

“WHO CARES WINS”

Moving together
towards a sustainable future



2024

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Free to choose the temperature of the future

“If you really think the environment is less important than the economy, try holding your breath while you count your money.”

Guy McPherson,
biologist and evolutionary ecologist



2022 was the hottest year ever recorded on Earth. And 2023 may well beat that record. Alongside the global warming and its extreme effects, we are witnessing ‘sociopolitical heating’ in the planet’s most critical areas that have global consequences: poverty and inequality, mass migration, wars, and recession. In order to reverse this trend that has already been going the same way for decades and in order to hand over an inhabitable Earth to future generations, the ethical and ‘three-dimensional’ concept of **sustainable development** has come into its own: the **economy** (1) has to have a minimum impact on the **environment** (2) and cater for the needs and dignity of individual members of **society** (3).

In 2015, the UN’s Agenda 2030 set the **17 SDGs-Sustainable Development Goals**: the still distant sustainable development goals. The UN’s 2004 *Who cares wins* report coined the acronym **ESG** (*Environmental, Social, Governance*) that addresses the above three dimensions and focuses on the governance of the economy. The ESG approach is today increasingly woven into the culture of companies that have espoused sustainability. Brovedani is one of those companies. It has decided to build on a vocation that is already present in the Group, consolidating it through a methodical path. The partner Hydra and the Alto Adriatico Technological Hub will travel along this road with us to operate and improve in **eleven areas of action**: in the three ambits *E-Environmental, S-Social, G-Governance*. Concrete actions will be implemented, with a strategic plan and towards a sustainability budget. It will nevertheless be essential to bring something of our own into this process: that Brovedani Spirit that is the **desire to move and change TOGETHER**. We are free to choose the temperature of the future. But as the thinker Giorgio Gaber sang, and as Aristotle and Thomas Aquinas knew before him, ‘freedom is not a free space’; ‘it is not a gesture or an invention’. ‘It is not even an opinion’. **‘Freedom is taking part’**.

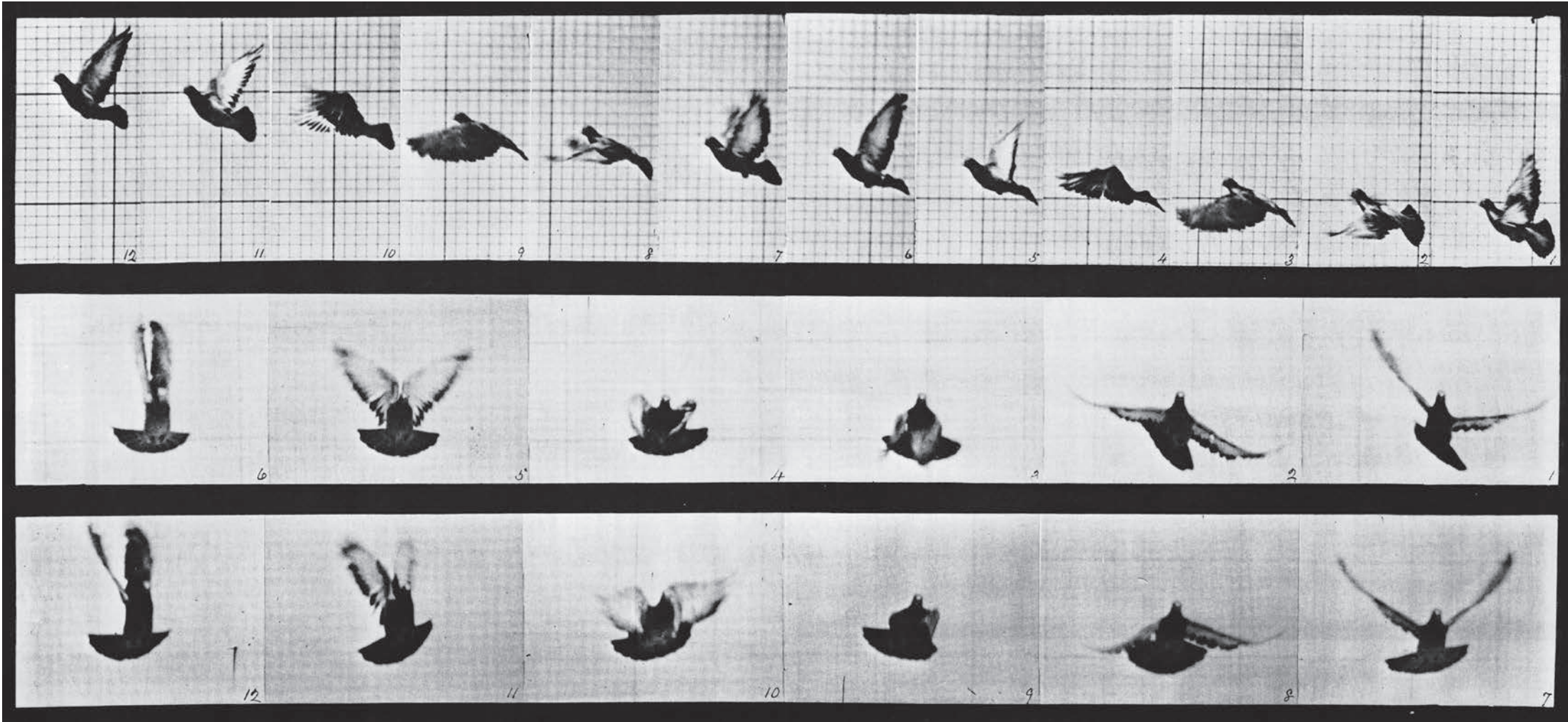
Back to the future: an innovative style choice for the 2024 Calendar

As we have said, when embarking on the ESG path, we immediately realized that Brovedani was already travelling along this road with its own “instinctive” sustainability kit. The future, the “real” future, can in fact be constructed only on the basis of a consolidated past: of values, conquests, ideas and inspirational facts. The Calendar seems to go back in time, apparently contrasting with the proposed topics: it takes us back to topics and moments of a past and present that link us inspirationally to an ESG tomorrow. We discover that at the end of the nineteenth century electric cars were touching 100 km/h or that gender equality would be unimaginable without the suffragettes.

