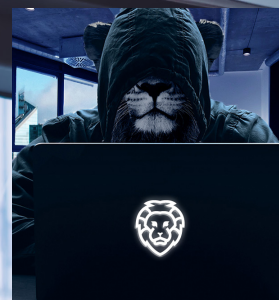


European Enterprise Awards 2021

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SQUAD:
Most Innovative Cyber
Security Firm 2021 - France



Jobchain GmbH:
Most Innovative Blockchain
Tech Start-Up 2021



Best Business Consultancy Firm 2021

No business exists within a vacuum, especially in this new international economy. To thrive, it's vital that firms are able to consult and discuss the direction of travel both for the specific organization and on a holistic level. The team at ODAS Global Consulting have built their reputation on this ability. Named Best Business Consultancy Firm 2021 for its remarkable achievements in EU Business News' European Enterprise Awards, we take a look at the firm in a little more detail to understand the secrets of the team's success.

Welcome to the 2021 European Enterprise Awards

EU Business News is proud to present the return of the fourth annual European Enterprise Awards. The European Enterprise Awards encompass some of the most vibrant business regions in the world that strive year after year to ensure economic growth. Our scope extends to businesses across every industry sector along with the institutions that support them.

In the last few years Europe has been rocked by immense economic changes, with the most notable of these being Britain's decision to leave the EU. We want to reward those who weather the storm of economic uncertainty and continuously enhance their products and/or services to appeal to a global audience across a variety of industries.

Sif Brookes - Senior Editor

Website: www.eubusinessnews.com

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Best Business Consultancy Firm 2021

No business exists within a vacuum, especially in this new international economy. To thrive, it's vital that firms are able to consult and discuss the direction of travel both for the specific organization and on a holistic level. The team at ODAS Global Consulting have built their reputation on this ability. Named Best Business Consultancy Firm 2021 for its remarkable achievements in EU Business News' European Enterprise Awards, we take a look at the firm in a little more detail to understand the secrets of the team's success.

The team at ODAS Global Consulting know more than a little about business growth and development. Since 2003, they have worked alongside numerous partners to bringing about expansion on a scale seldom seen in any other part of the world. With a wide range of services on hand to use, it's little wonder that the business has seen such incredible success and such a high rate of demand for their services.

Whilst based in Romania, ODAS Global Consulting has quickly become a go-to name within a number of European institutions. The firm's strength comes from their exceptional reputation, which is unmatched by many within the industry. For those who want to transform an idea from a humble dream to glorious reality, there are few better partners to have. This is primarily because the team at ODAS Global Consulting have a wealth of different paths forward within their network which allow them to thrive. For them, creating a business that can grow and flourish is their first concern and the reason that so many turn to them for support.

The strength of the firm comes from the ability of its extensive team to offer a truly comprehensive solution at all times. There is no need to turn to external collaborators because everything can be completed in-house. In many cases, the complex situations tackled by the ODAS Global Consulting team can become increasingly tangled as more and more parties become involved. By limiting advice to one expert team, able to refer within itself to other experts in the field, their clients have a much simpler and cost-effective way of working.

The approach taken by the team is one which reflects the attitudes of a much smaller companies. Their personalized solutions are always designed to suit the specific requirements of one company, with clients treated as though they are family. The simple aim, and indeed the basic measure of success for a project, is to create opportunities wherein a business can improve with regards to its performance. This can happen through growth opportunities and through basic efficiencies within an organization. The changes inspired by the ODAS Global Consulting team are designed specifically to be lasting changes which will empower a management team to make decisions that are, simply, better for all.

When ODAS Global Consulting first opened its doors in 2003, the aim was to provide leading business counseling and counseling in strategic communications to various organizations. The years that followed saw the way in which the world economy operated alter to an enormous degree, with the digital landscape transforming the way in which every business operates. As such, the team have grown alongside the needs of the market, able to act as a worthy partner to the various organizations with which they consult. At the heart of every decision and piece of advice offered by the team is a desire to lead them to new heights of success.

Nowadays, the team's incredible range of services have grown to include such vital support as lobbying alongside European institutions and agencies or international organizations, as well as a strong global

platform and a complementary financial and corporate communications services. In today's world, it's important to have access to every potential piece of leverage to ensure that a business can thrive. The team at ODAS Global Consulting ensure that their clients always have the right doors open to bring about the best possible result.

Whilst offering a wealth of different services to prospective clients, the team is proud to operate in a number of different sectors. Clients of theirs from financial energy and environmental services, technology and telecommunications, competition, trade, health, petrochemical, life science, consumer goods, and cybersecurity have all been able to benefit from the team's incredible knowledge of the market and eye for detail. At all times, the approach of consultancy taken is one which is as hands-on as possible, drawing on a diverse pool of experts. Where many organizations have one specialist in the field, ODAS Global Consulting is always querying its staff to push them into new and uncharted areas.

The incredible reach of ODAS Global Consulting means that clients from both the public and private sector turn to the team, alongside various associations and non-profits. Whilst a large business, the team treat each with individual care and attention. Because of their familiarity with the way in which European institutions work, they are able to engage constructively with the way in which they operate for the benefit of their clients. Over the years, ODAS Global Consulting clients have gained access to EU funding programs, the capital markets of the



Union and the Digital Single Market to name but a few ways forward. Each brings their own benefits and challenges, but all are potential paths forward which the ODAS Global Consulting team are delighted to explore.

The benefits of working with Europe are clear, but through the team at ODAS Global Consulting, even more options are made clear. The region's investment plan currently seeks to mobilise at least 315B in private and public investment after years of low levels of investment in this potential-heavy system. The EU's strong trade relations with third countries through trade agreements also have many possibilities and the work of companies such as ODAS Global Consulting means that the

trade opportunities created are to the benefit of the various business they represent.

One of the most appealing aspects to the way in which ODAS Global Consulting operates is their incredible access to leading investment funds. Investment funds are financial products first and foremost, with money attracted from investors and placed by the management company in a portfolio of financial instruments, depending on the risk profile of the fund and respecting provisions of the legal diversification. ODAS Global Consulting is able to access these funds with ease and choose the appropriate path forward to partners.

With such enormous financial power, it's

understandable that investment funds are regulated entities supervised by the financial supervisory authority and are carefully operated on the basis of a harmonized legal framework with the European directives. These regulations are set to the highest standards to ensure that everyone involved in the fund has as much protection as possible. Even the smallest amount of investment can result in incredible returns for the investor. Over the years, the team at ODAS Global Consulting have built up an amazing team of professionals, who have worked in the sector for many years. Their clients can build their success on this experience. With knowledge of the development and implementation of non-refundable funds, allocated through



different national, European and international sources, there are few options finer than the team from ODAS Global Consulting.

The team also offer access to European funds to businesses. This often complex process can once again be smoothed by the ODAS Global Consulting team who are happy to take their clients through the process for this. No two businesses are the same, and neither are the applications which must be made. As such, an experienced consultancy team such as those at ODAS Global Consulting is a must in order to access the necessary support. Preparing even the initial documentation for a grant agreement is by no means simple and must be carried in out in accordance with strict financial aid specifications. Working with ODAS Global Consulting means a 100% guarantee that a project will be eligible, and this is part of the contract. The team also offer comprehensive assistance until the commissioning of a project is complete.

Since opening their doors in 2003, the ODAS Global Consulting team have supported hundreds of clients, with 515 satisfied customers and 451 success stories. This incredible achievement, and the amazing testimonials from those who have turned to the team for support showcase the reasons behind trusting the ODAS Global Consulting team to deliver. While many companies in Romania are looking to revitalize the burgeoning industry in the region, few have embraced the potential of the European market as the team from ODAS Global Consulting.

For them, Europe really lies at the heart of where business is going. The team's rise to the top of the market is a direct result of their efforts within the business sector and has seen them enter into numerous chambers of commerce, Business clubs, national, European and international institutions. Those who want to grow their businesses can easily see the potential of what the ODAS Global Consulting team have to offer purely based on the network that they have developed.

When looking for a team that can enhance your growth, it's worth turning to a team that always puts growth at the center of how they work. This determination is what keeps the business moving forward in a rapidly changing economy, making the right decisions for their clients. We celebrate the team's enormous success, both for themselves and for their clients, and look forward to seeing the direction they head in next. The future of European enterprise looks bright indeed with ODAS Global Consulting leading the way.

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Most Innovative Cyber Security Firm 2021 - France

SQUAD, a company that has indeed built up a 'squad' of professionals who each are incredible talents in cyber security, is the firm slowly but surely making its ways to the top of Europe's cyber protection industry. The company's vision? Building a more secured cyber society. With many more clients than ever before joining the market, and the sector adapting and evolving on a daily basis in order to adapt to the new challenges of cybercrime and shifting technology, SQUAD is looking forward to welcoming 440 new recruits into its fold in 2022 – 750 in 2025 – in order to continue working towards its goal of becoming Europe's number 1 cybersecurity organisation.

When it comes to discussing 'SQUAD goals', this company has a leg up on the competition. Fundamentally, this company provides high levels of exemplary, leading, and professional expertise in cybersecurity consultation, working across all manner of different industries, scales, and sectors in order to serve a diverse and loyal roster of clientele. Over the years it has been in operation, SQUAD has slowly made a name for itself with the diligence and efficacy of its work, each member of its team plying their specialisms and high-level understanding of cybersecurity in order to keep it a highly competitive name in defending France's corporate ecosystem from cyberattacks.

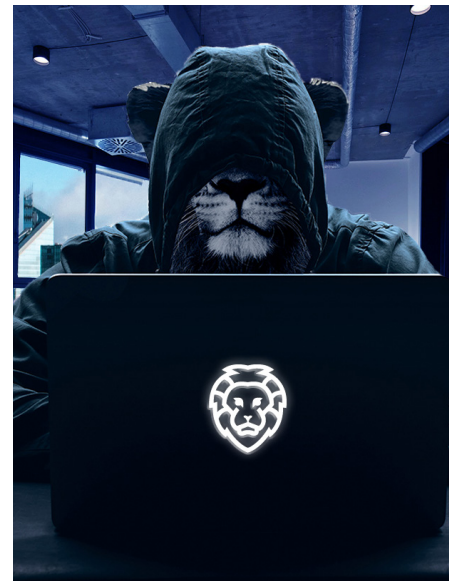
Although it is a relatively young enterprise – having only just past its tenth birthday – this firm has wasted no time in getting recognised. Nowadays, SQUAD has been accredited as one of the top 10 cybersecurity companies in France, with a turnover rate of 63.5 million Euros that it achieved in 2021, through organic growth alone. Critically, this speaks to the quality of service that its clients receive, as many of them go on to recommend SQUAD to peers and colleagues either through word-of-mouth referrals or online reviews, and more still become lifelong customers and friends of the business.

In this manner, SQUAD has developed a huge contact network that spans everything from defence and banking to telecommunication and transportation, all feeding into its overall macro goal of becoming one of Europe's top cybersecurity and cyber defence firms, looking to have reached 1,600 experts in

2025. By focusing on growing its team in this manner, and having the customer base to back it up, it is ensuring that it will always have the right amount of professional cybersecurity professionals on staff to be able to meet rising customer demand, something that will likely only become more pivotal as the pandemic remote work paradigm settles down into something more concrete for a post-pandemic world.

At SQUAD, it takes pride on its internal culture of sharing technical expertise. Each team talks to one another, and communication within its ranks is exemplary, allowing for full-service and highly effective cybersecurity service, covering governance and risks, compliance issues, and even operational security. Essentially, it assists its clientele in implementing a full cyberattack-proof infrastructure, fitting itself seamlessly around their existing structures in order to tailor the solutions to fit the company it is working with at the time, reducing the perimeter for possible attacks and mitigating risks at every turn.

Of course, in such a high-intensity, high-velocity industry such as cybersecurity, having that work-life balance amongst the professionals it hires is critically important. SQUAD ensures this by creating an internal atmosphere of 'natural' instead of 'imposed' work ethic; a staff member can pick up the projects they show a voracious interest in, and this ensures that a good job is done to an incredibly reliable degree. Moreover, staff members at SQUAD are chosen for their soft skills such as people skills, charisma, and good fit with the rest of the team as



well as technical knowhow. This has allowed it to maintain a healthy working environment for its employees that allows them to focus on the tasks at hand, enjoy the company of their colleagues, and speak up if something is amiss or they are every uncomfortable with a decision being made.

After all, for SQUAD, the success of the cybersecurity industry is down to the people. It may deal in remote security options that – more often than not – are not visible to many employees as they work, but the people who created that technology certainly are, and it is sure to give credit where credit is due. By attracting and retaining the best professional relations, it has cultivated a sustainable way



of ensuring further growth, ingraining itself and its charismatic, intelligent staff into the wider industry by way of networking, contacts, and making friends in the right places.

It has also been sure to keep a finger on the pulse of the industry at large. Critically, its goal of becoming the number one cybersecurity firm in Europe will be made possible by both the connections it makes in the coming years, and the sophistication with which it keeps up with the ever-changing trends and developments of an industry in flux. With cybersecurity as a field – and cybercrime as a problem – evolving alongside society at large over the course of the pandemic, it is more important than ever to keep abreast of such things, and SQUAD has been continually proving its efficacy in rising to meet the

challenges posed to it in this manner.

Additionally, these changes and the exponential curve of cybersecurity in line with cybercrime is something SQUAD forecasted very early on. It witnessed the convergence of IT domains, and predicted that cybersecurity would become somewhat of a common ground for all activities relating to information systems technology : IT infrastructure, IT development, Cloud computing, and so on ; with the DevSecOps approach in mind, its experts began working on a new methodology to ensure a secured cyberspace with these assumptions in mind, which has put it in prime position to lead from the front of the pack in 2022.

Going forward, it looks forward to serving the ever-growing field of cybersecurity and

remote protection software, working hard to provide for a growing market segment. Building itself up on the charisma of its team and the effectiveness of its solutions, it will be serving new firms and organisation and old firms and organisations changing themselves to fit the new age, securing their future and their reputation by ensuring watertight cyber protection at every juncture. Having grown massively from its first steps abroad in Canada and Australia, it has been able to kickstart a growth spurt of its own that it is incredibly excited about continuing as it moves forward into the new year.

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JOBCHAIN

Most Innovative Blockchain Tech Start-Up 2021

Taking an innovative approach to recruitment, Jobchain GmbH utilises cryptocurrency to create a seamless, international connection between jobseekers and employers. Facing the distrust of consumers and the challenging task of building a solid reputation, Jobchain GmbH has displayed a great amount of determination and perseverance in its short time of operating. Indeed, Jobchain GmbH is altering the face of the industry – combining tried and tested methods with new technologies.

Starting its journey in 2019, Jobchain GmbH began through developing a fully optimised platform for web, Android, iOS and dWeb to enable anyone to find jobs and receive their salary in cryptocurrency. Through its in-app wallet, its users can store, buy, sell, send, receive cryptocurrencies, which in turn allows employers and jobseekers to connect around the globe, and in turn creates an accessible platform for members. Motivated by the rising issue of citizens not having access to banking and recruitment services, Jobchain GmbH is on a mission to improve people's lives through technology.

Jobchain GmbH views the current industry as a Roman colosseum in of which a few titans fight a tough battle against many impostors and opportunists. Henceforth, Jobchain GmbH



endeavours to provide a trustworthy, secure service. As the company utilises multiple cryptocurrencies, it vows to safely store any personal or banking information. Furthermore, as customers can be hired anywhere at any time, it allows for such cryptocurrencies to be transferred into multiple international currencies, such as Yen, Yuan, and Ruble.

Home to its own unique cryptocurrency known as JOB, the platform offers numerous benefits to users that opt to receive their salary in this form. The list is extensive – from cashback on online purchases to free subscriptions with Netflix, Spotify, and Amazon. Moreover, there are seven levels for JOB token holders, and benefits are received accordingly. The tokens are currently available from numerous cryptocurrency exchanges, including Bittrex, Digifinex, Probit, and 25 others, with plans to further increase the currency's availability worldwide.

Within the company, each decision is built upon its core values – innovation, respect, determination, loyalty, excellence, and integrity. Its daily activities are grounded within such principles. As a result, its team is equipped to deal with any challenges that it may face, and understands the boundaries created by the company. In addition, when hiring prospective employees, Jobchain GmbH searches for such traits within candidates, aiming to find new talents that are able to work independently, take initiative, and communicate effectively.

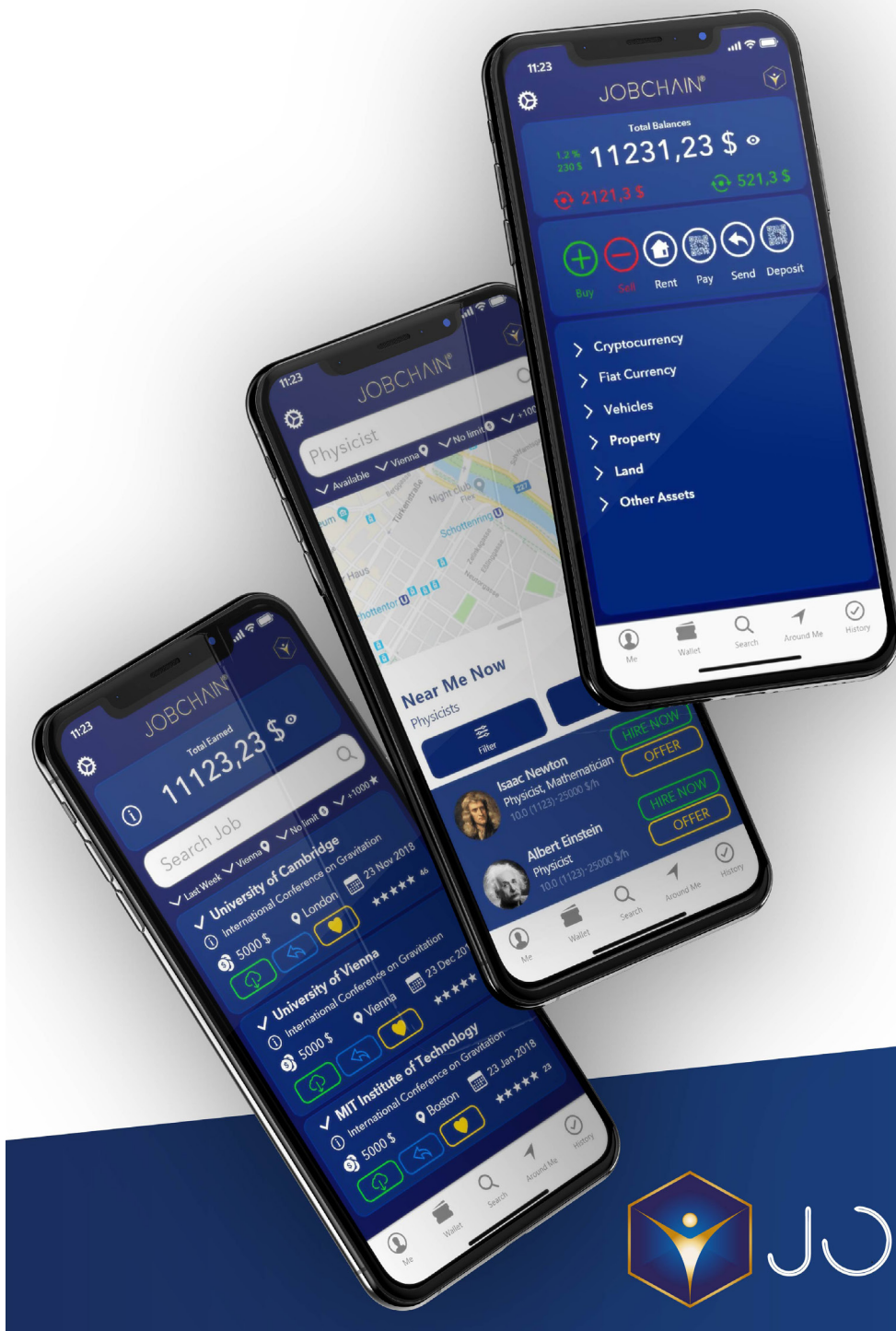
An upcoming trend within the market is the rise of NFTs, and therefore, Jobchain GmbH is developing a unique 3D NFT marketplace, in of which users can buy/auction/sell their

NFTs within different sectors. Furthermore, the pandemic has altered the course of the industry, as people have taken to working from home or are searching for new employment. Through this, Jobchain GmbH has benefitted greatly due to its mission of connecting people to employers, all the while removing large bank fees for international transactions and optimising payment methods.

