowing for more regulations and stronger government enforcement efforts. Anguil is continuing to develop the unique skill set required to do business in complex international markets, with multiple delivery platforms and partner relationships while still being profitable.

The growth of developing economies

With the continued efforts to grow and expand our international business the projects, bidding procedures, and

business relationships are becoming increasingly complex. Most international projects we choose to bid on tend to be the more technically complex, in which Anguil has process experience. This way, we can differentiate ourselves from other local, lower cost suppliers. These projects are often complete with very specific specifications, logistics, foreign country regulations, duties, tariffs, language, and cultural issues.

We are targeting projects where we can exploit Anguil's process engineering capabilities. We strive to offer a local solution to the customer. Not only does this increase confidence the project will be supported locally, but is necessary to reduce freight, duties, currency, and often reduced local labor rates. Executing a complex International project requires a team approach for proper estimating and planning. Executing it on time and budget, requires good planning and excellent communication both internally among departments and externally with our partners and ultimately the customer. We continue to stretch all our capabilities to drive growth in international markets, and bring the margin to the bottom line. We support our partners on most pre-

ANGUIL USES A PARTNER APPROACH ALLOWING US TO EXTEND OUR MARKET REACH INCREASE BRAND RECOGNITION WORLDWIDE. THE WITHOUT OVERHEAD **ADDITIONAL** COSTS OFFICES AND PEOPLE AND ENVIRONMENTAL IMPACT.

INDUSTRY FOCUS

contract activity and get the benefit of in-country sales effort, without having to pay for their time, travel, expenses, or office support. Local installation support is an added benefit, along with customer service longer term. Our partners earn a commission when an order is won, compensating them for their investment in the pre-contract effort. These partners are a diverse group of companies with different backgrounds and capabilities, as well as commercial arrangements with Anguil. The longest term relationships are with Anguil Asia in China and Spooner in Europe.

#### **Carbon Fiber Technology**

A significant international market for Anguil is the composites and carbon fiber manufacturing industry. Anguil has successfully installed and operated a new fully integrated air pollution abatement system on a new carbon fiber line in Beijing, China. The regulations in this area of China have become as demanding as anywhere in the world. We partnered with the process equipment supplier and have now installed operated and testing the equipment to these tougher standards. As a result of this success we are under contract for (3) more plans with the same customer and partners.

Reducing the manufactured cost of carbon fiber is our goal. Anguil systems reduce the total plant operating costs by supplying nearly 20% of the energy required for manufacturing. Abatement devices also incorporate features that decrease maintenance and increase process up-time.





### **2020 SUSTAINABILITY GOALS**

- 1. PLANT TREES ON COMPANY GROUNDS AND ADD PLANTS TO COMMON SPACES.
- 2. INCREASE COMPANY-WIDE ENVIRONMENTAL CONSCIOUSNESS THROUGH AWARENESS CAMPAIGNS
- 3. LAUNCH A CORPORATE COMPOSTING PROGRAM

### 2020 IS ON THE HORIZON.

### STRATEGIC GOALS

As 2019 comes to a close, we can reflect back on everything we accomplished and sent out to pursue with great pride. Our partnership with Chief Outsiders assisted with gaining upfront knowledge and data which helped us gain more clarity on strategy, execution planning, and guidance on creating a repeatable, efficient, and sustainable process. Anguil has never walked away from its customers, and this past year we worked collectively to continue that reputation with our customers.

#### **Aftermarket Growth**

For the past few years, we've seen great growth and new opportunity in the Aftermarket business. We want to work towards bringing the Aftermarket business "out of the shadow" and highlight their successes. Some target iniatives include:

- Developing monthly cost analysis reporting on larger retrofit projects
- Instituting retrospectives
- Hiring of a new Aftermarket Sales position
- Increasing the Engineering depth of the department

### **Domestic Sales**

We plan to invest domestically and bring in additional business within our US borders. This requires an investment in staff across the aftermarket, engineering and project management teams.

#### **Wastewater Business**

We are ending 2019 with greater momentum in our water business. The addition of Anguil's water testing lab has brought increased interest and water

samples from several of our customers. We are confident 2020 will bring further growth in this important market. Additional efforts towards creating and tracking meaningful metrics is also underway.

### Internet of Things (IoT)

Anguil has begun developing a predictive took to help customers know what is happening within their system ahead of time which will roll out in late 2020.

#### **NFPA** Compliance

Anguil is working to develop an aftermarket program to assist customers with National Fire Protection Association compliance. We hope to debut this new product line in 2020.

#### **New Website**

A redesign of Anguil's web site is currently underway. With an anticipated launch in July 2020, we expect streamlined electronic communication between Anguil and visitors, especially via a new online customer portal.

95.38%



"CONTINUOUSLY DRIVES THE IMPORTANCE

OF CUSTOMERS, VALUES, EDUCATION,

FAMILY, AND COMMUNICATION."

EMPLOYEES BELIEVE IT IS CLEAR HOW THEIR JOB MAKES AN IMPORTANT CONTRIBUTION TO THE GOALS OF THE OVERALL SUCCESS OF ANGUIL.