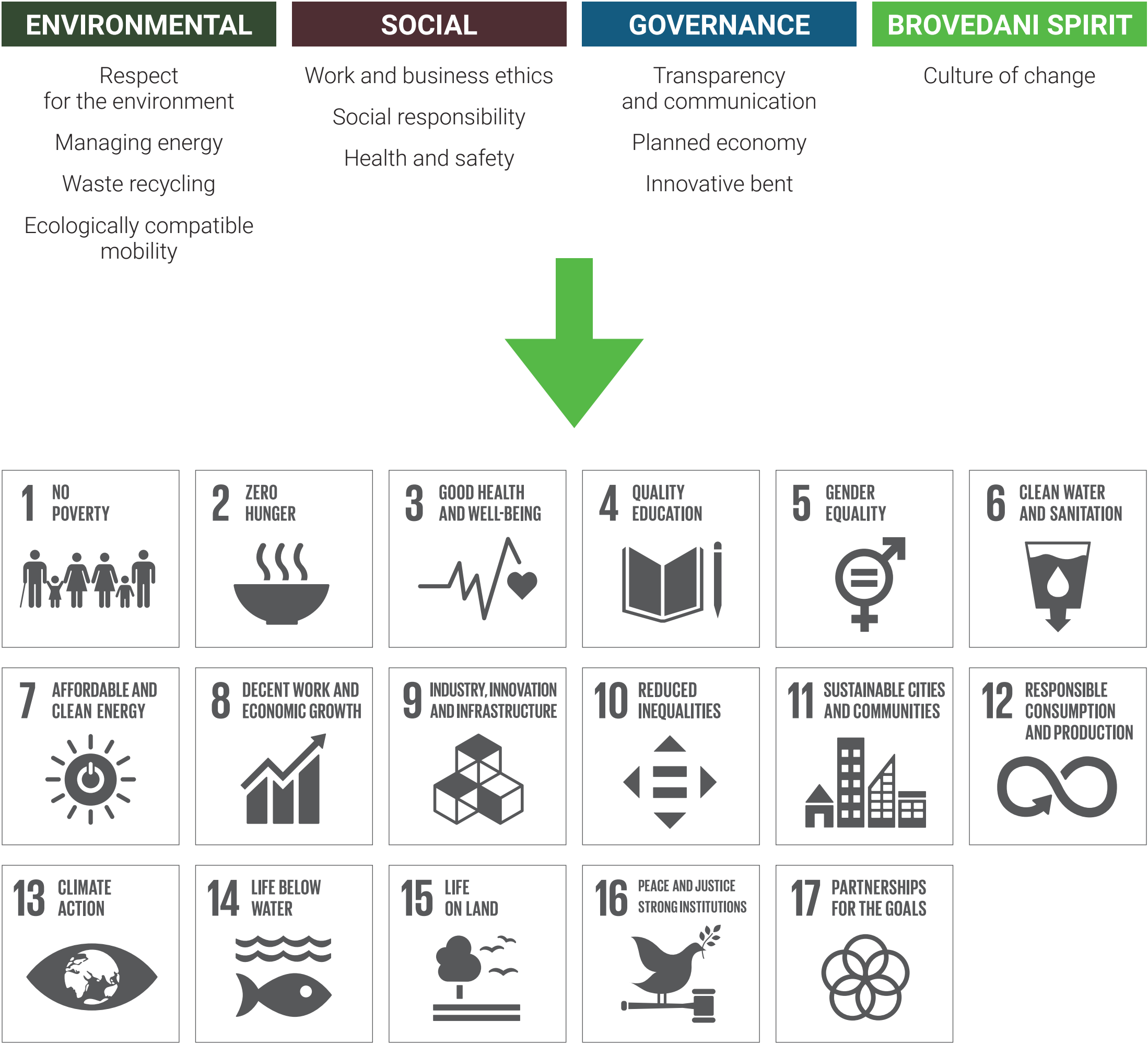
A return to the future that we wanted to imagine and show with black and white photographs: for the first time in 52 years of Brovedani calendars. Doing old things in a new way (or doing new things in an old way): that is also innovation!

Animal locomotion. On the cover, an 1881 chronophotographic study by Eadweard Muybridge (1830 – 1904) consisting of consecutive photographs of a pigeon in flight that together create the impression of movement. This revolutionary technique would make motion pictures possible.

Science History Images / Alamy Photo Stock



The ESG path followed comprises 11 areas and is inspired by the change culture that drives Brovedani.
The objective is to contribute to the sustainable development defined by the 17 SDGs of the Paris Agreement.