However, in an over-saturated industry it can be difficult to stand out amongst the competition. Therefore, Jobchain GmbH has developed a unique solution that unifies the recruitment and financial sectors. The corporation utilises international experts from the United Nations, International Atomic Energy Agency or Organization for Cooperation and Security in Europe, in order to accomplish its objective – to standardize cryptocurrencies through its platform and establish connections within all governments.

Aiming to achieve this goal within the next couple of years, the future appears to be filled with opportunity. Through 2021 to 2023, Jobchain GmbH aims to encourage more partners, for example institutions and organizations, to adopt cryptocurrencies as a form of payment of their salaries through its platform and the Jobchain PAY expansion. As a result, the company hopes to expand its verification services to further ensure its users' security.

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JOBCHAIN



Best Commercial Property Maintenance & Construction Company - Northern England

The LCM Group

LCM Group offers a range of services in design, building and maintenance of commercial properties and complexes across multiple public and private sectors in the UK, covering retail, commercial, residential, education, health/NHS, charity, and local authority.

LCM Group's range of services include several companies, each having its own specialist field and focus. In leveraging the Group's skills and expertise, it is best placed to meet every client's needs across the full complement of services and activities. It has an excellent reputation for building collaborative and strategic relationships, and it is its intention to add value to any operation by delivering a first-class customer-focused service and solution.

LCM Design

LCM leads and manages the designs of the architects, structural engineers, service engineers and specialist designers with the aim of producing a coordinated project, ensuring that design information is of the highest quality and always keeping pace with the project's timescales. It is the company's design management strategy to ensure that effective project delivery commences at the design stage, and it ensures that all consultants, site management and client expectations are brought together to create a team ethos which has proved to be the benchmark for previous successful projects.

LCM Build

LCM works for clients with project teams applying their expertise to contracts ranging from £0.25m to £5m in value. It takes the role of main contractor for small- to medium-sized projects and performs project management services to coordinate the specialist trades for industrial and commercial projects. It provides design inputs and engineering solutions as value-added services to its clients.

The company's success is driven by strong leadership and an ISO accredited organisational culture of continual improvement and clear communication. By establishing this client-centred approach, it builds on the quality and longevity of the relationships it enjoys with its clients. LCM works in partnership with key subcontractors and suppliers that deliver very high-quality products and services as



and when they are needed. It operates a policy of paying its supply chain on time each month, which has seen its profile increase. This close working relationship with its supply chain gives its clients an advantage, as it enables LCM to deliver the highest level of workmanship while maintaining the momentum of a project.

LCM Maintain

LCM delivers exceptional property maintenance services throughout the UK (planned and reactive). It enjoys an extensive portfolio of public and private sector facilities management clients who benefit from a comprehensive personal, flexible service and the commitment of an experienced and dedicated team. LCM's principal property services include, but are not limited to statutory maintenance, planned and reactive maintenance, planned life cycle replacement, grounds maintenance, plumbing, electrical and PAT testing, gas inspections, drainage, joinery, decorating, fire and security alarms, and cleaning and janitorial services.

LCM's focus is to provide a reliable, thorough and compliant service, and offer clients the best long-term solution. The company is committed to delivering services of the highest standard, supported by comprehensive documentation and reporting.

Its expert teams monitor the latest developments and technologies, so the company can provide clients with highly efficient, cost-effective solutions that add real value to their building assets. As NICEIC and Gas Safe approved contractors, LCM's clients are assured that all engineers are trained to the highest industry standards. LCM keeps up-to-date with the latest developments and innovations, providing clients with the most efficient electrical systems for their business needs.

Ultimately, LCM understands the importance of business continuity to its clients and believes its experience in operating similar high-profile contracts benefits through the application of best practice and innovation. Its objective is to offer a cost-effective solution to the maintenance needs of both building services and the building user by operating a maintenance regime to sustain the building environment, image and value. And intends to keep doing just that.



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Best Pest Management Company 2021 - London

AccuRat Pest Solutions Ltd is a professional pest control company, mainly servicing all London boroughs, and having recently extended to surrounding areas with aims to conquer the Kent area. It offers all common pest control services along with specialised services such as heat treatments, industry-grade CCTV drain surveys, patch lining, and even repair works as part of NADC membership.



AccuRat Pest Solutions Ltd was founded by Ignat Charakchiev after desperation to help his girlfriend at the time, but he quickly got thrilled by how big and boundless the pest industry is. Since then, the company has gone a long way and has huge ambitions to become a reputable nationwide company. This is with a friendly team who always have smiles on their faces, are constantly striving to improve, and have a thirst for delivering high-quality service to ever customers.

The pest control industry is growing fast and as Ignat describes it, it is becoming “more and more professional-oriented rather than non-certified individuals laying pesticides everywhere.” People are seeking a more professional and innovative approach for long-term solutions, as pests are adapting fast, especially within a highly populated environment.

Ignat said, “I personally believe that within years, our niche will be even more recognised, desirable and worthy. “Unfortunately, COVID only helped the pest

infections spread even further. All closed restaurants, all people locked in their homes, all the food bought and stored with no reason. This changed the pests’ behaviour which gave us the opportunity to help more and more happy customers, while following COVID guidelines.”

Alongside this, the company has unfortunately found the competition within the industry to be huge, and it has therefore been really difficult to gain traction and become a recognised brand. Luckily, Ignat and his team’s devotion is paying them back and the company can see happy return customers on a daily basis. Many new commercial clients have contacted the company because of the industry leading associations it is involved with, and of course there are recommendations from its past and current customers for reactive and proactive pest control, which are a key factor for potential customers to consider when choosing a reputable provider.

Ignat goes on to tell us about the current situation for AccuRat. “I’ve loved the UK since

day one. I believe in all the opportunities the country is providing. Of course, many things have changed since Brexit, but I believe that can only be for good. The country is doing great, the economics seems so stable, and the pest control industry hasn’t been shaken at all, so we are expecting significant growth in revenue in the next few years.”

AccuRat is now looking towards the future, having recently started a franchising project for interested companies and individuals. Ignat said, “We believe that we can achieve our main goal – to provide our services nationwide, and then who knows – maybe even in other countries.”

AccuRAT
Pest Solutions Ltd

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Best High-End Real Estate Agency - Austria

Ferstl Immobilien has been in the real estate business since 2006. The family business is driven by a desire to help every one of their clients to find their dream property. With bases in both Salzburg and Zell am See, the company stands out from the crowd, providing a unique blend of advice and practical assistance. Its goal, to find you more than just a property, to find you a home.

From opening its doors in 2006, Ferstl Immobilien has built a reputation based on honesty, trust and reliability. Managing Director, Kevin Ferstl, tells us, "Fairness is the foundation of our work – in dealing with customers, but also within our company because only a good team achieves the best possible results. This means you as a customer not only get a beautiful property but also the best possible advice. It's important to have the right real estate partner. The love of real estate inspires us. But nothing motivates us more than making our customers happy. From the first step to moving into your new home, we're by your side."

Ferstl Immobilien helps its clients to find anything from a private house to land and holiday properties. Although based in Austria the company's expertise extends into Italy and Croatia too. Whether you're looking for an elegant villa with a sea view, a penthouse holiday apartment, or a stylish office space, the consultants at Ferstl Immobilien are ready to help you find the perfect match.

Since the COVID-19 pandemic started, the home has gained more importance for most Austrians, with many wishing to invest in their own property. As a result of the restrictions, virtual viewings have also become more popular. Ferstl Immobilien's virtual tours allow clients to experience a range of properties without the need to attend in person.

For sellers, the company offers a high-quality service portfolio. Starting with a free professional property valuation, Ferstl Immobilien provides videos in 4K and aerial photography. The experienced team puts together 360 virtual tours of both the interior and exterior of the property. Their copywriters



and graphic designers then bring together the portfolio and add those important finishing touches. As well as marketing your property on the normal online sales portals, the team uses its unique and innovative approach to social media to attract the right buyer too.

When we ask Kevin about the internal culture at the company, he tells us, "We know that a well-functioning team is the foundation of a successful, lively and open organisation. Each individual in the team, and the organisation, can only achieve the greatest possible success by working together. The mix of different skills and competencies at Ferstl

Immobilien makes our team so unique. Every member of our team is part of our Ferstl Immobilien family."

Despite 15 years of success in the sector, the company is not planning to slow down, with several goals in place to achieve over the coming years.



Contact: Kevin Ferstl
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Best Document Processing Software Company - Italy

4Service Solution is a software company that develops and implements solutions for the massive management of electronic documents, documents dematerialisation, and processes dematerialisation.

4Service stems from extensive experience within the documental services sector. Over the past few years, it has diversified its offering by creating several divisions specialised in artificial intelligence, document composition, and development and implementation of web solutions that are oriented to customer help, trading and ecommerce.

A leader in the business of document capture and recognition solutions, 4Service offers its specific expertise and professionalism to provide its customers with consultancy, business processes automation solutions and services. These customers are divided into document service centres and large companies such as banks, insurance companies, and companies from various sectors.

4Service's mission is to generate a competitive advantage with solutions for the optimisation of digital processes, supported by a foundation of honesty, transparency and reliability – core values that have never changed and go hand

in hand with a family-like atmosphere among the team, which is still growing.

After more than 20 years within the sector, 4Service has designed a comprehensive and innovative document management system with high performance and efficiency which enables much shorter start-up times. The platform is composed of independent modules – each of them is dedicated to specific functions to manage all paper or digital document lifecycle phases, from its entrance until its release towards the digital storing, publishing or dispatching.

It is the company's ability to maintain a good lasting relationship with the customer that makes it stand out from the rest. It is always striving to provide the best advice and the highest quality service. Its corporate vision is based on people – ideas come from people, and internal processes and internal or customer relationships involve all people. Ideas arise from comparisons between people. In a highly technical environment, interactions



between people with different visions lead to unthinkable solutions.

The team has the ambition to automatically recognise any type of existing document and create a platform that can be used by everyone to automate the exchange of information. Currently, the company is already doing this vertically, for example in the insurance sector or bank sector, but it would like to extend to all sectors.

4Service's tools are helping the world's transition to digital, with the COVID-19 pandemic accelerating this occurring change. Fortunately, COVID-19 only had a positive impact on the company, and digitising wasn't a concern as it already had smart ways of working in place.

Ultimately, even in moments of important change, it's the people that always make the difference. As said by company founder and CEO, Andrea Parenzan, "It is the team that wins."

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Morphin®

Best Market Leading Business Investment Firm 2021

Named after German apothecary Friedrich Sertürner's (1783-1841) term for Morpheus, the God of Dreams, Morphin endeavours to consistently excel, climbing the ladder of success. Garnering a vast and diverse portfolio, the company searches for the most suitable investment opportunities that it can transform and help flourish. Indeed, achieving the accolade of Best Market Leading Business Investment Firm 2021, Morphin has quickly pushed its way to the forefront of the industry.

Founded in 2016, and over the past five years, Morphin has built a portfolio loaded with high-value investments. Its goal is simple – to deliver superior risk-adjusted returns to its investors. Moreover, the firm aims to ensure that its clients mission objectives are achieved with the highest level of capability and assurance, and endeavours to continuously excel. Operating within the Morphin group, the company currently manages committed capital across European mid-market buyout funds.

As part of Morphin, the company has access to the accumulated knowledge of organisations who have set a high standard of excellence in sectors including Private Equity, Investment Management, Logistics, and Distribution. Indeed, Morphin's reach extends not only across a variety of industries, but also around the globe. To the best of its ability – and to a higher level than many other firms – it applies international insights to keep its clients in the know and ahead of any market developments. In addition, Morphin seeks to buy market leading businesses that can be transformed through greater operational and strategic focus, and such sourcing opportunities are guided by its company values.

At the heart of Morphin is a set of strong core values that inform the work it undertakes and have shaped the internal culture of the firm. Morphin simply lives its values, attributing them to its meteoric rise to success, and treats them as a priority. Combining passion and knowledge, the company aims to consistently provide a quality service, with a particular focus on client-centricity. Furthermore, trust, care, innovation, and pride



dictate how the company operates on the day-to-day. Ultimately, Morphin aims to please its clients, and is willing to go above and beyond to find the best investment opportunities.

Morphin's team is patient in sourcing new investments, and they are willing to spend a vast amount of time and resources building conviction around an investment case. This ensures that its investment and operating team will have a detailed and effective plan for a business before acquiring it. It is such close attention to detail that has resulted in the company's success. A key factor of its returns and investment opportunities is the potential

it identifies to metamorphose the business via strategic repositioning, operational improvement, high-returning capital investment, and buy-and-build strategies.

Therefore, it is clear as to how Morphin has obtained numerous accolades and titles in its few years of operating. Adding Best Market Leading Business Investment Firm 2021 to its collection, the company appears to have a bright and busy future ahead.

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Most Innovative HVAC Software Provider - Western Europe

Belgian-based company, Hysopt, has been disrupting the HVAC industry since 2013. Last year alone the company enabled the reduction of carbon emissions by 8151 tons. The idea for Hysopt's unique design software started as the PhD project of company founder, Roel Vandenbulcke. Today, the company has completed over 250 successful projects in 3 countries and has 32 full-time employees.

With buildings accounting for 40% of energy consumption and 36% of CO2 emissions it's little wonder that there's an urgency around optimising their efficiency. To heat and cool buildings more efficiently is a major factor in reducing our impact on the environment.

There was a time when heating systems worked relatively simple and straightforward. One heat source created hot water that was pumped around the building to provide heating and comfort. But the evolution of technology has seen systems become far more complex. Multiple heat sources often work at different temperatures throughout a building, making identifying savings and improvements a mind-bogglingly complex affair.

Often a multitude of heat sources are used in larger buildings such as combined heat and power, gas boilers, heat pumps and thermal energy storage systems. Numerous factors influence the heating and cooling requirements of a building, too. Complex calculations are required to optimise the performance of an HVAC system as a whole.

Hysopt founder and CEO, Roel Vandenbulcke, tells us, "The way many HVAC systems are built lacks thoughtful design and engineering, simply because earlier engineers lacked the calculating ability to do so. This leads to underperforming installations that are expensive and inefficient. Systems are often oversized or poorly commissioned which results in low comfort levels, too. Many building owners don't realise their HVAC installations are underperforming and over polluting."

Hysopt has designed unique software that helps building managers get the most out of their heating and cooling systems. The unique science-based Hysopt software calculates and simulates the performance of the current HVAC installation against an optimized system. Hysopt simulates every component and setting to deliver a "Digital Twin" of the system under assessment. This is not only essential to understand how to optimise your HVAC system, it's also useful as a future tool for maintenance and modifications.

Roel explains, "There's still a deep-rooted misconception that investing in sustainability is expensive. But we know from experience that we can help you save an average of 40% CO emissions and reduce your energy bills by 30%. Few people are aware of how drastically you can reduce your operational costs and CO emissions by optimising your HVAC system. Improving the thermal comfort of buildings improves well-being and increases productivity of people, too."

Hysopt's software is cloud-based and is updated every two weeks. It comes with an easy-to-use interface and is making billions of calculations on a daily base. Behind the scenes is a multidisciplinary team of engineers, physicists and software developers that continually optimise the solution and keep it running smoothly.

"Our mission is to create transparency while contributing to a sustainable world. Our promise, to increase comfort, reduce carbon emissions, lower energy costs and provide you with different choices to give you back



control," Roel adds.

Looking to the future, Hysopt plans to connect its software to CAD software using BIM (Business Information Modelling). This has been long-awaited in the industry and will enable HVAC designers to easily make calculations at the front-end. In Europe, Hysopt is growing fast. Currently active in Belgium, the Netherlands and the UK, the company also plans to expand into France, Germany and Scandinavia soon.

Contact: Roel Vandenbulcke
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InsurTech Innovator of the Year 2021



In the insurance world, there's nothing else quite like YellowMay – an Innovative Insurance Consulting Company with its own online insurance marketplace that is home to thousands of products. Basing its decisions surrounding which providers to market on global data, the company takes an innovative approach to sales and marketing strategies of the industry, providing valuable data to bring more innovative products and approaches for its clients to the market. Through its B2B and B2C sectors, YellowMay is influencing the industry for a better future.

YellowMay owns the world's only international insurance marketplace that compares, and analyses insurances based on terms and conditions. Its extensive and diverse product portfolio includes data driven innovation and consulting, analytics, and advertising space through its marketplace. Indeed, YellowMay can offer with its well-rounded online insurance marketplace results that are tailored to the end customer's needs and displays insurance companies to a potential one million users. YellowMay aims to provide a streamlined, high-quality service through the company's business-to-business interactions.

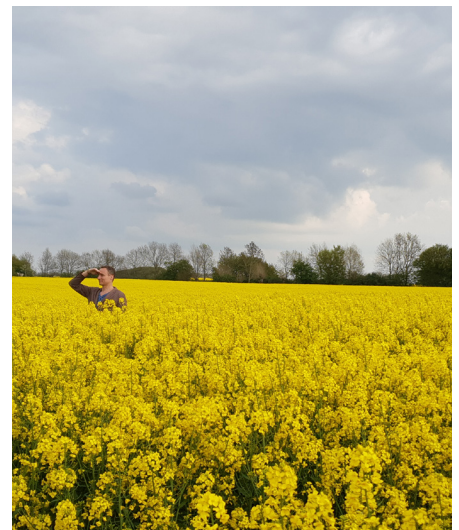
YellowMay's core of all analysis is its globally renowned marketplace that is stocked with over 9000 insurance products from over 45 countries. The company is aiming to have 1 million insurance products in the marketplace by 2028 – each of which having been reviewed upon its terms and conditions. Supplying travel, ID theft, and mobile gadget

insurance, it asks a multitude of questions to determine what's best for the customer's needs, and then displays an array of options. The YellowMay Marketplace makes the process easy – as the companies have already been verified, the customer simply has to choose a provider.

Home to a close-knit, passionate team, YellowMay prides itself on its years of combined experience and its dedication to excellent service. Jussi Tommola, the company's founder, is the team's insurance expert, with over 15 years of experience across multiple countries. He aims to unite his team and push them towards a common goal, and constantly strives towards improvement. YellowMay's cofounder, Jouni Heinonen serves as the reputation guru, and has collected over 30 years of experience as an entrepreneur. Kristin, Antti, and Simon each hold their own responsibilities, and devote themselves to YellowMay's development. Additionally, it is vital to YellowMay that each member of the team can offer their own experiences and talents, bringing something new to the table.

