

Manifesto: innovation against the pandemic

COVID-19 has significantly affected AlgaEnergy, like all companies and in particular SMEs. In times of crisis, innovation suffers the most, while forecasts and budgets become short-term. At AlgaEnergy we have always had a long-term vision, and we are convinced that only through innovation -which often arises out of necessity-, will we be able to move forward strengthened and generate a more prosperous country, more sustainable development and a better world. In this sense, we flatly refuse to be dictated by pessimism, on the contrary, we have put in place a package of measures so that the crisis does not stop us, some of which are listed below, and which we share in the hope of being able to inspire other innovative SMEs:



We reject the option of carrying out an ERTE (temporary lay-offs), which would affect personnel whose activity has been reduced the most. At AlgaEnergy, the priority is the people, all the people who work in the company, since our human team constitutes the main asset of our company, and we are all in the same boat.



Our office staff has been carrying out their work from home even before the Royal Decree declaring the State of Emergency, having enabled all the necessary resources. This situation will continue until we consider it safe to return to the offices, at which time we will also apply the tightest security measures.



Additional measures have been implemented to stimulate teleworking staff and to generate optimism in the difficult context that we have had to live through, such as: daily virtual coffee at 11am, an offer of online courses, an offer of professional emotional support, creation of participatory videos, etc. Although in different ways, confinement undoubtedly affects everyone's emotional level, especially one that has gone on for so long.



Business lines considered non-essential, have been paused. However, our production staff in Cadiz and Madrid, which is linked to the agrifood chain, continues with its activity as it is considered essential. All security measures taken have been exhaustive, equipping personnel with all kinds of PPEs (regulatory masks, gloves, overalls, face shields, hats, etc.), spacing shifts to avoid contact, hiring weekly disinfection services, educating staff to implement safety and hygiene protocols, etc.



Personnel who could be on sick leave due to COVID-19 have 100% of their salary guaranteed. Likewise, staff who are not on sick leave but are advised to stay at home because they have been in contact with sick people, will remain at home and will also receive their entire salary.



The personnel who cannot telework, and who nevertheless go to carry out their production work daily assuming a risk, will be rewarded for their exemplary behavior through a regulated bonus system for productivity, transparent and equal for all, regardless of their category and contract.



Collaboration with the authorities in initiatives that help the most vulnerable or disadvantaged, through donations of microalgae products that can generate a positive social impact (biostimulants to improve the productivity of farmers, nutritional supplements that strengthen the system immunological for health personnel, etc.).



Last but not least, as a company that has a strong R&D component, at AlgaEnergy we have just approved an intense R&D plan for the next 4 years, which involves considerable efforts invested in the development and exploitation of the immense potential of microalgae related to health:

- AlgaEnergy has already obtained positive results in a clinical trial carried out by the University Hospital of La Paz (Madrid) with different types of microalgae produced by AlgaEnergy, carried out with a group of chronic patients with Metabolic Syndrome (obesity, high blood pressure, fatty liver etc.), in which it was confirmed that the daily intake of a few grams of these microalgae rapidly improves the predictors of cardiovascular risk, reducing blood pressure and lipid profile and decreasing the serological values of low-density lipoproteins (LDL-C) and triglycerides, also generating a reduction in body weight. In view of these results, AlgaEnergy will extend these clinical trials with the aim of generating more information and consistency, and putting on the market natural, sustainable, innovative and effective solutions that can contribute to improving the health of society.
- However, in the current context, and having studied and confirmed for decades the antiviral potential of microalgae, AlgaEnergy and several universities have proposed a joint project to the Government to verify, through in vitro tests, the potential inhibitory activity of some extracts of microalgae on the coronavirus input protein in epithelial cells.

COVID-19 affects us all, but together we can stop it. At AlgaEnergy we are convinced of it, and so we contribute with everything within our reach. If we all maintain this attitude, we will overcome this situation quicker and with greater guarantees of success.