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january 2024

The first space walk by an American astronaut.
Gemini Mission, 3 June 1965
Archivio NASA / Alamy Photo Stock

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E RESPECT FOR THE ENVIRONMENT

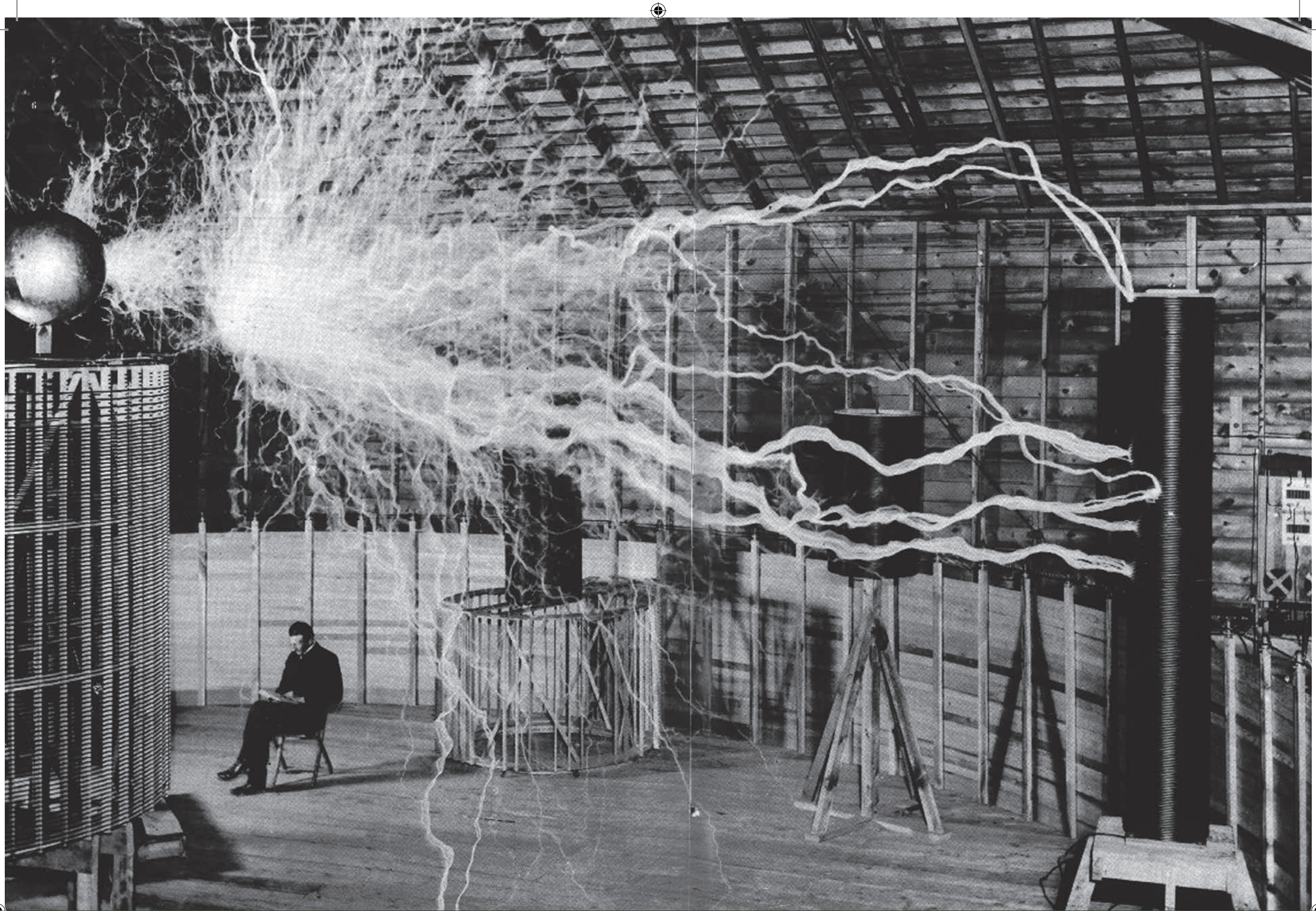
For Brovedani, the environment has always been a space for vital coexistence, to be maintained and cultivated conscientiously and responsibly. That's why the Group has for decades invested strategic resources both to deal with the main critical points and to consolidate sustainable practices. Brovedani was one of the first to introduce systems and processes with a low environmental impact or to have its management system registered to ISO EN 14001 by an outside body. More recently, it has taken measures to optimize water consumption in the productive process, and today it is monitoring its carbon footprint, which it has greatly reduced over the last two years and is now well on the way to becoming a carbon-neutral business. However, in the near future, analyses and actions must be part of a more 'organic' picture. Achieving the goal of net zero emissions that goes beyond the bounds of the single company and involves the entire value chain: from suppliers to the people who use products with Brovedani components. Such a radical change of course must also include infrastructure solutions to adapt to climate change. The environment is in fact a wonderful resonance chamber reflecting human action and inaction that is crossed by a red thread that makes a multitude of responsibilities vibrate: with amplifications that we must focus on limiting but which we also need to learn to defend ourselves against.

The fine
balance that
links
our fate
to the Planet

“When creating the world, God used mathematics well.
(...) If you pick a flower from the Earth you will move the most distant star.”

Paul Dirac, physicist and thinker





february 2024

Advertising photograph of the Croatian physicist Nikola Tesla (1856 – 1943) in the Colorado Springs (United States) laboratory with his “magnifying transmitter” that is able to generate millions of volts. The image is a photographic trick obtained through double exposure.

Science History Images / Alamy Photo Stock

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E MANAGING ENERGY

Energy efficiency and renewable sources is the combination that opens the doors to the future. The ‘calling’ to make processes efficient has enabled Brovedani to reduce consumption and costs, following the lean practice of not wasting, of following the shortest path between two points, which has now become a ‘hallmark’.

We have also taken major steps towards procurement from renewable sources. The Modugno facility has been equipped with photovoltaic systems. The alternative energy agreement in Mexico means that part of the energy will be procured from clean sources. At San Vito al Tagliamento in Italy, Brovedani is one of the promoters of an innovative project for self-sustainability for the entire Ponte Rosso Industrial Area. The recently designed Querétaro and Galanta facilities comply with modern energy efficiency standards. This engagement on many fronts has to on one hand fill the ‘physiological’ gaps between the various units of the Group. One the other hand, a shared culture and practice will need to be consolidated: making methodical attention to electric power costs and consumption part of industrial processes. Setting goals for reducing emissions from energy consumption. Making periodic audits. Gaining certification to start up and improve an in-house environmental management system. As has already happened at Brovedani, conveying the energy of several virtuous sources in a single change flow will be decisive.