In a fierce and over-saturated industry, it is imperative that YellowMay stands out from its competition. Therefore, YellowMay is revolutionizing the industry with worldwide insurance data based on terms and conditions, subverting the old methods still used by many. Moreover, through its vast database, it is able to deliver unique insights and leads to companies that want to enter or are already part of the market. In turn, this helps its clients to develop innovative new products as well as increase their market share and revenue.

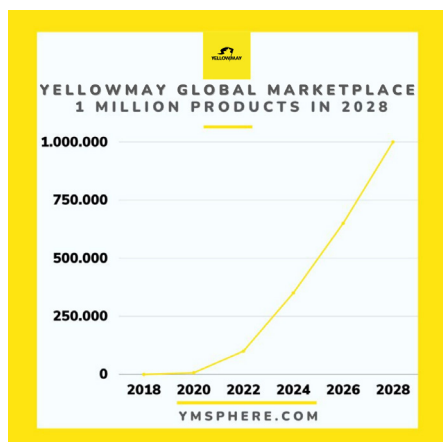
The insurance industry has changed greatly



over the last year due to the Covid-19 pandemic. It has been forced to adapt to the buying trends of customers, who have made the switch to online shopping. YellowMay has been observing and analysing this behaviour in the online insurance world through its Marketplace which makes the company a truly trustworthy partner for data and analytics towards innovative insurance products.

Going forward, YellowMay will further utilise its unique algorithm to analyse more insurance product segments like life insurance, other P&C insurances, (car-, home- and pet insurance etc.) to name some from the pipeline and so enable the industry to create innovative insurance products that meet the demand of the buyers.

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five14

Best Executive Search Consultancy - Northern Germany

Built to support the new working environment, five14 GmbH is an executive search consultancy that is changing the face of the German market. The award-winning company is flooded with years of experience across numerous sectors, and its devoted team consistently strives to learn and expand their knowledge. Indeed, five14 GmbH is a company that never ceases to evolve and develop, which has therefore pushed it ahead of its competition.

Founded by Harald R. Fortmann, Daniela Conrad, and Christine Sanger, five14 GmbH is an executive search consultancy designed for the new world of work. Home to an award-winning team of consultants, the company is filled with decades of combined operational experience in marketing, sales and business management in the digital industry. In addition, its team have spent the last few years successfully working in the market as recruitment consultants for digital professionals and executives for start-ups, medium-sized businesses and corporations. Therefore, it can be expected that five14 GmbH provide nothing short of a quality service as it supports companies in their digital transformations.

Operating as a dynamic team, the company prioritises its staff, encouraging them to work effectively in order to achieve a common goal. The team stands together – operating harmoniously, and, in turn, they share the work, the fun, and the profit. Each employee brings something new to the table, introducing their own experiences in order to enhance five14 GmbH’s mission. Simply, five14 GmbH functions under the notion of ‘one for all, all for one.’

There was a large gap in the German market, which five14 GmbH has ultimately filled. This has served as a benefit, ultimately bringing more clients into the company. Furthermore, its brand has been furthered by its extensive expertise and hunger for improvement – for example, members of the company’s advisory board have in-depth knowledge of the digital



economy and a broad area of the digital transformation field. In turn, the company can guarantee a constant critical, external, and unbiased view of its services. Another key factor that has enabled the brand to stand out is its contributions to charity. Each year 14% of five14 GmbH’s profits are donated to a charity, and, furthermore, its team members are involved in their own fundraising and charitable projects.

Over the past year, five14 GmbH has endured numerous challenges, many being caused by the Covid-19 pandemic. The company has struggled to recruit more candidates for roles, noting that many candidates are wanting to work remotely. As a result, five14 GmbH has adapted its recruitment process, opting to switch to video conferences and digital

communications. However, the company has seen a rise in prospective candidates due to the rise of economic instability and job losses. Henceforth, five14 GmbH has increased its focus on individuals, following them through their careers and not just one job.

As the company continues to progress, five14 GmbH plans to continue learning. New topics, channels, tools are appearing each day, and therefore the company endeavours to stay innovative and willing to develop. The company is currently working in a partnership with Scan.Up AG in order to meet the increase in demand for HR diagnostics.

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Best Social Services Association - Central Europe

The Asociace poskytovatelů sociálních služeb ČR (APSS ČR) is the largest umbrella association for the social services sector in the Czech Republic. The association represents and supports almost 2000 members working in the profession from social services providers to nurses, social workers to industry experts. APSS ČR is currently celebrating 30 years of service to this essential sector. We speak to president, Dr Jiri Horecky, to find out more.

APSS ČR is a multi-faceted organisation in the social sector. It aims to represent the interests of its members with the government, public bodies and other public institutions. The association provides a wealth of services and products to its members and stakeholders of the social services sector in general. Aiming to educate and inform, APSS ČR organises national and international conferences, educational programmes and campaigns.

With around 20,000 regular readers in the Czech Republic and Slovakia, APSS ČR publishes professional literature and its own magazine “Sociální služby” (Social Services). Subscribers to the magazine include social care providers, business owners and universities. APSS ČR also publishes “Listy sociální práce” (Social Workers Letters), which is another magazine aimed at social workers.

particular long-term care, was hit hard by the COVID-19 pandemic. It served to highlight how overlooked the sector was. Although the speed and impact of the problem were often overwhelming, the care sector managed to secure care for the elderly whilst protecting its employees.

With the social services sector being one of the fastest-growing in Europe, organisations such as APSS ČR are needed more than ever. Social services employers are also some of Europe’s biggest job creators with currently around 11 million staff, and 2 million new jobs having been created since 2008. With the health and social care sector now being prioritised by the European Commission, Dr Horecky and his colleagues are able to share experiences and innovation with colleagues across Europe.

With 19 permanent employees and more than 100 external lecturers and other staff affiliated with the association, APSS ČR has a specific set of criteria for potential employees. Dr Horecky shares: “We employ workers who are willing to learn new things. It’s not only important for us as a company to grow, but also for the individuals themselves. It’s also important to be innovative and flexible to overcome challenges and obstacles and to be better every day.”

Looking to the future, APSS ČR is working on a new communication platform. It also plans to launch a brand-new training programme for social services managers across Europe next year.

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Web Address: www.apsscr.cz

Other services provided by APSS ČR include mediation, legal services, representation and vocational training. Since 2011, APSS ČR has run over 20 major national and international projects in 10 European countries. The main focus of the projects is to raise competency and quality of service levels in the social sector.

Each year APSS ČR organises around 20 events including conferences and congresses. It also holds two national contests – “Caregiver of the Year” and “Innovation in Social Services”.

Endeavouring to provide unique and valuable training programmes, APSS ČR has become the largest provider of vocational education and training (VET) in the country. Although APSS ČR has its competitors in the industry, it prides itself on being the fastest to distribute new information to its members. To this end, recently APSS ČR invested in a new App for its members too.

Dr Horecky tells us: “As VET providers we regularly invest money into new training. Recently we’ve made our own short films and have explored uses for virtual reality. Every year we come up with new projects, activities and ideas that enable us to safeguard our number one status in the sector.”

Globally the social care sector, and in





Best Invoice Finance Brokerage - UK

FundInvoice was formed in 2013 by Glenn Blackman and Sean Morrow who worked together at Barclays in the late 1980s. They had extensive experience within the receivables financing sector, but at that point, products such as factoring, and invoice discounting were not well-known to UK businesses. Glenn and Sean launched FundInvoice to bring these cash flow enhancing services to UK companies.

FundInvoice specialises in invoice finance, but it also sources other forms of business finance for companies.

Customers don't have to pay the company to use its service, which is an attractive benefit. That coupled with the 29% average cost savings found by its team for customers (over the last three years) means that checking prices through FundInvoice's service makes financial sense.

FundInvoice stands out from the rest because it has conducted an extensive programme of research regarding the receivables financing sector. This includes product and pricing research, shared free of charge with a wide range of UK finance companies, so they can better meet the needs of UK businesses. The company strives to be a thought leader within the sector and regularly assists new market entrants and existing providers that are seeking to improve their product offerings. Customers and client companies regularly leave glowing reviews on the FundInvoice website, with the average customer satisfaction rating being 4.9 out of 5.

From its base in East Sussex, FundInvoice can serve companies across the UK thanks to technological advances. The digital way of working enables the company to deliver a very personal service, support, and guidance, without the need to constantly travel the country for face-to-face visits. This also reduces its carbon footprint, without compromising on service quality.

The team at FundInvoice is small, but every single member provides a personal service to customers. They try to go the extra mile and make themselves available whenever needed, be that day or night. The team thrives on being



able to help businesses that are in difficult situations. They take pride in the number companies they have helped to turn their businesses around with the help of an injection of new working capital. They relish the chance to save customers money and so measure themselves in terms of the cost savings they have found for customers. Their other focus is on speed of delivery, as customers sometimes need cash quickly. The record is for funds to have been released to the customer within just seven hours of initial contact.

Clients don't only benefit from outstanding service, FundInvoice is in touch with a wide range of financiers, meaning it is always aware of the latest offers and discounts that are available. In some cases, these can be exclusive to its own customers. Also, the company has embedded its funding partners' technology within its website, so customers can access finance quotes within just 60 seconds. FundInvoice wants to be seen as the first choice to help UK businesses seeking receivables financing.

Furthermore, they publish FundingVoice, a free e-magazine which provides tips and advice from experts about business growth, improving cashflow and getting access to the latest funding offers.

Looking ahead, the team at FundInvoice aim to increase the number of companies that they help. Therefore, they are constantly seeking new ways to spread the message about how receivables financing can unlock cash tied up in unpaid invoices to support business growth. Unlike many other forms of finance, the amount of funding grows as turnover increases. This makes it an ideal option for growing businesses. The more people FundInvoice can connect with, the more it can help find the best funding solutions available.



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Best IT Migration Services Provider - Czech Republic

T1 Solution delivers innovative cloud solutions through its technical expertise and established processes. It has, over the years, built long-term relationships with global clients, scaling them as their technology needs have grown.

Founded in 2014, T1 Solution believes in high transparency, unification, standardisation and auditable infrastructural eco systems which present a clear transformational shift in IT. This means that consumption, planning, migration, integration, and transition to and operation of cloud platforms must be approached in a brand-new way, with new solutions and a fresh set of skills. This is achieved through embracing not only cloud technologies, but also by adopting new culture and processes through the introduction of methods such as DevOps, continuous integration and continuous development and delivery.

With more than 10 years' experience in managing on-premise enterprise workloads and large critical business application, T1 Solution knows all critical issues that can occur with the digital transformation to cloud, and has a level of expertise that allows it to achieve zero unplanned outages. For example, by analysing and preparing workload to be ready to move to cloud (SAP system Unicode, upgrade version, redesign to Intel, etc.) to fit clients' business needs and achieve smooth transformation.

The business is underpinned by its own cloud operation services and it supplies and uses best-in-class cloud-ready frameworks from different technology providers to manage the combined infrastructure environment on a true 24/7 basis, in an ISO 27001, ISAE 34002 certified environment. When delivering projects and team augmentation, T1 Solution provides its own engineers, consultants and architects, and it prides itself on treating its employees as individuals.

The culture across the company is based

on friendliness and helpfulness, with its people striving to work as a team and keep a mutual team spirit. T1 Solution supports an individual and flexible attitude to work rather than having strict working rules. It also supports continuous education, especially in modern IT in order to keep up to speed with technology, and trains employees itself, along with external certification and training centres. When it comes to adding new team members, it searches for talented people who focus on innovative and modern cloud-based technologies.

Over the last two years, the need for cloud services has accelerated globally due to the COVID-19 pandemic, as many companies have been forced to expedite their digital transformation. Even without the pandemic, however, cloud computing would still likely be on the rise. The many benefits of cloud

computing include reduced costs, improved service quality and increased flexibility, driving a transformative new business model. In addition to this, by providing access to the newest technologies and innovations such as artificial intelligence and machine learning, cloud technologies help companies stay ahead of competition.

Another trend which is affecting the industry is the current energy crisis. Prices are rapidly going up which will have a negative impact on the future of running local on-premise. Therefore, T1 Solution views this is a great opportunity and the right time to consider moving to the public cloud where it, as the big cloud provider can easily handle these issues.

Indeed, T1 Solutions is a highly successful and ambitious company and it has lots of big plans and opportunities for improvement coming up over the next year. Speaking about T1 Solution's success in the European Enterprise Awards 2021, Cloud Consultant, Ale Kratochvíl said, "Big thank you to all the people in our company. Each of them has a share in our success, showing that they are the foundation of our company. We are very proud of our people for overcoming challenges and meeting their targets, and for helping us to have a positive working atmosphere."



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Best Holiday Apartment Investments Firm - Czech Republic

Providing an innovative approach to the real estate market, RealCare Invest Ltd has deservedly garnered a great amount of success and attention. Indeed, founded in 2017 by Iveta Pauková, the company only invests in projects that guarantee a profit. Constantly finding ways to evolve and improve, RealCare Invest Ltd has ensured its longevity, and has ultimately proven its critics wrong.

Based in the Czech Republic, RealCare Invest Ltd offers over 19 years of experience in the real estate world. With a combination of unique expertise and a concise mission, the company focuses on the sale of real estate with a guaranteed rental income. Supplying quality real estate projects in the form of apartments and condos, RealCare Invest Ltd endeavours to not only cultivate suitable investment opportunities, but provide a well-rounded, professional consulting service.

The company currently has three sectors that are focused on individual client segments – one for properties with guaranteed rental yields, a division for holiday properties, and another for real estate in Dubai. Indeed, the company has grown rapidly over the past few years, and as a result its services have spread across Europe and Asia.

Founded in 2017, the company faced its fair share of naysayers who did not trust the business model as it subverted the status quo.



The determination of the team solidified the company's success and their open-mindedness drove the company forward, breaking down the industry's barriers in its path. Thriving on a foundation of transparency and trust, each member of the team is encouraged to continue learning and developing their skills. Moreover, passion and commitment are deeply valued, and RealCare Invest Ltd aims to only hire staff with such traits.

Furthermore, RealCare Invest Ltd is a company that consistently gives back to its community. Through a range of charity projects, the business supports the betterment of people's – especially children's – lives. For example, RealCare Invest Ltd has recently provided a donation to Patron d tí (The Patron of Children Foundation), which helps economically disadvantaged children. Additionally, the company supports the Salvation Army, Dobr And I (Good Angel), and lov k V Tísni (People in Need).

Impacted, like many others, by the Covid-19 outbreak, RealCare Invest Ltd has had to fundamentally change the way it operates. To guarantee the safety of its team, it is quickly shifting towards remote, online working, and is in the process of optimising its online services.

The previous two years have been a make-or-break situation for young businesses – RealCare Invest Ltd has proven its determination and durability. Adaptation has been vital to the company's survival, be it through observing new trends or finding ways to improve its internal structure. A key example would be the change in direction towards local properties. Clients are looking



for real estate that is accessible during the lockdowns, and in turn, RealCare Invest Ltd has turned its eye towards destinations such as Sardinia, Austria, and Hungary.

As the company continues to adapt to the pandemic restrictions, it aims to continue changing its marketing strategy, streamlining its online profile. Whether it is through videos, virtual presentations, or webinars, the expansion of its virtual services is of paramount importance to RealCare Invest Ltd because it is a way to reach both new and current customers in a safe and sustainable manner. In addition, it plans to further develop its remote work with investors and developers. As a result, this will ensure flexibility and will enable the company to respond to any market fluctuations.

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Best Global Liquid Marine Collagen Supplements Manufacturer 2021

Kollo is a ground-breaking new product that has recently burst onto the health scene. Backed by science and certified by Informed Sport, the product boasts a variety of health benefits, including enhanced joint function and healthier skin. Whilst the sachets may be small they are mighty, filled with a plethora of vitamins and a powerful 10g dose of marine collagen.

There's nothing on the market quite like Kollo – a liquid collagen supplement with a power-packing 10g of premium marine collagen. Combined with vitamins B and C, Kollo is formulated to give a natural whole-body health boost to both men and women. The supplement, backed by science, promotes healthier skin, hair and nails, whilst supporting stronger bone, joint and cartilage function. Kollo is not filled with false or exaggerated promises – it simply does what it says on the packaging and is therefore a product you can trust.

Kollo contains more marine collagen than any other product on the market, including its seven-gram predecessor. Filled with B1, B5, B6, B12, and vitamin C and l-lysine, it is packed with ingredients that aid natural collagen production within the skin, bones, and cartilage. Moreover, the formula rapidly absorbs into the body, providing noticeable effects in as little as two weeks.

Multiple studies have displayed the benefits of taking collagen supplements – Kollo's key ingredient, type 1 marine collagen peptides, has been the focus of many. A consumer

panel study from Japan covers the results of four weeks of usage, and the consumers reported an improvement in their overall skin health. Noting the reduction of wrinkles, increased skin firmness, and radiance. The study ultimately suggests that the oral daily intake of 10g of this type 1 collagen can counteract skin ageing and benefit skin health. Furthermore a French study, where one group took a placebo and the other took a dose of type 1 collagen, found a significant reduction in wrinkles in those taking type 1 collagen. Additionally, there was an increase in skin hydration amongst the group taking collagen, and between weeks six and 12 there was a great improvement in skin elasticity.

It is clear that Kollo works, providing enormous natural benefits to its customers. However, the company itself has also been built with the customer in mind. Kollo prides itself on its integrity and honesty – everything it does is backed by logic and science, from the creation of its packaging to the way it communicates with its customers. Indeed, client-centricity is the company's priority, and it endeavours to provide excellent customer service. It is with this goal firmly in mind that Kollo strives to constantly improve through cultivating a healthy working environment its team is always working to the best of their ability.

In addition, sustainability is a key element of Kollo's branding, as it aims to be as eco-friendly as possible. Doing its bit to create a green workplace, Kollo is committed to using 100% recyclable boxes, compostable parcel bags, and eco-friendly inserts. What's more, Kollo has opted to work with TerraCycle's "Zero Waste Box™" solution. This involves the customer saving up a large envelope worth



of empty sachets and sending the company an email for returns. Kollo will then send the customer a packing slip to send back to them for guaranteed recycling.

It appears that the company has a bright future ahead, having already garnered thousands of positive reviews. Many comment that the company fulfils its promise of sustainability, and that it's one of the most eco-conscious companies they've seen on the market. One customer, who works in marketing, stated that, 'their packaging is no nonsense.' There are a plethora of reviews singing the product's praises – from joint pain to the regrowth of hair, people are truly impressed with the benefits of taking Kollo.



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ERNEST-BROOKS
INTERNATIONAL

International Property Investment Consultancy of the Year 2021

With offices around the globe, Ernest Brooks International has been able to leverage success within numerous markets. Offering real estate services across the United Kingdom, the company has built a solid reputation for providing a quality service – most notably due to its exceptional and knowledgeable staff members. Indeed, over the next year the company endeavours to continue this success, starting off 2022 with the opening of its new London, South Kensington office.

Finding its home at its headquarters in London, Ernest Brooks International has four offices worldwide – two in London, one in Singapore, and another in Malaysia. Indeed, Ernest Brooks International is a global property consultancy, offering specialist real estate services for occupiers or investors within London & UK property markets. Receiving numerous awards over the years, the company adds International Property Investment Consultancy of the Year 2021 to its extensive collection.

Utilising both its national and international reach, Ernest Brooks International is able to ensure maximum exposure for its clients' assets. In turn, this makes the company the

go-to for all high-value buyers and sellers, and, additionally, exemplifies the company as a trustworthy service for all first-time buyers. Whilst Ernest Brooks International offers a full range of traditional estate agent services, such as lettings, valuations, accompanied viewings, applicant referencing and property management, it also excels in the field of assignment contracts and new homes. Boasting a vast array of knowledge and experience in the field, Ernest Brooks International promises to provide an unrivalled, professional service.

Priding itself on cultivating a vibrant, dynamic, and passionate team, Ernest Brooks International is a hotbed for industry expertise and enthusiasm. The company endeavours to constantly support its staff, ensuring that the team is happy, well taken care of, and have the means to excel within the industry. Believing that its staff are the key to its success, Ernest Brooks International aims to promote within the company and provides numerous opportunities for high achievers to progress to team leader and managerial positions. As a result, over 95% of senior staff and managers have been promoted from within its system.

London is the UK's epicentre for the property market – catering to both high and low value markets. Therefore, whilst the market is ever-changing, London consistently remains a popular spot for investors looking to put their money in a property and, in turn, make a decent profit. However, as an estate agency



based in London, Ernest Brooks International is competing in an over-saturated market. Amongst its competitors, the company has made a name for itself due to its team of consultants, who have years of unrivalled market knowledge that allows them to offer specialist services for an international market. In addition, its forward-thinking marketing strategy allows it to flourish, and has set it apart from its cohort.

2022 looks to be a busy year for Ernest Brooks International. January begins with the opening of its new West London branch – a 24 desk, state of the art office in South Kensington. This, alongside its offices in Canary Wharf, will allow the company to further expand its reach, and experience a different market. The overarching goal for the year is to push the company to another level and continue garnering success.

Contact: Elliot Rainbow
Company: Ernest Brooks International
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Best Full-Service Pharmaceutical Development Company - Hungary Goodwill Pharma Kft.

Currently recognised as the Best Full-Service Pharmaceutical Development Company in Hungary, Goodwill Pharma LTD strivings to provide value within society by enhancing the development of innovative science-based, high-quality medicines and dietary food supplements for medical purposes and devices. Furthermore, the company aims to make the medicine it supports accessible to everyone. By continually expanding its portfolio and geographical reach, Goodwill has targeted and surpassed access to patients, healthcare professionals, and pharmacies since the company's launch.

Established in 1997, Goodwill Pharma LTD has developed a mission to improve and prolong people's lives by engaging in new technologies and scientific advances in healthcare. Globally noted, the devices and technologies linked to Goodwill Pharma have the potential to produce excellent quality products worldwide and are able to do so by paying particular attention to protecting the environment.

Based in Szeged, Goodwill Pharma is a dynamically developing Hungarian company founded by Dr Ferenc Jójárt and Dr Mária Kardos; the couple created the company intending to support the health of those in need by developing and disseminating high-quality, healing products.

"We built an integrated pharmaceutical company, from the conception of products to delivery to patients. This requires product development, manufacturing, retail and wholesale, marketing and sales support. We have developed a time-sharing concept for salespeople, according to which we build a portfolio for each therapeutic area. We do not want to sell what we have; we are looking for what patients need," explains Dr Ferenc Jójárt, the founder and CEO of Goodwill Pharma.



Consequently, from its initial launch, Goodwill Pharma has expanded and evolved due to the founders and owners' ability to take risks within the industry and has been demonstrated professionally through its integration with its services in several areas of the pharmaceutical industry.

Goodwill Pharma has been a pioneer of the industry for nearly 30 years and has established a widespread focus on several areas that have aided in the rapid growth in reputation and expertise. The company's efforts provide a firm emphasis on pharmaceutical logistics and distribution, pharmaceutical registration, a range of pharmaceutical marketing services, medical information, manufacturer and brand representation, development, production and marketing of in-house pharmaceuticals and food supplements.

Due to its immense talent across several aspects within its field of proficiency, Goodwill Pharma's long-term partnerships include both long-standing international companies and renowned Hungarian clients.

Something that sets Goodwill Pharma apart from its competitors is its founder, Dr. Ferenc Jójárt, who has created an expert board in which doctors, pharmacists, and pharmaceutical technologists take part in the discussion. Thus, holding progress meetings regularly that align the latest scientific findings and technologies available within the company towards the needs of patients.

In its factory in Szeged, Goodwill is rolling out new products monthly, constantly developing machines and instrument fleets to meet the rapidly growing demands. Because of this, the company has planned new investments and has several new real estate projects that will be launched within the near future.

Additionally, within the pharmaceutical

industry, Goodwill Pharma is unique in that it also sells directly to pharmacies. With this activity, the company is able to stand out from its competitors and successfully compete with multinational and significantly larger domestic manufacturers.

For Goodwill Pharma, its most recent achievement has been the right to exclusively manufacture and market Vitamin C under the name 'Albert Szent-Györgyi,' a Hungarian scientist who 80 years ago received a Nobel Prize for his research in Hungary. "We feel obligated to keep the spirit of the Professor alive," explains Dr Jójárt, whose company plays additional homage to the belated scientist by establishing the Albert Szent-Györgyi Medical Prize.

"Following social and professional nominations, the foundation recognises the work of physicians whose work is dominated by devotion, high scientific standards, and philanthropy. The award provides an opportunity for all Hungarian citizens to express their respect and gratitude for the dedicated work of the medical community," explains Dr Eszter. Organisers initially presented the award in 2017; however, the award has been announced every year since due to the epitome success.

With Goodwill Pharma's impressive connection to the local community and Hungarian heritage, the company has continuously kept up with its global reputation and its integral efforts within the scientific society.



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DIGIFIST

Best Full-Service eTail Marketing & Development Agency - Flanders

The Belgian company DigiFist (BV) erupted onto the e-commerce development scene, changing the face of the industry. Leading the trend towards the use of Shopify, the company subverted the limits of the European platforms, and instead delved into the North American markets. We spoke with DigiFist's Selo Axapli to find out more.

EU: To start, please give us a brief overview of your company, your clients and the services you offer. What are your main goals/overall mission? What are your core values? Have these changed at all since your establishment?

Selo Axapli: DigiFist is a full-service e-commerce development and performance marketing agency. Our clients are mainly D2C (direct-to-consumer) brands in the e-commerce space. When we realized years ago that Shopify was set to become the leading e-commerce platform out there, we decided to focus exclusively on Shopify and Shopify Plus. Besides store design and development, we also offer strategic digital marketing services, including online advertising, email marketing, marketing automation and analytics. This allowed us to become a trusted one-stop shop with a dedicated single point of contact for all of our clients.

EU: Tell me about DigiFist's unique selling point – how do you aim to distinguish yourself from any competitors (do you have any competitors?)

SA: By combining our knowledge of digital marketing with skills in design and development, we build powerful data-driven and user-friendly e-commerce experiences that increase conversion rates that results in more returning customers. By offering a complete e-commerce strategy, we have developed an edge over our competitors.

EU: Please tell me about the trends you are seeing in your industry currently. Are

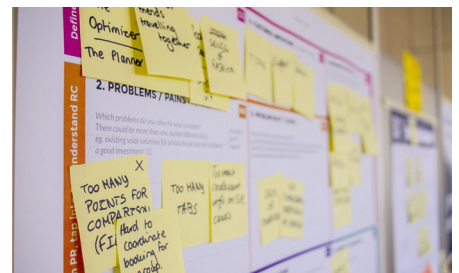
there any key developments in Europe or impacting your country specifically?

SA: The trends for e-commerce in the West are more restrained when compared to, say, China. In much of Asia, the e-commerce industry is really booming. For example, the rise of TikTok during the ongoing pandemic saw the emergence of live shopping experiences offered by influencers across Asia. Recently, one influencer's live stream sold \$2 billion worth of goods in just one day. When you compare that to the West, even the bigger e-commerce players don't have such powerful marketing channels. I think we can still learn a lot from Asia; and we also see shopping experiences in the West trending in that direction in the coming years.

EU: What are the main benefits to being based in Europe, in your opinion? Are there any benefits specific to your country in particular?

SA: The fact that we are based in Belgium does not specifically add value to our company and our activities. When we started selling Shopify solutions, many merchants still had no idea what it was, while in America it was already one of the most popular e-commerce platforms. In Europe, most agencies and companies still focus on platforms like WooCommerce. That's why we were one of the first agencies in Belgium to focus heavily on the Shopify platform. Today, we are seen as trusted experts and as a respected voice in our industry – which is especially crucial as more and more merchants are starting to see the value in building their online store on Shopify.

EU: What is the internal culture in your firm?



What skills or qualities do you look for when recruiting new talent?

SA: We are very selective in hiring new talent. Because to create outstanding work, you need highly motivated people. And finding motivated people is not easy, which is why we only work with skilled experts and provide the necessary internal training to keep up with the latest developments and industry trends. We believe that only highly motivated team members can deliver great results for our clients. Someone without a passion for e-commerce would certainly not make it in our company.

EU: What does the future have in store for your firm? Do you have any future plans or projects you would like to share with us?

SA: At the moment, we are working on several new features that will go far beyond what our competition can offer. And while we can't reveal much about this today, we are excited about 2022 and can't wait to help make the best e-commerce brands and merchants even better.

Contact: Selo Axapli
Company: DigiFist (BV)
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Change Management Champion of the Year 2021

The world of brand and marketing communications has entered demanding times which are quite challenging for leading multinationals to adapt to. These demanding times have resulted in a combination of factors, starting with globalisation which has generated so many interdependencies, private labels with more competitive pricing putting brands under financial pressure, and digitalisation which calls for constant learning and adaptation to changing consumer habits. Not to mention the purpose of content being more and more geared towards enriching brand platforms and brand exposure, the shift from paid to earned or shared media and its impact on ROI, and the increasing need for technology in order to strengthen workflow efficiency and facilitate the collaborative process. These demanding times have resulted in a major disruption to the creation and development of content with “always on” strategies which have become the norm and thus have driven the need to rethink the marketing organization. As a result, the brand communications supply chain as a whole has been impacted, and this is an unstoppable force which agencies must deal with and work with - both for the benefit of their clients and for their own sake.

Within a multinational advertiser different stakeholders will have different expectations; some will focus on cost efficiency, others on brand metrics or sales objectives, and some of their colleagues will prioritise quality acceptance and short SLAs. However, beyond these different expectations the most important factor – local relevance – is often addressed too little or too late. Indeed, local relevance is the most important factor for the simple reason that 80% of international campaigns are implemented through localised assets; therefore success at an international level lies in the capacity to best resonate with local audiences and to generate superior brand metrics and sales at a local level. To achieve these goals, there are two key requirements: to master language management so that transcoded copy is locally relevant, and to have at-scale production capabilities so as to deliver a

large number of assets across channels and formats in no time (which has become an increasing media and non-media challenge for local markets across the globe). Hercules offers top-notch transcreation services as well as at-scale production services.

Firstly, with a network of more than 300 in-market copywriters who all have a minimum of 12 years of experience in global agencies and working on global brands, we can tap into unmatched resources who possess category expertise and are cross-channel savvy. Secondly, our AtScale technology enables us to cost-effectively produce thousands of assets within a very short period of time, hence ensuring our clients receive fast delivery of a high number of assets for all channels and in all kinds of sizes and formats. This combination of language management command and at-scale production fire power is at the core of the relationship between multinational advertisers and their decoupling agencies.

However, we are already talking about delivering assets to local markets which is somewhat of an advanced stage in the localisation process. What prevails and will make or break it is the very first milestone, which is the successful transformation of the marketing organisation itself. It is a prerequisite which requires efficient sustainable change management for the client's entire operations worldwide. And when it comes to transforming communication (which is at the heart of Hercules' knowhow and offering), there is the strong need for a solid transformation consulting competence; the latter is at the core of our expertise and has successfully helped advertisers well beyond bringing management efficiency to their international campaigns or optimising their delivery systems. Indeed, our transformation methodology ensures that all client business needs are clearly identified prior to addressing the ways of working, governance, processes, tools, and all pieces of workflow that are essential to smoothly run brand and marketing communications around the world. Our methodology has helped our clients become more efficient and



Gilles Bérourard
Hercules' Global Chief Executive Officer

competitive at a global marketing level, and we are strengthening this methodology year after year by building more transformative value over time with custom business models that have increased the flexibility and agility of their organisations.

Our approach brings our clients quantitative benefits such as greater ROI, reduced costs, decreased time to market, and better resource utilisation to name but a few. There are also qualitative benefits from an advertising point of view, such as a greater consistency with brand values, brand messaging and brand tone of voice, and a streamlined collaborative process facilitated by leading-edge technology, which ensures seamless work across channels. Transformation is one of our core competences and areas of expertise, which is why our corporate motto reads “Hercules, transforming communication”.



Best Business Internet Access Provider - France

CELESTE

In 2001 CEO and Founder of CELESTE, Nicolas Aubé, had a vision of what the future of telecoms would look like. Today, CELESTE is front and centre in France's digital revolution. The company provides businesses of all shapes and sizes with innovative and eco-friendly telecommunications and Cloud solutions. In this interview, Nicolas provides us with more insights.



Based in Marne-La-Vallée, CELESTE is the telecom and Cloud operator of choice for many businesses in France. Specialized in dedicated optical fiber networks, CELESTE offers internet access, hosting solutions, Cloud, site interconnection and telephony services for companies and public institutions. Serving more than 16,000 sites, the company has its own 10,000 km national fiber network and two eco-friendly data centers. CELESTE is also present in Switzerland through its subsidiary company, VTX Telecom.

Celebrating 20 years of existence in 2021, the company has positioned itself as the reference operator for businesses offering tailor made services to meet the needs of every customer.

The values of a company are defined as the essence of the company. We gave our employees the opportunity to express their views and they defined their vision of CELESTE by identifying 4 values: innovation, professionalism, human and commitment.

Nicolas tells us, "We attach great importance to the quality of the relationships we have with

our customers and prospects. We support customers throughout the life of their contract and all our customer service, technical and support teams are based in France. We ensure that each customer has a dedicated contact person."

Since its creation, CELESTE has diversified, investing in both fiber and Cloud infrastructures. Having its own fiber network, the company deploys new optical cables every day.

The company has also invested in hosting activity. CELESTE has two high-performance and eco-efficient data centers, Marilyn and Fil d'Ariane (ISO27001 and HDS certified for hosting health data). To provide customers with a one-stop service, CELESTE launched its Le Cloud by CELESTE offer. The company has obtained Cloud Verified and Zero Carbon Committed certification from its partner Vmware. The Private Cloud offering enables secure hosting of corporate data using CELESTE's own fiber network and strong technological partnerships.

Talking about the recent health crisis Nicolas shares, "We've seen a marked increase in the

pace of digital transformation of companies across all sectors. Many are now investing not only in telecommunications automation technologies, but also in tools that make it easier to work remotely. We're moving into the era of 5G and the Internet of Things (IoT). This will enable industries to innovate while improving performance and optimising operational costs. CELESTE is honoured to be part of the French government's acceleration strategy. We have joined the Gandi's ENE5AI project to design and define the "#Edge" digital infrastructure alongside 15 other industry players."

Over the last two years, CELESTE has spring-boarded its national and international growth strategy by acquiring operators who share its vision and values. These acquisitions have allowed the company to expand its expertise and infrastructure to offer more solutions and services.



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Most Innovative Specialist OOH Advertising Agency 2021

AdBoard Media Ltd/IAAC is a Group of companies wholly committed to the Out-of-Home Media Industry. It assists advertisers, advertising agencies and optimisers to zero in on their key target groups through original and tailor-made campaigns on unique and innovative media offerings. It does so most effectively with well thought-out media plans which ensure high footfall and are impossible to be missed.

AdBoard Media Ltd/IAAC was created to offer the best media opportunities for advertising in Cyprus and throughout Europe. Since its inception, it has grown rapidly and now covers a number of key European markets. It provides a varied selection of advertising options through roadside advertising, sports stadiums, malls, cinemas, and airports.

AdBoard Media offers its unparalleled services to businesses everywhere across Europe. From Cyprus to Malta, from Croatia to Hungary, Greece and beyond, AdBoard Media Group allows its advertisers to reach a high number of consumers thereby maximising their reach and effectiveness.

AdBoard Media's strongest selling point is its solid foundational structure – it ensures that the most innovative, bespoke, and effective solutions are on offer to all its clients, and with its wealth of experience it never fails to deliver. An adaptable set of skills that heavily invest in its human capital, AdBoard takes everything in its stride and manages to keep pace within a rapidly changing world.

With high value demographics and unified legislation, AdBoard Media offers an extensive list of media locations to choose from. It also encourages the use of one currency, thereby ensuring that all transactions are financial secure and simple.

When looking for new employees, AdBoard Media searches for individuals who work with positivity, responsibility, adaptability, agility, respect, and the highest form of entrepreneurship. AdBoard Media promotes diversity and equal opportunity for all and,



with its wide array of staff located throughout Europe, it enables a more varied and distinct team spirit.

The global pandemic saw a lot of OOH companies struggle. Recently however, AdBoard Media was able to find an avenue back into the game - as the world slowly began opening back up, it seized the opportunity to assertively step back up to the plate and did so. AdBoard Media has allowed its clients to continue to reach consumers where they may not have been able to otherwise during the pandemic. If businesses are struggling to get back on top, they can rely on AdBoard Media to spread the word.

Weathering the storm of recession and the global pandemic, AdBoard Media has earned

its bragging rights and snagged multiple advertising awards along the way by building consistent and strong relationships with its clients who trust it deeply.

With the future on the horizon, for 2022 and beyond, AdBoard Media is looking for new ways to imbue life back into airports and its clients' campaigns by introducing more innovative and intelligent outdoor advertising formats. By doing so, we are able to give our advertisers more options for sustainable and high quality advertising across Europe.

Contact: Michael Kyriakides
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Web Address: <https://airportadvertising.com/>
<https://adboardmedia.com/>



Most Innovative Electronic Switching Solutions Company - Southwest-Central France

AIRMEMS re-invents the switch, an essential building block in electronic generating more than 13 Billion Euros revenue each year in the world. Backed by years of research, multiple patents the company brings a less expensive and less consuming technology dedicated to high end applications and scalable to volume markets. Aiming to become an international leader, AIRMEMS is setting its sights outside of its current European market and plans to expand across the globe.

AIRMEMS is built upon great innovation, spawning from more than 10 years of research and development in France. A deep technology company, AIRMEMS followed the increase in demand for such technologies from the defence and space sectors, manufacturing electronic switches known as MEMS. Optimising space, power consumption, and electrical performances, the product has been tested in a variety of settings, including on board satellites.

An acronym for Microelectromechanical Systems, MEMS, alongside micro mechatronics and microsystems, involves the development and implementation of microscopic devices and technologies.

AIRMEMS focuses upon micro-relays, utilising its knowledge of MEMS technology and its vast patent portfolio in order to streamline its switches. An electronic switch is a component that either blocks or routes electric currents in order to actuate the functionality of a device. For instance, it is a switch that activates the wipers of a car, and can be found in a plethora of products, including mobile phones, planes, railways, and MRI systems.