“The Stone Age did not end because we ran out of stones; we found better solutions. The same opportunity lies before us with energy efficiency and clean energy.”

Steve Chu, former US Secretary of Energy

Renewable
efficiency: the
inexhaustible
source
of the future





march 2024

Dolaikhal second-hand car parts wholesale market.
Dhaka, Bangladesh, 4 July 2022
Md. Noor Hossain / Alamy Foto Stock

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E WASTE RECYCLING

Waste management is a global challenge that encompasses the product’s entire life cycle. The impact of eight billion consumers, the proliferation of ‘indestructible’ materials, and harmful or criminal waste disposal mean that a radical paradigm shift is needed to address the problem. From a linear economy model of ‘extract, produce, use and throw away’ to a circular economy model based on savings in production, exploitation, reuse of products, and recycling of materials; but also repairing, sharing, hiring and lending. A model that ‘rejects the concept of waste’ to rethink it as a byproduct and regenerate it as a value.

This approach is now part and parcel of Brovedani’s corporate culture. The ‘privilege’ of transforming metals, which are naturally recyclable, is a spur to inventiveness in other areas: optimizing the use of raw material and minimizing off-cuts. Creating reusable packing. Reconditioning machines and production systems creatively.

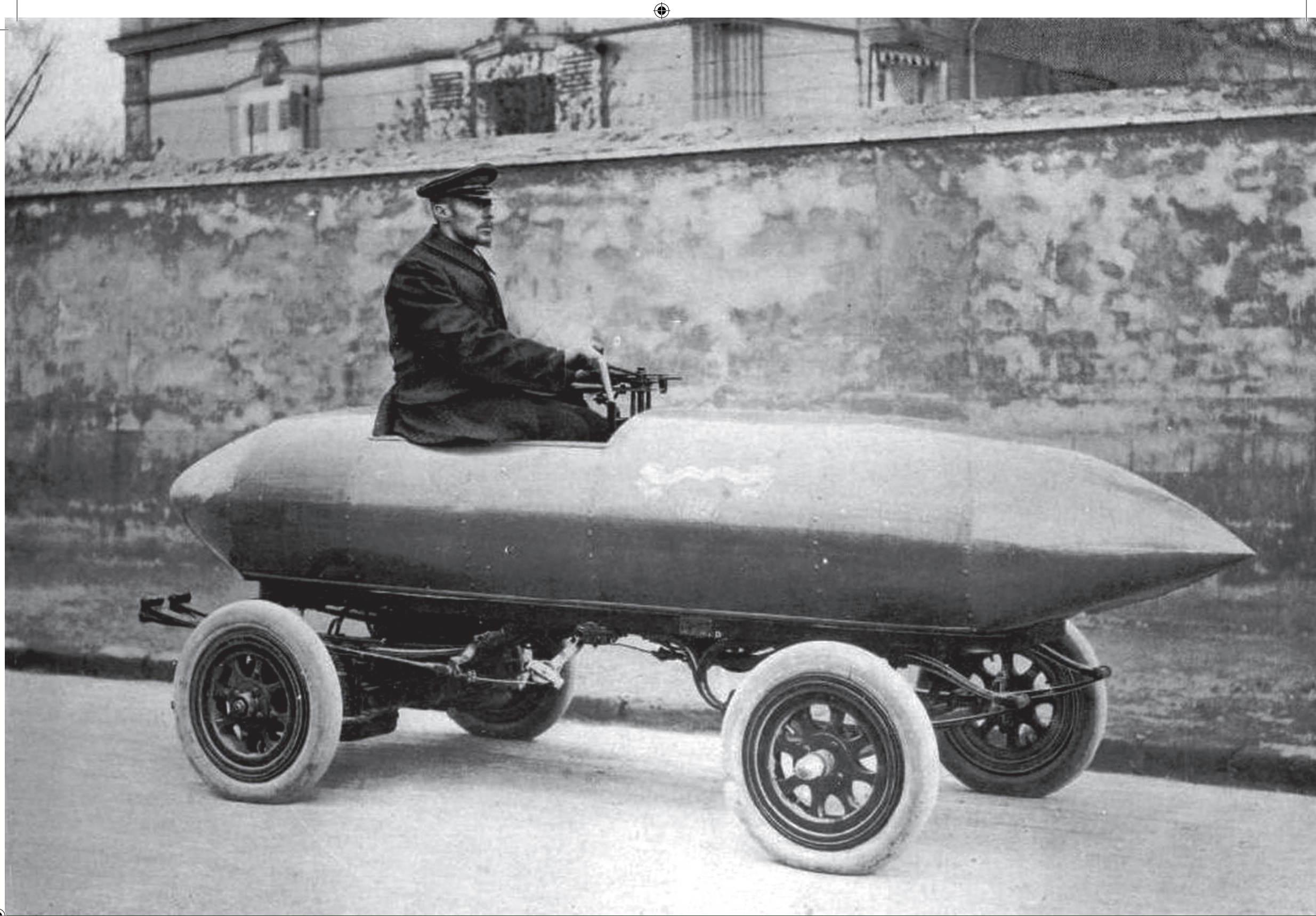
The Company has complemented these ‘native’ skills with practices and methods for managing waste correctly. It has drawn up an annual plan for cutting down the amount of waste, with particular attention to hazardous waste and their hazard rating. It has defined responsibilities in the area.