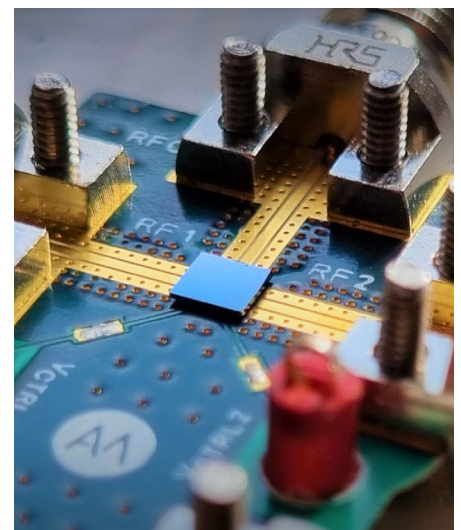
AIRMEMS was founded in 2013 by Romain Stefanini, Pierre Blondy, Ling Yan Zhang, and Jérôme Goujon. Each founder brought a unique twist of expertise to the company – be it a background in business management or extensive knowledge of radio frequency microelectromechanical systems. For example, Romain Stefanini, the CEO of

the company, completed a PhD in High Frequency Electronics with a focus on RF MEMS Technology and their Applications at XLIM laboratory (CNRS/University of Limoges, France) in collaboration with the University of California San Diego (USCD, USA) in 2011. Further completing the HEC entrepreneurship program in 2012 before the company started up.

Within the company, there is a great sense of innovation – the staff are encouraged to experiment and embrace their creativity. Moreover, AIRMEMS takes pride in its dynamic and forward-thinking team, as these are traits which have contributed greatly to its success as a company.

The market is expected to rapidly expand over the next few years, and AIRMEMS is already seeing the demand for its products increasing. Over the past three years, MEMS technology has seen the most growth of all products in the semi-conductor industry, and furthermore, the need has increased during the Covid-19 pandemic. Therefore, AIRMEMS must stay ahead of the trends, constantly evolving to excel against its competition. AIRMEMS technology is especially more advanced on its capability to reach high frequency signals compared to its MEMS competitors. It makes a real advantage in the Space and the Instrumentation sectors that are currently searching for cost effective solution to manage millimeter wave signals.

So far, AIRMEMS has been developing



its breakthrough technology in close collaboration with the Space and Defense sectors. It has been the first company in the world to make a MEMS switch technology to work in orbite and has achieved numerous accolades over the years. Now, AIRMEMS is turning its sights towards the future aiming to be one of the global leaders in the switch market: it is currently gathering funds to expand its industrial capabilities and accelerate the adoption of its technology in the high-end markets.

Contact: Romain Stefanini
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Best Financial Institution 2021 - Essex

In 1849 Queen Victoria had been on the throne for just over a decade, there was the first exhibition of paintings by the Pre-Raphaelite Brotherhood, and Saffron Building Society was founded. A lot has changed since then, however, Saffron Building Society is still a leader in the mortgage and savings industry. Serving its local community, it prides itself on being a mutual organisation – it is collectively owned by its members, its customers, and exists for their benefit.

Since 1849 Saffron Building Society has been catering to its customers via its extensive network. Now, just over 170 years later, Saffron Building Society reaches its customers through virtual channels – but its devotion to customer-centricity has remained unchanged. Based in the east of England, the company offers a range of savings and mortgage products, partnering with Wren Sterling, the Co-op, the Equity Release experts, and Saffron Insurance to offer a variety of third-party solutions to members and clients in the Society's network.

Saffron Building Society has been awarded numerous accolades over the years, namely for its Regular Saver and Children's Regular Savings products. Moreover, in 2020 the company was awarded Building Society of the year in the MoneyAge awards and has gone on to win Overall Mortgage Lender of the year and First time Buyer Mortgage Lender of the year in the Mortgage Awards 2021. Indeed, Saffron Building Society is a recognisable face in its industry and is a well trusted mortgage and savings provider.

The society prides itself on its numerous charitable donations and fundraisers. Home to a community fund grant panel made up of members and staff who decide on grants made to local charitable causes, Saffron Building Society hosts twice-yearly member events and strives to help its community.

Within the company, however, it holds multiple core values close to its heart. Its main priority is providing excellent service, be it digitally or through face-to-face communication. With absolute client-centricity in mind, Saffron



Building Society listens and responds proactively to its customers' needs, drawing upon its experience and understanding to give excellent service. Furthermore, the company understands that not one size fits all – it aims to solve all kinds of problems that may arise and is able to adapt to change. As a result, this is what drives Saffron Building Society forward and enables them to continue developing new products and solutions.

It is such values that distances Saffron Building Society from its competition. Additionally, the company extends its support far beyond the boundaries of mortgages and savings – as the company repeatedly states, 'It's more than money.' Saffron Building Society endeavours to be a constant support for its customers

and its members, aiding them in getting to a place of security. Providing advice, offering rewards, and cultivating a community, Saffron Building Society goes above and beyond for its customers, and as a result, has changed the face of the industry.

Therefore, Saffron Building Society is deserving of the title Best Financial Institution 2021 – Essex. Since its founding, it has consistently provided a high-quality service, guiding people towards a financially stable future. Whilst its techniques have changed since 1849, its determination and devotion remain the same.

Contact: Charlotte Townsend
Company: Saffron Building Society
Web Address: <https://www.saffronbs.co.uk/>



Best Sustainable BBQ Product 2021

Danish innovation company, CASUSGRILL, has reinvented the single-use disposable barbecue. CASUSGRILL's world patented design is more efficient, creates less waste and is safer to use than a conventional disposable aluminium grill. We spoke to founder, Susanne N. Broegger, to find out more.

If you've spent any time in the great outdoors, hiking, exploring, camping or relaxing on the beach, you will have no doubt encountered more than one abandoned aluminium barbecue grill. On the face of it, these disposable grills seem to be a good idea. Lightweight, easy to carry, no cleaning required, they are all about convenience. But off the beaten track these grills are left littered around the countryside by those who have no idea how to dispose of them safely.

Back in 2009, the founders of CASUSGRILL, Susanne and Carsten Broegger were camping in the mountains in France. Shocked by the amount of single-use grills they saw abandoned, they had the idea of creating an alternative solution. A single-use grill made of all-natural materials. CASUSGRILL was born.

Combining sustainability with smart, functional design, CASUSGRILL creates no fossil fuel waste. The grill, made of cardboard, bamboo and lava stone uses Quick Oxylite™ - a type of charcoal briquette made from bamboo.

All the materials used are biodegradable, with the exception of the lava rocks. But these can be recycled or even used as a pure soil improver for use in plant cultivation. CASUSGRILL's vision is to become a role model for the sustainable product market. The company aims to promote environmentally conscious healthy living.

Of course, it's not enough that a grill is green, it needs to be easy-to-use and make great tasting food too. One reason for using a disposable grill is the speed with which it is ready to use. CASUSGRILL is no exception, it's ready to cook within 5 minutes and retains heat for more than an hour. As CASUSGRILL doesn't use fossil fuels, there



are no large flames and smoke is minimal. As well as making for a more pleasant cooking experience, this also means that it's easier to cook food all the way through without burning the outside.

Looking at the marketplace in her native Denmark, Susanne tells us, "We did some calculations based on a traditional aluminium disposable grill using 500 grams of charcoal, and a total annual market of 1 million single-use disposable grills. If everyone changed to CASUSGRILL we'd see charcoal consumption reduce by 200 tonnes and a reduction in CO2 of 700 tonnes. 90 tonnes of non-renewable iron and steel would also be saved, as would 30 tonnes of aluminium."

CASUSGRILL is fast gaining in popularity with European retailers as they make changes to deliver on CSR and sustainability policies. On being based in Denmark, Susanne says, "Danish companies are known for being innovative, flexible, competent and serious. Being a Danish company provides a good starting point when starting new discussions with new customers. It certainly gives us an advantage abroad."



Since 2018, CASUSGRILL has launched complementary products, the CASUS Picnic Set, CASUS Instant Bamboo Briquettes and CASUS Pure 100% Bamboo Briquettes. With products in high demand, the company moved to a larger factory in 2020. When asked about plans for the future, Susanne tells us that the company has many plans in the pipeline, but nothing it can share just yet.

And a final word from Susanne, "We can all help save the planet's resources by thinking smart and changing our behaviour. We need to consider what we eat, what we buy and what we use. What may not be possible today, will be possible tomorrow."

Contact: Susanne N. Broegger
Company: CasusGrill ApS
Web Address: www.casusgrill.com



Best Digital & Web Marketing Company 2021 - Italy

‘Make better digital. Make digital better.’ – This is Widevision’s mantra. Specialising in websites, apps for smartphones and tablets, e-commerce, system integration, cloud, customised software, and web marketing, Widevision makes every single digital business project take off, getting the job done as if it were its own.

Widevision is a digital agency based in Bari, Puglia, operating throughout Italy. It creates custom web solutions with strictly “handmade” code, and with a focus on the latest web standards, useability, and web marketing, including the newest trends for mobile devices.

Widevision supports companies and individuals integrating digital tools, with the main purpose of identifying in a concrete way the business opportunities on the net and optimising the internet channel as a real support to the online sales. It analyses the customer objectives and potentialities of any project and provides a detailed action plan.

The company couldn’t do this without its valuable team members who continue to work hard towards achieving its goals. It relies on a friendly and competent team and constantly invests in human resources, with its aim being to significantly increase training, R&D, and team building activities. Widevision seeks people who approach each project as if it were their own, making no compromises and developing top-notch solutions. The team’s hard work didn’t falter during the COVID-19 pandemic either when it brought with it unanticipated changes to the global economy. The brands and entrepreneurs had to shift their gears to stay prepared for the expected global long-term recession.

Many sectors are losing due to the shutdown. Yet, some brands realised the importance of digital marketing, especially in such a situation, and as a result, gained lucratively during the pandemic. The most significant reason for the rise of digital marketing is the drastic increase in the use of the internet by people across the globe, leading to a steep growth in online shopping.



From Widevision’s perspective, the most significant emerging trends in digital post-COVID-19 and for the years to come are multi-channelised marketing endeavours, effective use of all digital channels (website, app, social media, video, etc.), delivering the best customer experience, and emphasising modernity. Adopting digital marketing has become crucial to standing out from the crowd.

The digital transformation seems to be one of the EU’s priorities for the coming years. In April 2021, Parliament adopted the Digital Europe programme, the EU’s first financial instrument focused specifically on bringing technology to businesses and people. It aims to invest in digital infrastructure so that strategic technologies can help boost Europe’s competitiveness and green

transition. Widevision finds that being based in Europe and working in the digital field can be promising for its future.

Now, Widevision’s goal for 2022 is to consolidate its customer base and further develop its own digital products in order to guarantee the highest possible level of quality. The company plans to invest more in human resources and R&D, as well as in the development of exclusive solutions already in its portfolio.



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In cooperation with



Most Innovative Global FinTech Solutions Company 2021

Global Payments is the world’s largest provider of payment services and technology, operating in 100 countries, with 24,000 employees and 3.5 million clients, and processing over 50 billion transactions each year.

Global Payments serves mainly smaller traders and entrepreneurs, equipping their stores with payment terminals and e-shops with payment gateways. Thanks to Global Payments’ services, customers can conveniently pay with their cards, mobile phones or watches.

It was when the COVID-19 pandemic began that Global Payments realised there was a need for a solution when it comes to making in-person payments. Many shoppers have

been required to switch from cash to paying by card for hygiene reasons, and the need therefore arose for businesses to start accepting card payments quickly, everywhere, even outside the brick and mortar shops. Global Payments responded to this need by developing its flagship product, the revolutionary GP tom application – the first of its kind in Europe.

GP tom turns a mobile phone into a payment terminal, enabling small business owners to accept card payments anywhere – There is no need for any additional devices (cash registers or terminals); everything is in the app with no monthly fees, only the initial standard transaction fee.

Due to its simplicity, GP tom has become the most used mobile terminal in Europe today, with 8,000 merchants using it, including couriers, taxi drivers, market vendors, craftsmen, and doctors. It helps all these entrepreneurs to do business, and makes it easier for their customers to make payments by card.

Global Payments recently added another innovative feature to its application, now not only accepting cards but also cryptocurrencies. Customers can choose how they want to pay – by card or by crypto. Until now, crypto could be stored in online wallets but shopping with it was very difficult because no shops were accepting it. GP tom makes payments with crypto extremely easy, the biggest advantage being that there is no risk associated with crypto volatility. A merchant accepts cryptocurrency as a payment, but

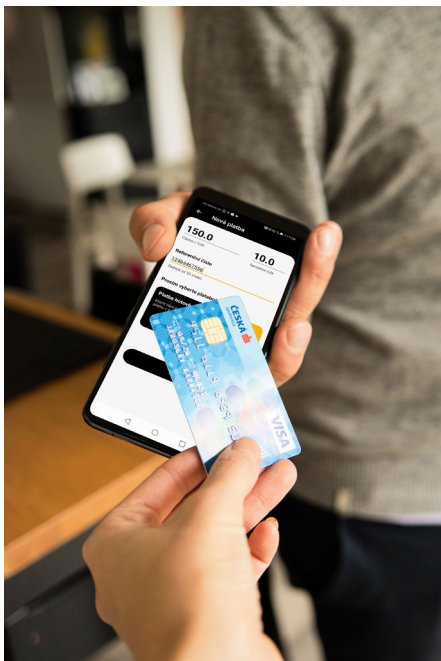


they can decide if they want to receive the settlement in crypto or in euros.

Covering the whole of Central Europe with its services means the Global Payments team needs to excel at communicating with customers and colleagues across several countries. This is why it recruits people who are not ashamed to communicate. Moreover, the company is very open – If staff have anything to say, they can go directly to a general director and explain their idea.

Ultimately, Global Payments is a technological company that loves the possibilities that technology can bring. It therefore seeks to employ those who are passionate about technology so it can continue thriving into the future and in providing only the best service to its customers.

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Best Multinational Industrial Technology Group 2021

GPAINNOVA, the winner of both the above award and the accreditation of the ‘Most Innovative Electropolishing Machine 2021: DLYte Desktop Series’, is an umbrella company working hard to push the world towards further innovation. With a recent move to a bigger, better Barcelona headquarters, a reputation for technologically advanced R&D solutions under its belt, and a CEO who was recently selected as one of the three finalists of the Young Entrepreneur Award for 2021 – Pau Sarsanedas – this company has been thrust into the spotlight by the quality of its work.

A technologically focused group that found its feet in Barcelona in 2013, GPAINNOVA has subsidiaries in Florida, Hong Kong, and Shenzhen. In essence, it is the umbrella company under which many other specialist brands exist, such as DLYte for surface metal finishing machines, GPAMEDICAL handling medical devices, GPASEABOTS with its naval robotics, POWER INNOTECH looking after its high performance and high-power electronics, and its industrial adhesive business looked after by SARSCH. GPAINNOVA has a cumulative team of more than 180 professionals on its staff, and is proud of each and every one of them.

Fundamentally, it also boasts 40 engineers, 55 distributors, and more than 600 worldwide clients, allowing for a turnover of 23.2 million in 2021 (47% more than the previous year), allowing it to be selected by the Financial Times as one of Europe’s 1,000 fastest growing companies of the past two years, ranking amongst Europe’s 7 fast growing companies in the industrial goods sector specifically. Being the first of its kind in Spain, its values are aligned to its wider mission, putting into practice its ethical and professional standards throughout every single project in order to ensure that each client walks away satisfied with both the solutions it provides and the way its team provided them.

Ready to make any technological project spring into life, it responds well to the needs of investors and clients both. Critically, it works hard to manage large and complex projects, showing its acumen for project management and attention to detail, taking it from concept to introduction to the market with

an upright zeal and an unbeatable ‘can-do’ attitude. Additionally, being adaptive, open, and honest, it sets itself apart from other companies in its sector, making decisions based on the sum of the knowledge, fact finding, and expertise held within its team so that a client can rest assured that they are putting their faith in the right place. This team quickly proves every time that they are worthy of this trust with the motivation and efficiency that drives each of them, generating an organic system that allows the company to grow whilst keeping the lines open to further development, working hard to push through the challenges of the past 18 months such as increased supply problems.

Crucially, despite the tumult, GPAINNOVA is optimistic. With the world moving towards automation and innovation more than ever before, it forecasts a bright future ahead for itself and its clients as it prepares to help the world plug the gaps in these niches with newly researched and developed solutions out of its Barcelona headquarters, the 5th most technologically advanced city in the world, according to Cushman & Wakefield. This HQ contains a test lab on its more than 6,000 square metre building, as well as a pool for testing marine drones, showroom, prototyping workshop, and advanced analysis equipment. Furthermore, its internal structure of positivity, good leadership, passion, and quality promises to continue to keep it at the head of the pack as it looks forward to using its new labs and staff to continue pushing towards a better global future.

Company: GPAINNOVA
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Best Technological R&D Center - Hungary

Central European Research Centre, a company based in Hungary that helps its clients to resolve their R&D based conundrums, adding value accordingly, is made up of a team of knowledgeable, experienced, dedicated professionals. Over the time that CERC has been in operation, it has developed its notoriety amongst a wide swathe of different companies across all manner of different sectors, becoming known for its innovation and forward-thinking attitude, forever pushing forward towards the next and boldest breakthroughs.

Being a specialist both in technology and R&D, the Central European Research Centre is an institute that has earned a reputation for high performance design and engineering. Fundamentally, this organisation's penchant for outstanding research-based innovations and business development has made it a linchpin of the European push towards a more technologically advanced future, transferring knowledge from one sector to the other in order to ensure transferrable benefits are shared. CERC's novel solutions are each, in turn, developed to be an answer to the specific challenges its clients face. It hopes that by developing these, it will be able to apply them to help all elements of the European corporate infrastructure rise to meet such challenges head on in the future, with end-to-end delivery of project feasibility consultation right through to after-sales support.

Additionally, its commitment to quality puts it in great stead with the wider business community. This can be a tough crowd, but



its expertise and reliability, as well as its passion for engineering, innovation, and problem solving, is the key to the excellence of the CERC and its team. Its professionals, in short, are well trained and experienced in R&D; this means that no matter the challenge or difficulty a client is facing, CERC's team will be able to go above and beyond to find the solution, liaising between departments to ensure that a broad and deep perspective of the task at hand is gained before a solution is chosen.

With clients all across the continent, the unique draws of CERC can be seen in the complex, out-of-the-box solutions it offers. Critically, since its establishment in 2010, its collaborative ethos and hardworking attitude has allowed it to gain an in-depth perspective into the wider business world and the difficulties that are most pervasive between all sectors, and thus the ones that the companies operating within it would benefit from solutions to. With its core proficiency being resolving R&D based difficulties, it has built a wide and sector agnostic network with a myriad of different scales and types of organisations making up its fabric, allowing CERC to cultivate a problem-solving penchant like no other.

Lately, the trend of impact-focused investors has changed the attitude of small R&D players. This fast up-scaling has become a new success indicator, and CERC sees an issue with this arising due to the type of project evaluation it allows for, and the paradigm of shooting down new innovations for being 'too risky' it can create. Thus, it wishes to buck this trend by supporting the risk-takers. Having recently started negotiation



with potential investors for its B.My.Jet technology – a product for blind and partially sighted people – it is pushing back against the idea that safe equals correct, instead showing how game changing technologies are going to be more pivotal than ever in a world shifting into a new age.