There is still a long way to go in the future but the ‘circular direction’ taken is the right way to go. The continuous rebirth way suggested by Lavoisier.

Circular
economy:
an infinite
point
of rebirth

“Nothing is created. Nothing is destroyed. Everything is transformed.”
Antoine Lavoisier, chemist, biologist, physicist and economist





april 2024

Camille Jenatton driving "La Jamais Contente", an electric vehicle and the first motor car able to travel at over hundred kilometres an hour. Achères (France), 29 April 1899

Gibson Green / Alamy Photo Stock

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ECOLOGICALLY COMPATIBLE MOBILITY

Mobility is strategic for Brovedani: both because of the weight of the automotive market and because of the inspiration that it offers in the direction of sustainability. The Company was ready for the move to procuring from renewable sources as it has already developed components for electric mobility and electric vehicle charging connectors, and has new projects for hydrogen motors in the offing: fuel cell and combustion hydrogen motors. In this transitional phase, for the purposes of economic sustainability, the manufacture of internal combustion engines must nevertheless still be engaged in because it is still fundamental to hybrid mobility, and it is where Brovedani has made decisive contributions to reducing emissions.

Today, mobility within the company system also has to be addressed. Creating a logistics hub and strategic internationalization with facilities near key customers have helped minimize logistical flows. But there are still other challenges to meet and other courses of action to be embarked on: fixing goals for reducing emissions linked to in-house mobility.

Assessing together with employees agreed and sustainable mobility policies for working from home. Or starting to experiment with working from home not just in emergencies but as a daily working tool for travelling more lightly on the roads of the future.

The sustainable
lightness
of the necessary
and sufficient road

“There are no passengers on ‘Ship Earth’.
We are all crew members.”

Marshall McLuhan, sociologist, philosopher and literary critic





may 2024

Demonstration organized by the Women's Freedom League to promote rights for women. United Kingdom, 1907
Ian Dagnall Computing / Alamy Photo Stock

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WORK AND BUSINESS ETHICS

The principles
for creating
a world tailored
to the
individual

Ethics underpin any healthy eco 'nomy', which contains the word 'nomos', 'law' and evokes the need for a system of values and standards for operating fairly. It is not enough to 'do', we need to 'do well and do good', respecting the individual and coexistence in the work Community. For this purpose, Brovedani has devised the appropriate tools. It has its own Ethical Code. It has adopted Model 231 that enables employees to comply with regulations governing corporate responsibility. It has its Supervisory Body that without let or hindrance takes initiatives and controls. It has taken measures to prevent conflicts of interest. It rewards people and results according to objective criteria. This corporate culture focuses on consulting employees systematically, within a company procedure and training them in a shared sustainable development programme. The many young people at Brovedani, many of whom are in senior positions, and low staff turnover, reflect the will to marry stability and dynamism in a good working climate. But there is still ample room for improvement. Both in terms of equal opportunities, as for example in Mexico with the 'Sin brecha' (no gap) project to promote the percentage and work of women in the Company to ensure complete gender and treatment equality. And in terms of a corporate climate that is even more attuned to the needs of employees and their families and even more embracing.

“You can't make a good economy with bad ethics.”
Ezra Pound, poet and essayist





Iconic photograph of Eugene de Salignac showing workers taking a break from painting the Brooklyn bridge. New York, 1914
Photo-fox / Alamy Photo Stock

june 2024

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S SOCIAL RESPONSIBILITY

The social field has always been cultivated at Brovedani, as a fertile space for its Human Resources and as *humus* for networking with local businesses, schools, universities, institutions and communities. The Company has for decades been 'in the front line' in promoting the social initiatives of the Local Economic Development Consortium of Ponte Rosso-Tagliamento in San Vito: from the 'historic' commitment to creating a canteen and nursery for workers and their families; to the inherited Keymec school commitment that gave birth to LEF, the world's most far-reaching and integrated model digital company. To the "Inclusion" projects in Mexico and "Search" projects in Italy, signed to include disabled people in the workplace and prepare them for the workplace with innovative methods and in collaboration with public services and the private social sector. The Common Good knows no boundaries and its value has to be disseminated in all directions, all the more so in an interconnected world where being connected depends on the robustness of every single link, near or far. This vision has inspired us to operate with the same philosophy and with the same sensitivity in all the units of the Group: in Italy, in Slovakia, in Mexico. And to promote the dialogue between cultures, in an environment without frontiers that includes people of twenty different nationalities. Work implemented with a critical sense, picking up positive and negative feedback coming from inside and outside the company in order to improve continuously. Social commitment to a sustainable future but also a valuable experience that has to be shared and promoted more actively to benefit all stakeholders.

“The stability of a bridge is normally measured by the solidity of its smallest pillar.”

Zygmunt Bauman, sociologist

Strengthening the weak links: the commitment to the Common Good





july 2024

Physical and mental wellbeing: Jumping for Joy at Camber Sands. Sussex, United Kingdom, 1934
Smith Archive / Alamy Photo Stock

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HEALTH AND SAFETY

The pandemic severely tested the Brovedani system, as it did all manufacturing companies, but at the same time it highlighted the determination and commitment to protecting the wellbeing of employees in even the most testing times. For four years running, the Group was awarded five stars on the PMI Welfare Index for its initiatives in this field, which entailed significant financial and organizational investments. Brovedani provides health and social care to its workers. It provides them with private health care. It has had a Human Resources Department for years. It programs, monitors and facilitates the evaluation and management of work-related stress. It implements actions for preventing and counteracting bullying and mobbing. It creates the conditions for physically and psychologically sustainable work, also by limiting the amount of overtime. In the future, we can make still further progress on the safety front, which is today regulated and monitored using key performance indicators (KPI), but can be improved even further with tailored courses, supplementary actions and the appropriate management system. It will also be important to restore the continuity and dynamism of the cultural, recreational and convivial activities that were suspended because of Covid: occasions that help transform a workplace into a work community where getting to know one another better and getting together enhance personal wellbeing.

Wellbeing
of body and soul:
energy
for humanity

“Health is not only the absence of disease,
but also a state of physical and mental well-being and fitness.”

World Health Organization, 1948





august 2024

Empathy: His Holiness the Dalai Lama giving lessons in Buddhism at the Wang Center, Boston, 30 October 2014
Tina Manley / Alamy Photo Stock

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G TRANSPARENCY AND COMMUNICATION

The 50th anniversary of Brovedani was not only a chance to record in writing a story of people and challenges, or to celebrate a solid heritage of skills and competencies. It was also the occasion for presenting a *Manifesto* of future wishes. Opting for transparency allows for the possibility of mistaken forecasts: but the urgency of the former nevertheless outweighs the risk of the latter. Being open and up front has always been a Brovedani priority. The company has adopted a Model 231 that emphasises corporate responsibility. It implements policies for preventing corruption. It puts its business under the magnifying glass through the consolidated practice of audits, using customers or certifying bodies. It includes independent directors sitting on a Board of Directors that is also involved in sustainable development decisions. The commitment is to continuing what has been embarked upon with even more systematic and documented actions. Like actuating a strategic sustainability plan that enables programmatic improvement in this direction. Or drafting periodic sustainability accounts that makes public how things stand, the milestones that have been reached and still have to be reached. ‘Communicating’, or ‘making common’, is a transparency tool for sharing trust, commitment and above all responsibility during the long and complex journey towards the ‘Common’ Good.

“A lack of transparency results in distrust and a deep sense of insecurity.”

Dalai Lama

Working
in **harmony**
to scan
new horizons
together





september 2024

The American housewife becomes an office worker and works with the IBM 650 Magnetic Drum Data Processing Machine. On her left, there is a RAM unit with a six-million digit memory. New York, 1954

Underwood Archives, Inc / Alamy Photo Stock

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PLANNED ECONOMY

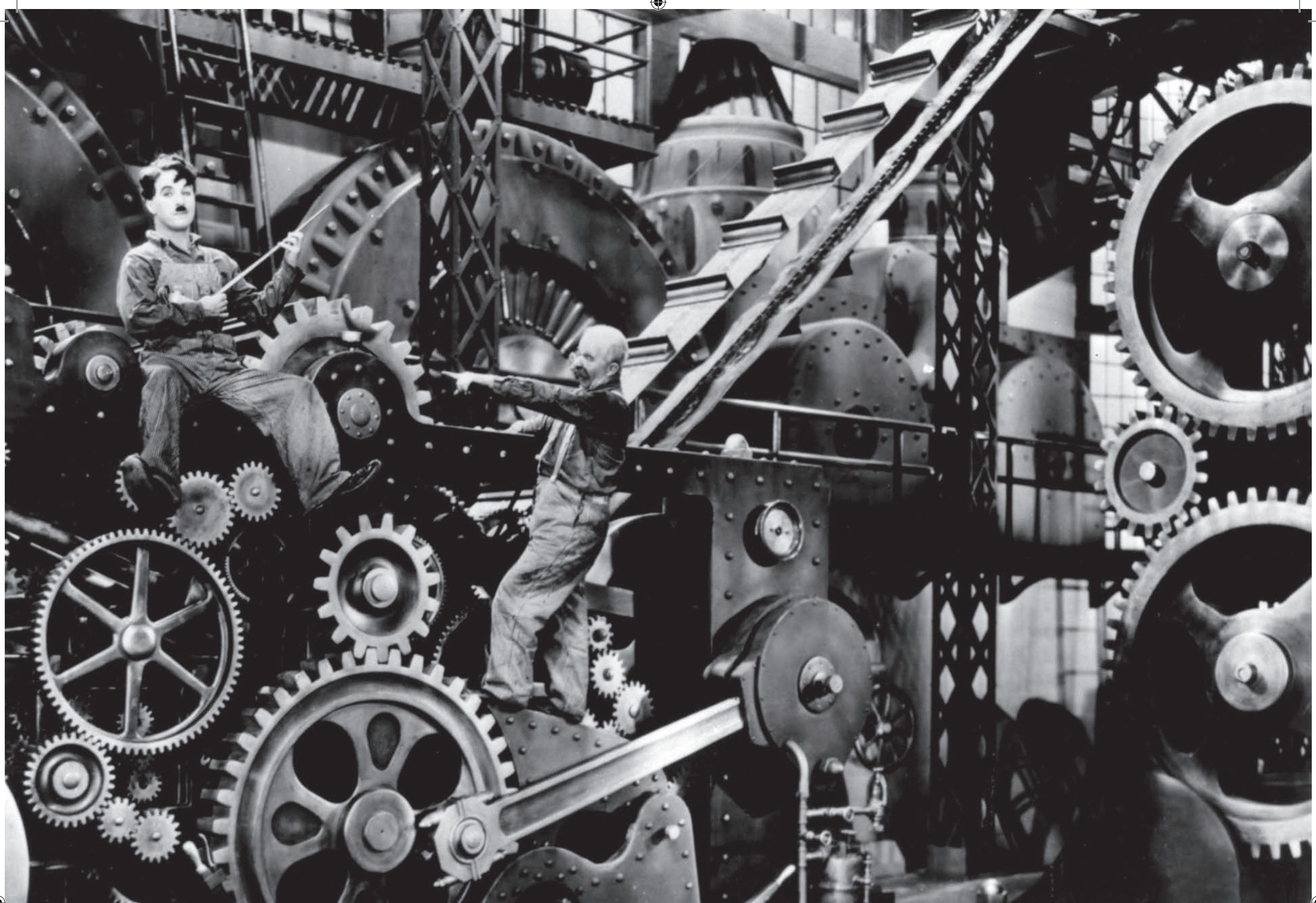
The word 'economics', which is often perceived abstractly, is rooted in daily life: it is 'oikos nomos' the 'law of the house' consisting of care and attention, accounts, forecasts and foresight. Brovedani invests resources in monitoring company processes, collecting key performance indicators (KPIs): to evaluate efficiencies and inefficiencies of the manufacturing system and remedy shortcomings. It has long been geared to ensuring production continues even in exceptional situations. It identifies and monitors potential medium to long-term company risks, putting in place contingency plans in which it gets in-house and external stakeholders involved. It starts from an annual budget that is analyzed and revised periodically. Its economy has been placed on a firm footing: from key customers who have been won over to a balanced system that separates management and owners, who deal with overall strategy. These 'daily' activities are supported by commitment and investments that enhance the reputation of the company and heighten brand awareness: the awareness of a brand-company that has made engineering history with its industrial creativity. It will also seize new opportunities in the future, giving for example a further and systematic push to Research & Development: so as to transform the innovative bent into a method.