Company: Central European Research Centre
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Best International Antibodies Production Company 2021

Having become an international reference for the development, production, and supply of new antibodies, SICGEN Antibodies is a Portuguese company that has made a name for itself with its continuously innovative and specific work. Being able to focus on niche areas – specifically ones where there have been gaps in antibody supply – it has become a critical cornerstone in the medical technology market, and one that has allowed it a competitive advantage and further opportunities in a highly competitive segment.

Above all else, SICGEN Antibodies is a company manufacturing and marketing polyclonal antibodies for cell biology research. Founded in 2009, the spin-off from the University of Coimbra became an entity all of its own, led by Dr José Ramalho – a Portuguese scientist – and two other co-founders to create a highly dedicated and specific research institute. Additionally, it was founded under the NEOTEC Portuguese Initiative in this time, catalysed by Dr Ramalho's 2009 move to NOVA University in Lisbon where he continues to carry out his research into cell biology and the development of new antibodies; to this day, he owns 50% of the company's shares. The other 50% are owned by a UK investor.

Fundamentally, SICGEN Antibodies uses its base in the district of Coimbra to house a huge and exemplary production unit. From here, it boasts a number of lab spaces, each of which are spacious and modern, and with access to the nearby animal house with a capacity for producing hundreds of antibodies per annum by raising them in the systems of *Capa hircus* goats. This existing rural ecosystem of goat farming has proved an exemplary way for researchers to integrate into an already established system. In essence, this method means that there is a mutually beneficial relationship between the rural goat farmers and the scientists incubating antibodies in order to further medical science, with SICGEN Antibodies becoming even more of an innovative voice in polyclonal antibody development by the day thanks to its cutting-edge technology and dedicated team.



Its innovations, such as its antibodies against fluorescent proteins such as GFP, mCherry, tdTomato, and more, have earned SICGEN Antibodies publication in Life Sciences papers across nature, cell, and broader scientific study, primarily going on to be used for ELISA, immunoprecipitation, and biochemical techniques. Thus, it currently produces its polyclonal antibodies for the North American, European, and Far East market, with its clients ranging from universities and research institutes to pharmaceutical manufacturers and biotechnology distributors. Its attitude towards furthering this global market in the future has certainly made it one to watch on the global antibody distribution stage.

A small, hardworking, resilient team, it

produces products to the highest of standards and only lets those that have undergone its rigorous quality testing leave the lab, working hard since the start of the pandemic to help by focusing its efforts on the production of antibodies against the protein strains of SARS-Cov-2. Supported by grants from the Portuguese government, it was able to keep developing and innovating throughout the challenges of the past 18 months, contributing its top-of-the-line solutions in order to continue creating market leading antibodies for the wider medical innovation community.

Company: SICGEN Antibodies
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Best Global Internet Information & Data Deletion Specialists 2021

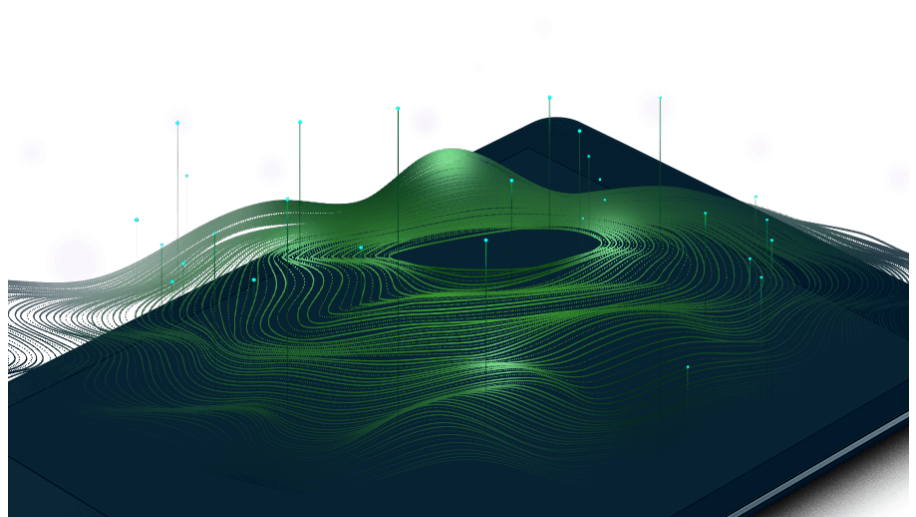
Established in 2011, Eliminalia deletes unwanted and erroneous information to help rebuild the future and guarantee the right to anonymity for individuals and businesses.

The International Telecommunications Union estimates that there were over 4.9 billion internet users (63% of the world's population) as of 2021. This number is only expected to rise as more and more people gain access to the world's networks, thanks to inexpensive broadband and ubiquitous wi-fi.

Therefore, the internet has evolved into a myriad of interconnected networks where we can access any information we want – whether it's true or false. Anyone with a grudge can share negative information online about an individual or company, tarnishing reputations. This is in addition to our web browsing leaving a trail for others to follow, including personal information, which track online behaviour, and may be visible to anyone who can search the web – without our realisation and with very detrimental consequences.

Individuals and companies have the right to eliminate unwanted articles, posts, images, and videos from the internet, and Eliminalia is dedicated to completely erasing the past – performing a deep search across the internet and deleting all negative links that exist about a person or business one-by-one, guaranteeing privacy and security. This means any unwanted content will appear "invisible" in search engines such as Google and Bing, as well as from the source. The company will constantly monitor and defend the client's reputation, and if necessary, its attorneys will initiate legal action to achieve the desired results.

With over a decade of experience, Eliminalia's trained professionals are available 24/7, 365 days a year to answer questions or address



any issues a client may face. Eliminalia delivers a personalised, confidential service to each client, and signs a Non-Disclosure Agreement (NDA) so they can rest assured that they are in safe hands.

In the event of a crisis, Eliminalia understands the vital importance of reacting with immediacy and designing the best plan of action. Because a crisis arrives without prior notice, quickly and unexpectedly, giving little room for manoeuvre and reaction time. Eliminalia has on more than one occasion managed crises, providing only the best and most effective solutions.

The process of removing content from the internet begins with Eliminalia providing a private contract which specifies its obligations with the interested party. It specifies the information to eliminate, the estimated time it will take to complete (this can be anywhere

between one and six months), the prices, and guarantee of success.

Next, Eliminalia will share with the client the negative publications found on the internet by its experts, and identify the people responsible for them. Then, its computer engineers will analyse the content to proceed with its elimination or modification. The client will have access to an intranet via computer or mobile which will allow them to review results that are obtained progressively.

So, whether you are an individual or business needing help correcting your online presence, get in touch with Eliminalia for a free consultation and join thousands of satisfied clients.

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Most Innovative Automotive Safety Systems Developer 2021 - Europe

Founded in one of the most prolific spawning grounds for automotive innovators – Turin – EasyRain is an innovative automotive safety solutions provider. Having created an aquaplaning solution like no other in its industry, EasyRain is just kilometres away from its technical partners, Italdesign, and from BOSCH VHIT, thus helping to establish a strong collaboration. Additionally, being such a fast-growing SME, it encourages the employees of its business to express their views and ideas at every turn, each specific department liaising closely with the others and ready for the introduction of new innovations in the new year.

EasyRain, founded by Giovanni Blandina, is a vehicle safety SME based in Rivoli, Turin. Developing new and innovative ways to ensure client safety on the road, its efforts have been instrumental in developing ‘active systems’ such as AIS (Aquaplaning Intelligent Solution) and DAI (Digital Aquaplaning Information), all with the aim of improving road safety in conditions of wet roads and low grip under tires. Thus, its efforts have become renowned for reducing fatalities and making vehicles smarter from day one, all fuelled by its core value of making vehicular travel that much safer for the driver, passengers, and other people on the road. Its professional and incredibly diligent way of working has made it a staple in the road safety industry, making it one of the very few companies in the world that have been focusing on aquaplaning and rain related accidents – according to the Annual Accident Report of 2018 by ERSO, based on the CARE community database which keeps track of road accidents resulting in death or injury, fatalities from road accidents in raining conditions in Europe represented 9.4% of all fatalities.

Fundamentally, EasyRain’s Digital Aquaplaning Information system allows for visual, sensing of when a vehicle is in danger of aquaplaning by recognising the amount of water on the asphalt and determining the level of risk with its proprietary predictive algorithms. The Aquaplaning Intelligent

Solution then is able to effectively counter the effects of aquaplaning by restoring the adherence of the tires and control of the vehicle with a controlled jet of water injected ahead of the front tires.

Working with both autonomous and electric vehicles, and without the need for an additional water tank, EasyRain’s aquaplaning solution is helping to reduce the numbers of weather-based fatalities on the road, which on average, clock in at 10% of all crashes per annum. Additionally, whilst there have been other solutions in development, none of them directly aid the vehicle if adherence to the road’s surface is lost, which is where the true danger comes in. Therefore, at present, EasyRain has no competitors, instead facing only companies that can offer grip when the wheels still have traction.

Its AIS and DAI work has been intensively researched and prototyped in order to get it where it is today, but EasyRain have already been focusing on the next generation of AIS – the hydro-pneumatic safety system, with custom-made nozzles placed in front of the wheels of the vehicles, is set to become smaller, lighter, and easier to fit in everything from tiny city cars to SUVs with higher road clearance. The DAI, in particular, functions as a first line of defence, warning system, and control hub, allowing future implementations of safety features (like wet mode activation, adaptive wet cruise control, and assisted



driving deactivation) in order to put the client back in control to reduce risks behind the wheel. EasyRain, in short, is fast becoming the flagship company for the automotive industry’s innovative safety transformation.

Company: EasyRain
Contact: Paolo Fina
Website: easyrain.it



GAYAFORES
since 1897

Most Innovative Ceramic Product Manufacturer 2021

Porcelain tiles are a sure fast way to improve the look of your home, studio, or work space and Gayafores has something for everyone's taste. We learn much more about Gayafores as we talk to Merche Romero, in charge of Digital Marketing and Communications, about this supreme ceramic product manufacturer.

Gayafores is a pioneering Spanish ceramic company that was founded in 1897. It has several factories that are fully equipped with top-quality technologies in the sector. Here we concentrate on its excellent ceramic products, specialising in the manufacture of porcelain floor and wall tiles, as we take a closer look at the elements that make up the company and its creations.

With a wide selection of designs, textures, and colours, Gayafores has a plethora of styles to choose from, making it the most fresh, inventive, and creative supplier since 1987. With designs ranging from colourful patterns to soft marble effects, wood, cement, stone or cotto effect finishes, complimented by its exceptional materials that truly give it an edge on the competition, Gayafores offers its customers the power to transform their creative passions into a reality.

Merche Romero, in charge of Digital Marketing and Communications, tells us, "The Gayafores team works every day with a clear objective: that the final product reaches the highest excellence before reaching the market to become decorative solutions adapted to the needs of today's interior design. And for this, the company relies on its professionalism and the collaboration of strategic partners for the technological supply and raw materials." It is with this attitude and craftsmanship that Gayafores provides exquisite products in a strictly professional way. This ensures the highest quality of service as well as long lasting decorative supplies.

The staff at Gayafores play a huge part in its success, not only for their creation process but also for their openness and



adventurous nature with a variety of designs and materials. "The Gayafores team forms a big family. In fact, the company is characterized by its family character and by prioritizing the well-being and professional growth of its employees as the key to finding the best talent and retaining and promoting it appropriately," Merche shares. The team ensures a quick yet effective service and a person-centred attitude that leaves customers feeling heard.

Striving to provide Gayafores products to Spain, Europe and the rest of the world, Merche adds, "Gayafores has fully consolidated its international presence and, as an SME with a clear vision, continues to be committed to ensuring that Made in Spain ceramics

are present all over the world, aware of the need to promote export activity not only as a fundamental pillar of its own business strategy, but also as a contribution to the strength of the Spanish and European economies."

With an unparalleled level of quality, and ISO 9001 certified, Gayafores creates something for all to enjoy. It forms delicate, intricate, and bold ceramics that each add style to the home, studio, or office space. For the future Gayafores will be experimenting with new designs whilst staying up-to-date with sustainable materials.

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Groundworks Contractor of the Year 2021 - London

With a combined total of over 100 years in the industry, ETR Building and Civil Engineers Ltd is rife with expertise and unparalleled knowledge. The company, whilst based in Kent, has worked across the UK and has left many happy customers in its wake. Furthermore, as the company continues to evolve, it can expect to expand its already wide variety of services and delve into a busy future.

Established in May 2020, ETR Building and Civil Engineers Ltd has built up a large and loyal client base in a short space of time. Based in Sittingbourne, Kent, the company's highly skilled team of experts cater to all private commercial, industrial, and domestic work across the country, and are willing to go wherever the jobs lead them.

Providing a start-to-finish service, the company vows to remain attentive throughout the building process, endeavouring to complete the highest quality of work. Indeed, whether it's on a subcontract, contract, or one-off basis, ETR Building and Civil Engineers Ltd aims to please. With knowledge in a variety of areas, the company is equipped to offer a multitude of services, from joinery to plumbing and block paving to utilities. The company simply does it all – and it does it to a premium standard.

ETR Building and Civil Engineers Ltd boasts a long list of services, however, it specialises in groundworks, plumbing, and utilities. For example, its plumbing services cover a plethora of issues and are available promptly in spite of whether they're small or large scale problems. Be it a burst pipe or a blockage, it is certain that ETR Building and Civil Engineers Ltd will have a fitting solution. In addition, the company prides itself on its array of groundworks services, with flagging, concreting, and excavations being only a small sample of its full list. Of course, the company completes each with the customer's satisfaction in mind.

Ultimately, the customer is ETR Building and Civil Engineers Ltd's main priority, and



as a result the majority of its work comes from recommendations. Combining expert workmanship with excellent value, ETR Building and Civil Engineers Ltd simply increases its appeal to clients. Moreover, the company emphasises efficiency and communication, which enables it to complete work in a timely and smooth manner. Each of its projects operate around a strict plan and, as a result, it stays within budget as well as within any time constraints. In essence, every element of the company functions with client-centricity in mind.

The company has left a stream of pleased clients in its path, which has earned it positive reviews on the platform CheckATrade. With scores of 10 across the board, its customers

were impressed with the company's reliability and workmanship. Repeatedly the reviewers sing the company's praises, commenting that ETR Building and Civil Engineers Ltd was efficient, friendly, and reassuring. Additionally, many state that the prices were reasonable and were accurate to the quote. Therefore, it is safe to assume that ETR Building and Civil Engineers Ltd's focus on its clients is working in its favour, and that it has a prosperous future in store.

Contact: Louis Darling
Company:
ETR Building and Civil Engineers Ltd
Web Address:
<https://www.etrbuildingandcivils.co.uk/index.html>



Best Global Managed Network Services Provider 2021

The importance of being able to reach around the world has never been more obvious, and the team at SmartCIC Global Services have made it their mission to achieve incredible results for their customers. In the European Enterprise Awards, the firm was recognised for its efforts. We dig a little deeper into how they have been able to thrive in this rapidly growing market.

Working across 100 countries worldwide, the team at SmartCIC has made its name through delivering exceptional results. Through combining internet connectivity, structured cabling, deployment and maintenance services, the firm has proven itself more than capable of offering a turn-key solution, bespoke designed for the needs of its customers. The strong network of carriers, service providers and engineers has proven to be the key that has unlocked incredible service on behalf of customers.

When asked what drives forward such an innovative approach, Toby Forman, CEO explained “We truly believe that we are only as good as our last piece of work for a customer. Having this philosophy means we never rest of our laurels and are constantly looking at ways we can improve our service and delivery.” Not resting on one’s laurels is vital to securing continued success in a rapidly changing industry. There is a need for a dynamic and agile approach at all times. “Dealing with uncertainty, risk and a changing set of customer requirements is what our business has been built on,” Mr Forman tells us. “Many of our customers look to us to turn around a solution in hours.”

As ever with the team at SmartCIC, the best way to judge them is by their results. The team recently developed a rapid 4G deployment solution for a major UK telecoms provider which guaranteed an engineer on site with a 4G router anywhere in Europe within 48 hours. This is an incredible logistical feat, but one which reflects the determination

of the SmartCIC team. “Our technical service desks are fluent in 17 languages and are able to expertly manage interventions remotely. We not only understand the technical aspects of our brief but also the local cultural environment in which we are being asked to operate.” This wide-ranging approach showcases what sets SmartCIC apart from the crowd, and why it is in such high demand.

As a global player, access to Europe has been vital to the growth of the business. It has opened the door to all major markets, especially through the firm’s physical presence in France and Spain. These companies have allowed the business to recruit and retain staff from different backgrounds and countries, building in a rich cultural knowledge that meets the specific needs of customers. When explaining why this was a key factor in the firm’s success, Toby told us: “Ultimately for me telecoms, like many other businesses, is a human business. Operating in a global market where we may have interventions happening in 10 different countries for a customer in a project, it is important to manage the alignment of the customer’s delivery expectations with the local business culture in those markets. That way we do not run the risk of over-promising and under delivering.”

The future of SmartCIC will see them exploring new markets and entering into new countries that will allow them to offer even better service to their customers. Whilst many businesses work hard, the SmartCIC team are committed to providing smarter solutions to their customers too. It’s this eye for detail



which has allowed them to incorporate in the USA, which will no doubt see even more growth for this impressive firm.

The industry behind SmartCIC is constantly shifting, but ensuring that the company remains agile and dynamic, the team have positioned themselves at the forefront of this change. Their success is something to celebrated as they reach out beyond European borders to opportunities beyond.

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Best Architectural Design Firm - Portugal

Contaminar Architects is a multi-disciplinary design practice which was founded in Leiria in 2004 when two architects, Joel Esperança and Ruben Vaz took the architecture world by storm. They are joined by product and interior designer, Romeu Sousa, and as a team they each bring their own specialist talents to creatively respond to the challenges each project brings, while constantly exploring the numerous possibilities of contemporary living.

Contaminar Architects is a firm that crafts beautiful, bright spaces, a key feature being the utilising of daylight wherever possible to create homes that bring joy to those who live in them. Each building designed by Contaminar Architects adds a certain beauty to the landscape they stand in, thanks to their quirky shapes and stunningly modern aesthetic.

Vidigal House, designed by Contaminar Architects, is a single-family home surrounded by greenery near the city of Leiria in Portugal. The building's location in a triangular lot influenced its construction, with the base made up of two volumes intersecting at a narrow angle. At the point where the two volumes intersect, the architects placed stairs to link the different levels in the home.

The larger volume of the property has different

levels which include an underground garage and cellar, a living room on the ground floor, and a loft on the first floor. The smaller volume looks like a little white box raised above the ground and sits on a block of dark concrete. This is the private part of the home where the bedrooms are. The dark ground floor volume is the location of the kitchen, overlooking a covered outdoor area created by the overhang of the upper level. At the heart of the building is the living area, a sitting room with big floor-to-ceiling windows overlooking the landscape, a delightful space flooded with daylight.

Another project by Contaminar Architects is the primary school it designed, for which it used a unique material palette of timber and cork. The project began with the vision of a treehouse, or 'casa da árvore', focused on the concept of being in touch with nature and discovery, and allowing stimulation of learning.