The 'law
of the house'
to **support**
the weight
of the Earth

“Economics is the art of making the most out of life.”

George Bernard Shaw, writer, dramatist





october 2024

*The "fine engineering" of Modern Times,
the 1936 masterpiece by Charlie Chaplin (1889 – 1977)*
Photo 12 / Alamy Photo Stock

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G SUSTAINABLE PRODUCTION

Rather than being a company focusing on the product, Brovedani is a company of processes: productive systems and services made available to customers to create engineering components with high added value that often provide technological solutions to complex functional problems. Working alongside global big players whose calling is to market sustainable products has led Brovedani to concentrate not so much on the sustainability of the 'item', which has already been decided beforehand, as on the sustainability of production. An approach that goes from ensuring that design meets environmental requirements to packaging with environmentally compatible materials or packing designed to be used again. With a preference for implementing sustainable projects in-house, like the virtuous digitalization models set up by all the companies in the Group. Also the fact that we have been registered to ISO EN 9001, IAF 16949 for many years keeps us focused on controlling costs and reducing waste. Today, however, in order to improve even further in this direction, we need to look beyond the company premises and work in greater depth on the supply chain. The Group's strategic decision to manage supply chains near its own production units is already an important step towards reducing flows and limiting the entropy of the production system. But it is not enough: Brovedani is also committed to sourcing new sustainable local suppliers and aligning existing suppliers on shared sustainability standards. The delicate engineering of the future needs sound supply chains based on solidarity.

A chain of
value
for the delicate
engineering
of the future

“Cooperation is the thorough conviction that nobody can get there unless everybody gets there.”

Virginia Burden, business executive and essayist





november 2024

Photograph of a scene from the film A Trip to the Moon (Le Voyage dans la lune) of 1902 by Georges Méliès. The innovative French director transformed into cinematographic art (and industry) the "kinematograph" of the Lumière brothers.

Wikimedia Commons / Public Domain

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G INNOVATIVE BENT

Innovation is the vital tool for a company's economic sustainability: to overcome critical moments and generate new value. The spark is struck in the fluid space between supply and demand, fed by competitiveness in all dimensions of work: products, processes, organization, and service. Innovation is the multifaceted ability to adapt.

Interfacing every day with 108 establishments in twenty countries is, for Brovedani, a school for developing this skill, with guide-customers who offer advanced models to emulate.

Owing to this training and exceptional expertise, the Company knows how to adapt to extreme requirements. It can provide highly structured services, from engineering to logistics, which ensure high volumes, over long periods of time and despite strict organizational and bureaucratic constraints. But it also rises to precise creative challenges in the conception and prototyping of products, by being proactive and flexible and through technological sensitivity.

In order to retain this 'innovative instinct', Brovedani allows space for ideas from employees, and in fact actively encourages them. It periodically reviews and updates processes in order to improve them. It invests in the field of *open innovation*.

It works closely with research hubs and universities from Italy, to Mexico and Slovakia on doctoral theses and projects related to technological systems, which attracts talent to the Company.

But today it is important for innovation to be managed in compliance with ESG principles: not just as an economic propellant, but also as a driver of environmental and social value.

The art
of people
who can
find

'dawn at dusk'
(F. Battiato)

“Entrepreneurs are people who take the cold water poured on their ideas, enthusiastically heat it up, turn it into steam and propel themselves forward.”

Harvey B. Mackay, businessman and writer





december 2024

*A Worker's Hands by Tina Modotti (Udine, 17 August 1896 – Mexico City 5 January 1942).
The photographer, actress and activist from Friuli in north-east Italy "cultivated" her revolutionary ideal in Mexico.
An image that symbolically brings together Brovedani People. Mexico 1927*

Ian Dagnall Computing / Alamy Photo Stock

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THE BROVEDANI SPIRIT CHANGE CULTURE

'ESG integration', i.e. making an ESG (Environmental, Social, Governance) approach part of the life of a company, is a project-path that requires maturity and the desire to change. In order to be implemented successfully, awareness, intentions and prospects have to be shared at every level of the company system. By involving all its departments and all its resources: Human Resources first of all. We have to move forward together, towards a common goal. Recognizing, together, the changes brought about by complexity and changing direction as necessary. Transmitting, together, the waves of a new corporate culture to the entire chain of value, ensuring that valuable individual experience does not go to waste by being cast aside. In this short journey through 2024, Brovedani has wanted to take a first step in imagining possible common ground on which to work. Fertile ground on which to plant the many different types of seeds of sustainability: some inherited from its history, others taken from outside and also from far away. The early morning mists do not yet allow us to make out the outlines of this field. But it will continue to release the positive energy of participation from this field: a host of small actions in the common direction of a large change. Continuing to be engineering and above all continuing to Be Brovedani.