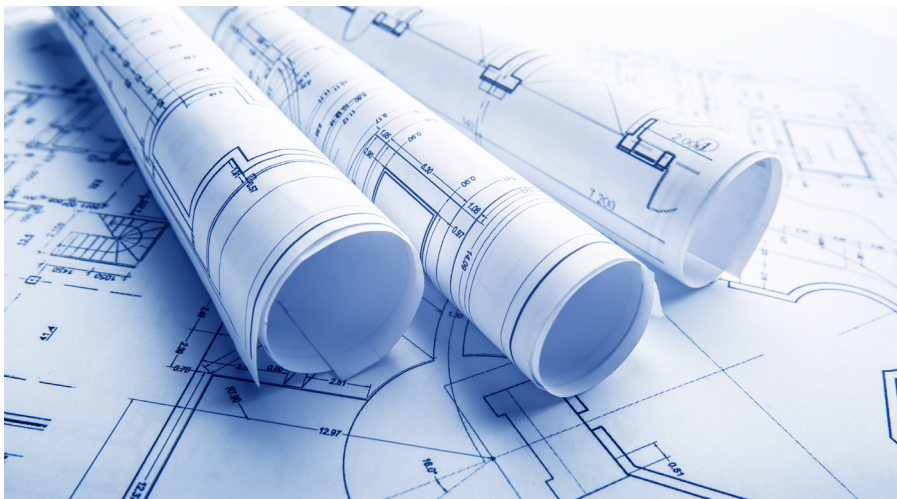


The classrooms were designed to connect to the outdoors, with patios and porches allowing children to fully use the space.

The choice of materials aligned with the concept of the project – The use of earthy colour tones and natural cork as a cladding material further connects the building to nature. This is in addition to the concrete along the walls being treated in a particular way so it almost alluded to the roots of trees, reinforcing the imagery of the casa da árvore.

Indeed, Contaminar Architects understands the assignment each and every time, with the designing of truly beautiful, functional buildings that enhance the happiness and health of the people who use and surround them, while also having an eco-friendly focus, with each property becoming one with nature.

Company: Contaminar Architects
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denroy®

Most Innovative Polymer Components & Solutions Provider 2021

For almost half a decade Denroy Group Ltd has been at the forefront of the polymer industry and has delved into a variety of sectors from construction to aviation. Its innovative techniques and desire to constantly evolve has ensured its survival in a competitive industry that is ever changing. Furthermore, the company has been at the forefront of the fight against Covid-19, supplying PPE to the NHS and creating new, inclusive masks.

Based in Northern Ireland, Denroy Group Ltd is one of the world's leading manufacturers of high-tech, critical components for the aerospace, medical and defence industries. For almost 50 years the company has been an innovator – supporting the local economy through developing components that are used in fighter jets, passenger planes, forklift trucks and over 100 different other applications. Indeed, since its founding, Denroy Group Ltd has been a leader, creating, and adapting to suit ever-changing needs.

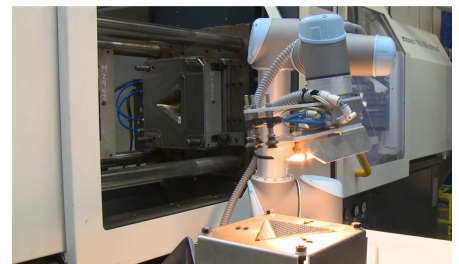
From polypropylene to PEEK and PPS, Denroy Group Ltd has a vast array of knowledge and expertise surrounding polymers. Its diverse capabilities make it perfect for a multitude of sectors – for example, its capabilities in high-performance engineering thermoplastics makes the company an ideal components manufacturer for various structures and systems within aircrafts. On the other hand, however, it crafts a variety of products for the commercial realm, providing its assistance to the medical, construction, and haircare industries. Moreover, the business boasts an extensive portfolio filled with many well-known clients, from Bombardier and Airbus to Daewoo and Hyster-Yale.

Since 1971 Denroy Group Ltd has functioned on a basic set of core principles. Every decision the company makes hinges upon the dynamics of the relationships amongst its team – it strives to establish a clear common goal that delivers benefits to everyone,

whilst driving the company towards a vision. Furthermore, the business values honesty and respect, as each member of staff should be courteous and considerate. From the managers to the production operatives, it is expected that everyone works as a dynamic and efficient team, communicating effectively to get the job done. Ultimately, Denroy Group Ltd hopes to cultivate a healthy working environment that nurtures, inspires, and encourages its employees.

As one of only four companies globally to hold the ADS 21st Century Supply Chains Gold Award, Denroy Group Ltd certainly stands out from the crowd. Making a name for itself through its high-quality materials, the company has gone on to collaborate closely with universities, material suppliers, industrial bodies and partners to remain at the forefront of manufacturing techniques. In turn, this ensures that Denroy Group Ltd stays ahead of its competitors and is constantly exploring new ways to develop the company further.

Over the past couple of years, the globe has been greatly impacted by the Covid-19 pandemic. Denroy Group Ltd found itself at the forefront of the surge in demand for PPE equipment – the company supported the Hero Shield charity to manufacture the Hero Shield face visor and ultimately took over full production. As a result, Denroy Group Ltd produced over one million visors for the NHS. Furthermore, its team developed an innovative, new style of face covering called the Publ. A transparent filtration mask, it features a replaceable eight-hour filtration system, making



it 100% reusable and sustainable.

Denroy Group Ltd takes pride in its ingenuity over the past year, placing a great amount of credit into its team's hands. Throughout numerous lockdowns the company has taken action to protect both its staff and the nation, developing products that are inclusive and accessible. In addition to its role in supplying PPE, Denroy have invested over £3 million in a new manufacturing facility, created over 200 new jobs, and secured a £19.5m contract with HSCNI.

The future of Denroy Group Ltd is to be filled with exciting new plans. As the world turns towards sustainability and eco-friendly products, Denroy Group Ltd is experimenting with ways to enable full recycling of its product range. It aims to begin with its FFP3 masks and is currently in talks with the NHS surrounding how the masks can be recovered from the HSC Trusts prior to reprocessing.

Contact: Frances Courtney
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Best Event & Attraction Management Solution 2021: Venue Manager

From sports events to theme parks, Venue Manager covers everything. Serving as a full-service digital platform, Venue Manager handles an array of tasks, such as handling tickets, merchandise, sponsors, access control, and stall sales. Henceforth, it is abundantly clear why the company has shot to unprecedented levels of success, not only in its home country, Denmark, but across Europe and the United States.

Founded in Denmark, Venue Manager, an event management platform, has since expanded its operations to Germany. The company provides an innovative take on event and attraction management – Venue Manager promises to reduce costs, increase engagement, and streamline the management experience. Suitable for a variety of industries, Venue Manager attracts clients from across the board, from professional sports clubs to festivals.

As well-rounded platform, Venue Manager is tailored to the clients' needs and offers a bespoke service suitable for a multitude of events. Moreover, the company has developed software for ticketing, merchandise, and hospitality. This is further complimented with software and hardware for access control and point of sale systems, and a unique Venue App. Smukfest, Denmark's 'Most Beautiful Festival,' found that it sold out four times faster when it partnered with the company. Additionally, another client, AGF, saw a 40% increase in merchandise sales. In essence, Venue Manager is the go-to application for streamlined and effective event management.

Over the past few years, the events industry across Europe has picked up speed, growing rapidly. Henceforth, it has become vital for Venue Manager to stand out from the crowd – a task which the company has consistently beaten. Remaining innovative, the company deviates from the norm of shared ticketing platforms, which many of its competitors offer. Instead, Venue Manager offers a white-label solution, which is tailored to match each

individual client. As a result, the client owns their brand, environment, and most importantly, all of their data. Furthermore, Venue Manager is the only company that offers a complete service, embracing ticket control, venue bookings, merchandise sales, and much more. Most competitors offer one or perhaps two of these services, meaning lots of integrations to other systems. Venue Manager, however, covers it all in one package and, as a result, can utilise customer data and insights across all touchpoints.

The company further sets itself apart through its strong core values. Transparency and openness are key – Venue Manager is clear about how it utilises the client's data and provides an honest and open service. It is with this firmly in mind that Venue Manager only promises its clients results that it can achieve. There are no false promises or exaggerations. Venue Manager has the ability to increase value and sales to attendees and sponsors, save its clients money, and develop its clients' customer bases, bringing them closer to their fans, attendees, spectators, members, and sponsors.

Each element of the business is supported by a team of industry experts, who are not only highly educated and skilled, but passionate. The majority of its employees are Danish, which provides them with an enhanced insight into the Danish market as it is something that they live and operate within. Venue Manager prides itself on the internal structure of the company – the team members are treated with a great amount of respect, which has cultivated a creative and efficient work environment.



Further, they are offered a great amount of freedom, as Venue Manager places a high level of trust in its staff.

Facing exponential growth throughout recent years, the company hopes to continue this trend into 2022 and beyond. With clients swooping in from Germany, the UK, and the United States, it is imperative that the company continues to innovate in order to ensure that this evolution is sustainable. Therefore, the company's plans for the future include furthering this success in a manner that increases the company's exposure around the globe. Ultimately, Venue Manager hopes to become frontrunners on the tech side of the event business – a mission that it is likely to accomplish over the next year or so.



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Pharmaceutical Company of the Year - Italy

A new light has been shone on the pharmaceuticals industry in the light of the COVID-19 pandemic. Leading the way forward in Italy is the team from AB Pharm. Their incredible work has brought them enormous success. In the European Enterprise Awards 2021, where only the finest industries in the business are recognised, we dig a little deeper into some of the secrets of the team's success.



Founded in 2009, the team behind AB Pharm have been involved in some of Italy's most renowned pharmaceutical achievements in the last ten years. The team's incredible efforts focus on the way in which human relationships and the pharmaceutical industry interact. Needless to say, this has brought about a more patient-centric approach which has been key to the team's continued success.

While the firm has grown significantly over the last thirteen years, the project has remained the same since the beginning. The AB Pharm team are committed to developing and marketing some of the finest pharmaceutical and nutraceutical products on the market. Key to this is not simply producing these products, but ensuring that medical practitioners are aware of the latest options on the table. Much of the work performed by the AB Pharm team revolves

around updating doctors on the most appropriate and scientifically correct use of active ingredients in order to protect and improve the health and well-being of their patients.

The AB Pharm team undertakes every aspect of production and many of their techniques can be identified through the high efficacy of their tested formulas. When medical professionals turn to a product from the team at AB Pharm, they know that it is going to work. The firm's specialism, therefore, is adding valuable tools to the options from which doctors can choose. To make the process easier for all, the team have divided their various products into thematic areas which are designed to respond to various health problems.

Amongst the products developed by the team are Synapsine tablets and vials, perfect

for treating issues with the central nervous system, visual features and acoustic features and various food supplements such as Reonat, Folamet and Sametil. These products have transformed the lives of so many people, allowing them to live healthier existences with the minimum of pain.

What is clear from the team's impressive portfolio of products is that they are committed at all times to the ultimate in pharmaceutical products. With their focus always on the human factor, what will help people in everyday life, their impact has been incredible. We celebrate the team's impressive success and look forward to their future triumphs!

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Best Mobile Advertising Platform - Romania

Keeping in contact is crucial to securing success in any business, but it can be a challenge in a world that thrives on instant response. SendSMS is a platform allows companies to automate their SMS notifications and Chat Messages and has brought them incredible success over the years. We take a closer look at the firm following its success in the European Enterprise Awards.

Since its establishment in 2008, SendSMS has been providing SMS Messaging Services for an incredible array of companies.

Over the years, SMS has proven to be a potent marketing tool, allowing clear and direct communication between the firm's clients and their customers. With direct connection to every local provider in Romania, and SS7 and GT connection over the world, SendSMS is the ideal partner for organisations that need high-quality SMS/RCS/Viber messaging services.

Putting incredible ease of communications at their client's fingertips has made SendSMS incredibly popular with companies across Romania. The firm's platform allows companies to automate their SMS notifications and chat messages across a range of different platforms such as Viber, Facebook Messenger and WeChat. Over the last thirteen years, SendSMS has been instrumental in the success of thousands of companies across Romania, and Europe as a whole.

The team's high-quality telecommunication solutions have multiple native integrations, facilitating an easy and automatic use/implementation, to a large number of companies worldwide. From eCommerce content management systems through to platforms for automation robotic processes, the company's practical approach ensures success on all fronts.

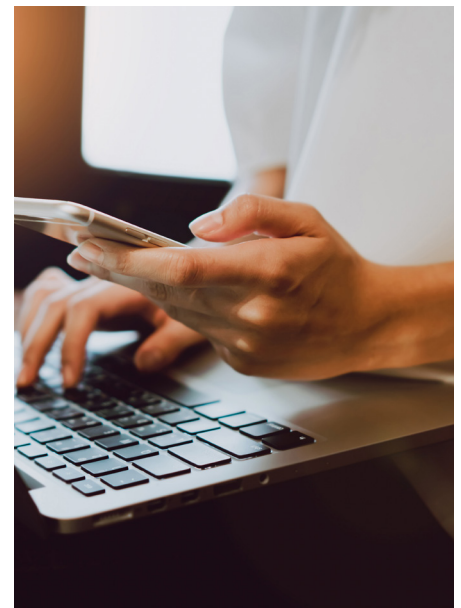
The success of the company is built on their commitment to performance, innovation and adopting new technologies as early as possible. SendSMS has provided numerous

firsts for the Romanian market, being the first multichannel notification platform in Romania, the first company in Romania to launch an SMS module for RPA from UiPath and the first company in Romania who launched RCS Business campaigns. All of these achievements set the team apart as a business which can offer its clients something that sets them apart from the competition.

The adoption of digital technologies within Romania has been accelerated considerably as a result of the COVID-19 pandemic. With people minimising in-person contact, digital communications and marketing have gained incredible traction. According to ANCOM, in Romania, fixed internet traffic increased by 51% in 2020, the highest in recent years, and mobile internet traffic increased by 30% in 2020, compared to 2019. For the SendSMS team, the growth in this part of the market represents incredible new opportunities for growth and development.

As a business based in Europe, SendSMS knows that its growth is not limited in any way. Membership of the European Union ensures free movement of labor, goods, services, and capital as well as free access to potentially 450 million consumers. It's a community built on stability, democracy, security, and prosperity, and these principles have driven a great deal of the growth of SendSMS.

The future of SendSMS is bright indeed, with plans to expand their impressive RCS Business notification service so that it can reach an international audience. The team are always exploring methods of expanding their portfolio of integrations with as many software solutions as possible. The team's current



success is built on the principle of no-code - low-code, and the intention is to continue developing SMS addons along these lines.

It's easy to see why so many organisations turn to the team at SendSMS. Their work is truly exceptional, pushing the boundaries of what SMS has to offer. In a rapidly growing digital economy, however, this growth is almost exponential. We look forward to seeing how the team reacts to the market as it evolves in the weeks and months to come.

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Best Global Business Aviation Consultancy 2021

Whether it's owning, operating or finding the right crew to fly an aircraft, it's worth referring to a team that knows how to find the best of the best. At Miralty Consulting, the best of the best is very much their business. It's an approach which has brought them victory in EU Business News' European Enterprise Awards, so we thought we'd take a look into how this high-flying team does it.

Those who turn to the team from Miralty Consulting are looking for one of three things. They are either looking for a team which can provide a full operational missions package, aviation experts who can provide a survey and audit on the potential purchase of an air craft or access to a network of some of the most exceptional flight crews in the industry. No matter what a client needs, Miralty Consulting has built its reputation on providing exceptional service at all times.

The world has accelerated over the last few years, and Miralty Consulting has sped up its processes to keep pace. Now one of the most agile businesses in the sector, the team has found a way forward that never compromises on integrity or professionalism. This dynamic mindset served the team well during the challenges of the COVID-19 pandemic. Whilst borders shut and aircraft were grounded, the team at Miralty Consulting focused on providing

a way forward for that industry that looked a little further afield.

From the outset of the pandemic, nobody was sure what was going to happen. The future was uncertain in the long term. In the short term, however, there was a demand for outside-the-box ferry flights, for additional crew retraining, for reactivity to help airlines ramp back up after restrictions lifted. As the new normal becomes clearer, however, it is clear that the aviation industry is one of those which will be forever changed. With an eye for reaction at the heart of their operation, however, it is clear that Miralty Consulting will survive long into the future.

The direction of travel for the firm is one which has the needs of Europe firmly in its sights. Airlines and private jet operators have had significant difficulties operating in and out of Europe due to the border closures, but the global nature of what Miralty Consulting have to offer sets them apart from the competition. Their outreach is truly international and means that no matter what their clients need, they can find a solution that fits.

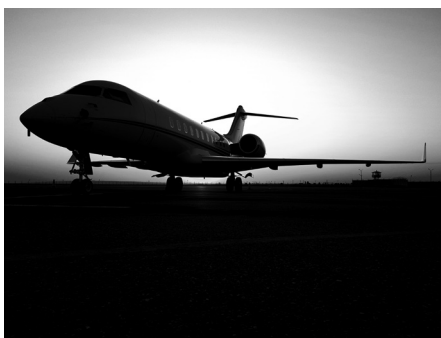
This new world of adapting to an unusual situation is likely to become the norm moving forward. More and more clients will be looking for out-of-the-box airline delivery solutions. Fortunately, this is a firm which thrives on this sort of approach. Alongside their new innovations, the team are developing their partnerships with other organisations such as Dutch Aviation Trainers. This will allow Miralty Consulting to offer type rating training. Crew



sourcing and vetting is certain to become a larger percentage of the team's work, simply because the experienced pilot market is shrinking.

The success of Miralty Consulting comes from their impressive eye for detail in every respect, ensuring that where the aviation industry must push forward, they are pushing the hardest. Their innovative ideas and client-focused solutions have brought them incredible success during an unprecedented time of crisis. As the situation continues to evolve, and the airline industry with it, they are certain to remain at the forefront. Where only the best will do, the Miralty Consulting team are always on hand to provide.

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Best Global Agricultural AI Solution 2021

Changing the world through revolutionary technology, Cognitive Pilot is a leader in the European AI industry. Across a plethora of sectors, Cognitive Pilot has built technology that aids in the optimisation of processes, this includes the Cognitive Rail Pilot, the Cognitive Tram Pilot, and next-generation sensors. The company is headed for a fascinating future as it plans to delve into the relationships between humans and robots.

Cognitive Pilot, a company stemming from Russia, is one of Europe's leading companies specialising in the development of AI-based software for autonomous ground transport, including rail and agricultural machinery. Operating in Russia, Netherlands, China, South Korea, Germany, France, United States and Latin America, it is clear to see that the company provides innovative solutions around the globe. Indeed, the company has worked on ground-breaking projects that have changed numerous industries for the better.

Be it working with Russian Railways to develop an industrial autonomous driving system for road switchers and locomotives or creating the world's first industrial autonomous driving system for combine harvesters that needs no GPS or RTK, Cognitive Pilot works to optimise industry processes. Its products have changed the lives of many – it is on a mission to make the world more convenient, safer, better quality, and more efficient using new artificial intelligence technologies. Through Cognitive Pilot's solutions, autonomous transport will become safe and convenient, smart combines will harvest more crops, farmers will see an increase in yields, and robotic agricultural machinery will be able to work in areas that are difficult for humans to access.