**Cultivating
common ground,
to all Be part
of what is
coming
into existence**

“Change is not always for the best,
but to improve is to change.”

Sir Winston Churchill, politician, historian and writer



The long march towards sustainability

“The true meaning of life is to plant trees, under whose shade you do not expect to sit.”

Nelson Henderson, Canadian farmer

Concrete corporate commitment to sustainability and to a comprehensive ESG approach has been consolidated only recently, also through suggestions from international organizations and business models. But the first steps in this direction were taken in the 1980s.

1987. The Brundtland Report of the World Commission on Environment and Development (UN – United Nations), first defined the concept of sustainable development as ‘*development that meets the needs of the present without compromising the ability of future generations to meet their own needs*’.

11 December 1997. The Kyoto protocol is published, the first international agreement in which industrialized countries undertake to reduce their emissions of greenhouse gases over the period 2008-2012: by at least 5% compared with the levels in 1997. 37 countries and the European Union sign it.

2004. In the *Who Cares Wins* Report of the United Nations Global Compact Initiative, the acronym ESG: Environmental, Social, Governance appears for the first time. This sets three pillars: which are above all ethical pillars for sustainable development.

25 September 2015. The governments of 193 member countries signed up to Agenda 2030 of the United Nations that sets the 17 SDGs- Sustainable Development Goals- that make up the three dimensions of economic, social and environmental governance.

12 December 2015. The Paris Agreement, in order to prevent ‘*hazardous climate changes*’, commits governments to ‘*setting a long-term temperature goal of holding the global average temperature increase to well below 2 °C, and pursuing efforts to limit this to 1.5 °C.*’

30-31 October 2021. The Rome declaration of the G20 reiterates the SDGs of Agenda 2030 and the climate goal set in Paris.

Nov. 30-Dec. 13, 2023. At the COP28 (Conference of Parties) in Dubai on climate change, there is recognition of the need for a transition away from fossil fuels for energy systems, to their abandonment by 2050; and a 60% reduction in global greenhouse gas emissions by 2035.



MORE INFO: <https://www.consilium.europa.eu/it/policies/climate-change/paris-agreement/cop28/>
Source: Council of the European Union

Despite the good intentions, in 2022 the world was at least 1.15°C hotter than in the pre-industrial era and the last 8 years, in fact starting from 2015, have been the hottest ever. Copernicus data up to September 2023 show that on a third of the days the global average temperature was at least 1.5°C higher than pre-industrial levels.

‘Paris is wobbling’ and the SDG goals are being pushed back in other areas too, threatened by a pandemic, “a piecemeal third world war”, economic crises, inflation, intolerable inequalities...

The long march towards sustainability, today more than ever, requires mindful participation.
And everyone, starting from companies, has to shoulder this responsibility.



2024

CALENDARIO
MULTICULTURALE

MULTIKULTÚRNY
KALENDÁR

















































CALENDARIO
MULTICULTURAL

MULTICULTURAL
CALENDAR

 FESTE ITALIA

 SVIATKY SLOVENSKO

 FIESTAS MÉXICO

	1	2	3	4	5	6	7	8	9	10	11	12
MO	 1 			 1 								
TU	2			2						1		
WE	3			3	 1  					2		
TH	4	1		4	2			1		3		
FR	5	2	1	5	3		 5 	2		4	 1  	
SA	 6 	3	2	6	4	1	6	3		5	 2 	
SU	7	4	3	7	5		7	4	1	6	3	1
MO	8	 5	4	8	6	3	8	5	2	7	4	2
TU	9	6	5	9	7	4	9	6	3	8	5	3
WE	10	7	6	10	 8 	5	10	7	4	9	6	4
TH	11	8	7	11	9	6	11	8	5	10	7	5
FR	12	9	8	12	10	7	12	9	6	11	8	6
SA	13	10	9	13	11	8	13	10	7	12	9	7
SU	14	11	10	14	12	9	14	11	 8	13	10	 8
MO	15	12	11	15	13	10	15	12	9	14	11	9
TU	16	13	12	16	14	11	16	13	10	15	12	10
WE	17	14	13	17	15	12	17	14	11	16	13	11
TH	18	15	14	18	16	13	18	 15	12	17	14	12
FR	19	16	15	19	17	14	19	16	13	18	15	13
SA	20	17	16	20	18	15	20	17	14	19	16	14
SU	21	18	17	21	19	16	21	18	15 	20	17 	15
MO	22	19	 18	22	20	17	22	19	 16	21	 18	16
TU	23	20	19	23	21	18	23	20	17	22	19	17
WE	24	21	20	24	22	19	24	21	18	23	20	18
TH	25	22	21	 25	23	20	25	22	19	24	21	19
FR	26	23	22	26	24	21	26	23	20	25	22	20
SA	27	24	23	27	25	22	27	24	21	26	23	21
SU	28	25	24	28	26	23	28	25	22	27	24	22
MO	29	26	25	29	27	24	29	26	23	28	25	23
TU	30	27	26	30	28	25	30	27	24	29	26	 24 
WE	31	28	27		29	26	31	28	25	30	27	 25 
TH		29	28		30	27		 29 	26	31	28	 26 
FR			 29 		31	28		 30	27		29	 27 
SA			 30 			29		31	28		30	28
SU			 31  			30			29			29
MO									30			30
TU												 31