The shining star within the company's inventory is the Cognitive Agro Pilot – an AI-based crop-harvesting assistant. There are numerous benefits that come along with the new technology, including an 8–13% reduction in direct crop losses, and up to 5% reduction in fuel consumption during harvesting, as well as analysis of crop yield

maps and harvesting modes for next-season planning. A world first, Cognitive Agro Pilot sees and understands the situation while driving and eliminates unnecessary passes. The system analyses its path through a video camera, and using a deep learning neural network, determines the types and positions of objects in the direction of movement. From there, the system formulates the trajectories of the combine and transmits the necessary commands to perform manoeuvres.

Such innovative projects rely on the motivation and determination of the company's team. As pioneers in the industry, it is imperative that the staff remain engaged and passionate over the long-term. Henceforth, Cognitive Pilot views its developers as 'like gods,' as they turn thought processes into industry-changing products. These ideas are strongly encouraged within the company, and as a result, it uses self-realisation as a key motivator for its staff. It pushes its staff to collaborate, be creative, and, ultimately, enjoy what they do.

Further, the company greatly benefitted from the increase in demand caused by the Covid-19 pandemic. Whilst many industries struggled to maintain momentum, the AI world took off, as automated operations grew more and more necessary to keep society afloat. The boom was especially seen in the agricultural sector due to the decrease in external labour. During the pandemic, Cognitive Pilot was able to launch the industrial use of autopilots on combines in 35 regions of Russia and began to form a dealers' network in the USA, Canada, Brazil, Argentina, as well as numerous Commonwealth of Independent States countries. As such, the company rose to



Olga Uskova, CEO of Cognitive Robotics, and the company's self-driving combine harvester after a successful fieldwork

a new level of success, taking over the international markets.

Of course, the future is destined to be filled with triumphs. With numerous plans in the works, 2022 is packed with projects for exciting new products, including tractors, irrigation, and other agricultural equipment. Additionally, outside of agriculture, Cognitive Pilot is engaged in the construction of neural mechanisms for controlling complex systems. Noting that one of the most important issues involving the interaction between a human and a robot is the imitation of sensory sensations, the company is opting to focus on developing artificial vision. From there, it aims to explore tactile sensations within artificial intelligence, and develop ground-breaking technologies to enhance this area.



Best Greetings Card & Stationery Design Studio 2021

Filled with magnificent designs and lively illustrations, Lagom Design Limited is the go-to online store for all your stationery and greetings card needs. Not only are the company's products beautifully crafted, but they are also sustainable – in turn, benefitting the customer and reducing the company's carbon output. For over a decade the company has been turning heads and, consequently, it serves as no shock that the company is an industry leader.

Whether it is to say, 'Happy Birthday,' or, 'Congratulations,' a handwritten note can make the moment all the more sentimental. Writing is a way to express emotions that you cannot say face-to-face, it is an act of catharsis that supplies a wealth of benefits to the mind and soul. Moreover, writing by hand makes the note feel personal – as if an abundance of time, thought, and care was poured into each word. Henceforth, greetings cards have become an increasingly popular method of doing this, and as a result, it is vital to find the perfect one. Indeed, from funny images to hand drawn designs, there is something on the market that fits every occasion.

That's where Lagom Design comes into play. Since 2007 the company has been producing luxurious cards and stationery, which have been inspired by an appreciation of art, design, and craftsmanship. Such passion is reflected in the company's name, as 'Lagom' is a Swedish word that describes the feeling when something has 'perfect balance' or is 'just right'. This word perfectly encapsulates the essence of the company – from the excellent customer service to the designs featured on the cards, everything is 'just right.'

Founded in Paris, the company's mission was to renew the focus on quality print and design, an art that was becoming lost in the age of mass media. The company believes that there's something special about greetings cards, stating that the experience of receiving one is 'something that you can't emulate digitally.' Coming from humble beginnings, the company has since created products for over 22 different countries, and has expanded its range to include notebooks, wrapping paper, and giftbags. Lagom Design is the home of

premium quality products perfect for all your gift and card sending needs.

Lagom Design works with a plethora of designers from around the world. In turn, this ensures a wide variety of illustration styles are always available. Lagom Design's long-standing award-winning Swedish designer, Hanna Werning trained as a graphic designer at Central St Martins College of Art & Design, London before going on to enjoy an illustrations career in media and retail. Hanna's design inspiration comes from taking forms and colours of nature giving them a twist, creating inspiring shapes and exciting colour pallets to Lagom Design's newbies, such as Linzie Hunter, a Scottish illustrator and author based in Peckham produces hand-lettering for book covers. Her work is sweet, vivacious, vibrant, and full of life – making it perfect for Lagom Design's diverse and colourful collection to Caroline Dowsett, a young artist from Manchester who is literally painting her city in all colours of the rainbow, Formal study did not fulfil her need to draw inspiration from the broader cultural scene of the city and at 22 she left university and rented a studio at Islington Mill. The former cotton mill, now a working hub of creatives, including grime musicians, screen printers, ceramicists, and painters

It may come as a surprise that such high-quality stationery products are affordable, and that they compete with the prices found in high street retailers. Yet, unlike its high street counterparts, Lagom Design has an enormous focus on sustainability, utilising accredited sustainable and recycled papers, smaller page sizes, and reduced weights where possible. Additionally, during the printing process Lagom Design uses biodegradable thermal lamination, vegetable-based printing inks, and chemical-free thermal



plate-making processes. Further tying in with the meaning of 'Lagom,' the company provides a high-quality service to its clients without it being at the expense of the environment.

Across the internet, happy customers can be found. On Trustpilot, the company has averaged a 4.9 rating across 693 reviews, earning it an 'excellent' ranking. "I bought a collection to last me over a decent stretch of time as I know I don't want to compromise and have to pick up another brand on a last minute occasion," commented Laura Jolly, who labelled it as a 'go to brand.' Complementing the products, another customer, known as June, said, "These cards are weighty, colourful and well thought through. It's a pleasure to send them."

From sustainability to a long line of happy customers, it is understandable why Lagom Design is deserving of the title Best Greetings Card & Stationery Design Studio 2021. Reviving the art of handwritten notes, Lagom Design is a company that prioritises the beauty of illustration, providing exquisite cards at a fair cost.

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Best Emerging Coffee eCommerce Platform - UK

For many people, coffee lies at the heart of how they operate. The team from Bean Inside Central are the people who make sure that they get the brews they deserve. With an incredible ecosystem of select coffee suppliers on hand at origin, they achieved enormous success in the European Enterprise Awards 2021. We dig a little deeper into the secrets of their success to find out more.

When looking for the perfect partner who has committed themselves to finding the ideal cup of coffee, the first port of call must always be the team at Bean Inside Central. For individuals and establishments alike, the team's incredible selection has opened the door to new joys on tastebuds across Europe.

The team's success is built on their innovative and forward thinking approach, which embraces the potential of a complex ecosystem of select coffee suppliers. Instead of referring to other organisations, the team at Bean Inside Central go right to the source and are able to find the perfect coffee beans at the perfect price. With such ease of control over the supply chain, it's easy to see why the team are trusted to deliver a service that has enormous impact and can satisfy the curiosity of even the most experimental of coffee drinkers.

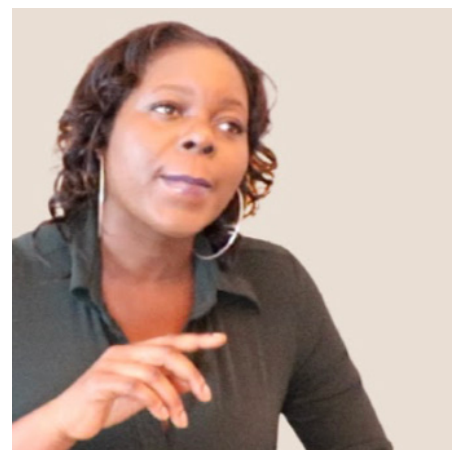
Whilst such a system depends on the

relationships the team has developed, the strength of the firm comes from the way in which it uses technology to achieve this. For the team at Bean Inside Central, tech is the future when it comes to creating a coffee ecosystem that is sustainable and able to satisfy the needs of any customer that might turn to the firm. With so many options out there, it's to the team's credit that they have been able to grow such an impressive range of options.

For the Bean Inside Central team, the last few years have seen many challenges. But for them, challenges simply mean opportunity. Based in the UK, they have seen both Brexit and the COVID-19 pandemic in short measure. Both have brought chaos to many people's plans, but from chaos comes opportunity. The idealistic approach of the team has been crucial to leveraging the incredible potential that the market has thrown at them.

The decision to follow a path that embraces the potential of the digital market has been key to reaching out to new customers and the team can be found not only on their website, but through Twitter, Tiktok and YouTube. Needless to say, using these channels has broadened their audience considerably, allowing them to reach customers around the world who are looking for coffee experts.

The success of the team behind Bean Inside Central is extraordinary, and a credit to their innovative mindset that puts good product first and foremost for their customers. By using technology, they have reached out to new audiences and are able to manage their supply chains with ease. We celebrate their incredible success and cannot wait to see what they achieve in the future.



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Most Elegant Interior Designer (Central Europe): Dominika J. Rostocka

The world of interior design is inspired by years of gaining knowledge and expertise. For Dominika J. Rostocka, her journey along this path has led her to international recognition for her work. These incredible results have delighted clients and pundits alike, leading to her remarkable success in EU Business News' European Enterprise Awards 2021. We take a closer look at Dominika's work to discover more.

For over twenty years, Dominika J. Rostocka has delighted clients with her incredible concepts and exceptional designs. Having graduated from the Faculty of Architecture and Urban Design at the Krakow University of Technology, with accreditation from the Royal Institute of British Architects, Dominika has led the way when it comes to the execution of leading design.

Key to her success is an eye for detail that is unsurpassed. With artistry at the core of her work, it's easy to see why so many turn to her when they need an interior that flows as part of their own lives. Many operate in the field of interior design, but Dominika has supplemented her skills with courses in the field of handicraft, drawing, and painting. Her passion for stylistics and design feed into all of her projects, and she is always exploring the latest trends leaving Paris, Cologne, Milan, or Moscow.

Over the years, Dominika has completed hundreds of projects, using a wealth of knowledge built on these incredible sources of knowledge. The luxury homes that she works within are based across Poland and the wider European continent. Often, these projects are in homes which are historic and liable to fall into disrepair. Finding a person who is passionate not only about their restoration, but about implementing a restoration policy that is sympathetic to the original intention of the designer is crucial. Dominika is a designer who pays attention to the details which



distinguish a location and works tirelessly to enhance and support what is already there.

The eye for detail which defines Dominika's work means that she is always looking at new ways forward. As such, each project has its own unique approach which defines it. Through these unique approaches, however, a thread of consistency is clear. No matter if a project is to embrace the airiness of a large bedroom with open windows or to hunker down into a homely living space set apart from the troubles of the day, she finds a way to make it entirely her own. What is certain is that there is no limit to her design prowess and this has been the key to her continued success.

Interior design is an incredibly intricate area, and it is constantly moving forward. When clients turn to Dominika J. Rostocka, they turn to someone who thrives on the details and who embraces the possibilities of what could be. Her work is truly exceptional, justly renowned throughout the industry. We celebrate her tremendous achievement over the years, and look forward to what she designs in the future. Her work has a style all its own, certain to be studied and designed over generations to come.

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Best Travel Design Technology Company - Southeastern France

The aviation industry is constantly moving forward, and a technological revolution forms the heart of this movement. The team at MILANAMOS have made their name by taking an increasingly complex ecosystem and using technology to simplify it. Their achievement has been recognized by the team at EU Business News in their European Enterprise Awards 2021. We dig a little deeper into their success.

When it comes to route planning, optimization is key. Whilst this sort of work might have been performed by numerous technicians in the past, many companies simply don't have the resources for this. A low-cost technological solution makes finding the optimal way forward possible for anybody and the team at MILANAMOS are committed to delivering it.

The firm's flagship product is AIR.PM, designed to coordinate and optimize fleet planning, network development and operational costs, while enhancing profitability and delivering tangible and concrete results. The secret to this remarkable innovation is the platform's ability to integrate more than 300 different sources of market information and build a plan out of it. MILANAMOS has quickly grown into the largest database designed for

the travel industry, making it a boon to those who are looking to use its services.

For airlines, the use of MILANAMOS is likely to become essential. Instead of following regular economic cycles, the industry faces a future of disruption accelerated by the COVID-19 pandemic, but driven forward by environmental solutions and a technological revolution. To combat the new challenges facing the sector as a whole, AIR.PM has been designed to incorporate openly accessible information, collaborative decision making and advanced algorithms that will secure new heights of success.

Technology obviously lies at the centre of the business, but it is in the field of Predictive Mobility that the team has been able to thrive. This has seen the team partner up with international consulting companies

and universities to stay at the technological forefront of what services they can offer. The use of Big Intelligence (Big Data and Market Intelligence), Agile Optimization, and Forward Simulation is vital to this approach. The MILANAMOS forecasting solution is the only one to integrate six complex models, for the ultimate in reliability. They are always exploring the possibilities, not only of what technology can provide today, but of what it will be able to offer in the future.

As such, the team's success comes from their ability to account for what is yet to come. Whilst recognized within the pages of EU Business News for their technological mindset, they have won numerous awards in many international innovation competitions. MILANAMOS has been listed in the Top 10 Worldwide Big Data Solution Providers 2020, won the Innovation Challenge 2030 in 2014, is a proud member of the European Union Research Center in Mobility, and holds membership of both the Artificial Intelligence Community and the AGIFORS. Leading the way forward through working in circles such as these has been a formative part of the business's approach.

Few can argue with the remarkable success of the MILANAMOS team, with their approach guiding the aviation industry forward to its future heights of success. In a world that is constantly changing, this is a business that is not only accounting for change, but anticipating it. We cannot wait to see what they do next in this exciting and dynamic industry.

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Industrial Packaging Circular Economy Innovators of the Year 2021

A pallet and logistical management group that is cutting down on waste, inefficiency, and manual mistakes in the shipping world, Ponera Group is showing an old industry a variety of new tricks. Bucking the trend of sticking by standardised pallets simply because they are the standard, this young start-up wishes to take its industry into the future one shipment at a time by bringing to light the benefits of a modular system, benefits that improve the business of the client, satisfy their end customer, and reduce the impact of shipping on the environment.

Ponera Group is a provider of a smart modular and digitally enabled industrial packaging solutions. Fundamentally, this digital packing service boasts modules that can be used to create any of pallets and crates that use Internet of Things sensors in order to provide real-time data on shipments with the end goal of further increasing the transport efficiency of its clients' businesses. It does this by the effective use of data science, specifically. In essence, it facilitates circular logistics and delivers unprecedented efficiency and transparency in freight logistics, with a continuous vision of transforming one-time uses of consumable packaging material into valuable operational assets, orchestrating an effective sharing economy in order to provide activity-based digital services.

Increasing the efficiency of processes linked to industrial packaging and shipment is something that it is incredibly passionate about, and something that it sees making all the difference in the logistical world moving forward, especially thanks to the disruption the pandemic has caused across the board. It is no longer feasible to rely so heavily on manual management, especially with so many other processes to worry about. This is where Ponera's help is invaluable, as its multiple patent applications cover both utility and design in national entries phases, and it has five industrial pilots which started in 2021 where more than 2000 pallet modules are in circulation in its client's infrastructure.



Therefore, it has been able to gain notoriety in serving a wide variety of different companies, its supply chain having been set up for the first stage of commercialisation and able to deliver over 100k pallet modules in total, enjoying certification in both ISO9001 and ISO14001. Its traction as a start-up has also been noted amongst a variety of European companies who are now partnered with Ponera, helping it to further keep its finger on the pulse of the latest developments and innovations in its industry such as those focused on reducing the wood waste of standard pallets by way of the smart modular packing system, providing any sizes in terms of surface area.

Increased modularity also increases efficiency, effectiveness, and reliability of the

pallets proper, with a decrease of up to 90% on total cost ownership of packaging material and a 60% decrease in pallet weight, alongside environmental benefits from waste reduction and increased efficiency. Additionally, despite being a young company, Ponera has wasted no time in establishing itself as a client-focused and dynamic team of creatives, ready to solve the shipping world's next big challenge with tenacity and diligence, and forever improving its own environmental and social responsibility as it moves forward into 2022 and beyond.

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Best Arts & Crafts News Platform - Spain



When you need inspiration and a spectacular product that could bring your home together, look no further than the online magazine La Voz de las Costureras. It attracts many and keeps their creative fire fed whilst sharing a plethora of excellent creators. Here we speak to Author and Director of La Voz de las Costureras ‘The Voice of the Seamstresses’, Noemí Martínez, to find out about this glistening collective of dazzling creations.

To begin with, Author and Director Noemí Martínez tells us that the online magazine La Voz de las Costureras, ‘The Voice of the Seamstresses’, is a magazine that encapsulates the spirit of the otherworldly creations of the textile world. She says, “La Voz de las Costureras is an online magazine with a wide variety of clients, from artisans who advertise their products and services to companies related to the world of textile crafts.”

With eyes on the prize – with the end goal of providing others with access to intricate and delicate, bold and beautiful design inspiration and products – Noemí shares, “Our main objective is to value textile crafts as a form of wealth on many levels: economic, social, and spiritual. We want to publicize not only a type of economy, but also a sustainable way of life.”

The origins of La Voz de las Costureras comes from a very sweet place. From the heart. “The Voice of the Seamstresses is a very personal project, born as a tribute to my mother and other women like them, who have generated wealth through their know-how and manual skill. An intangible but essential wealth for society,” Noemí explains.

On her website Noemí shares this with us, “In this blog I usually speak in feminine because my background is. This tradition that I honor is born and transmitted through the women of my family, both maternal and paternal. And I suspect mine is not an isolated case. I see that this has been a feminine trade – a work around which women have gathered over the centuries, always after attending to their many obligations. I feel that sewing is a delicate work that is not only of necessity, but also of love.” Although she is aware that it isn’t a completely female craft, she is speaking from experience and for the many voices of women out there who enjoy what they do.

La Voz de las Costureras comes from a very tender place indeed and, as a result of this, it has caught the attention of many women who have had their skills passed down to them through generations of attentive and creative women.

“The Voice of the Seamstresses is a small project that currently does not need more staff for its development. But we are clear that the people involved in the website must have among their values the commitment to sustainability, slow living, and respect for the phases of human life – birth, growth, old age and the notion that no one is left behind for not generating income at any given time. Collaboration vs. competition,” Noemí warmly expresses.

Since its inception, this site has built up a brilliant reputation and has widened the spectrum in the community. Noemí believes, “the soul of the page is what distinguishes it from its potential competitors. At La Voz de las Costureras we don’t like to talk about competitors, since we believe in collaboration as the axis of the economy. We strongly believe that more wealth – in the broadest sense of the term – is created through collaboration than through competition.” By



bringing women together she is weaving the cloth of partnership, appreciation to eradicate the competitive atmosphere that sometimes develops among women.

Noemí makes a conscious and heartfelt effort to keep everything moving smoothly for the many women around her that wish to showcase their craft. The pandemic hit a lot of industries hard and has threatened to close down everything that Noemí has been building.

Noemí shares, “Morally it has touched us in such a way that we were considering the possibility of closing the website. However, during the pandemic we realized that the values that we spread with our articles had been put into value for social groups that lived on the fringes of this trend. People once again value slow living, individual creation and care as essential values, and that encouraged us to continue. Although at the moment we do not have a future action plan, we continue as we were born improvising day by day.” For the future, she is going to be working hard on becoming a constant in the ever evolving and constantly morphing industry.

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