



Trust and commitment, always

Sustainability report 2023





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Sustainability Report 2023

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Our production cycle and the Fileni chain		Materiality assessment		A focus on sustainability in product packaging				Waste		Talent management and professional growth				The Marco Fileni Foundation	
1.3	24	2.3	34	3.3	50			5.3	69	6.3	77			8.3	95
Financial responsibility		The Fileni Platform manifesto: choosing to safeguard the future		Company communications				Water consumption		A focus on welfare and health and safety				Agreements and association memberships	
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Open letter from the Fileni family

Dear stakeholders,

This year we are once again proud to share our environmental, social and governance performance achievements in our sixth company sustainability report.

We have been working for many years now to generate a business strategy capable of responding to the needs of the present without jeopardising those of future generations - as required by the 1980s Brundtland Commission when the concept of sustainable development was still in its infancy - and 2023 was a year in which the quality of our commitment to people, the environment, the local area and the community we live in was recognised.

In fact the checks which generated a media debate around certain of our animal welfare practices, organic farming, chicken breeding permits, emission types, feed type used and other controversial issues came to an end in the second half of 2023.

As acknowledged by those who initially raised these issues, we responded to all the doubts raised in detail and demonstrated the transparent business practices which have always been our hallmark. We decided to take advantage of the opportunity to examine our practices in greater depth and implement certain improvements, because the road to progress is never ending and there is always something which needs perfecting. We are thus happy to see our commitment being recognised alongside our investment in the transition to more sustainable breeding techniques with our chickens growing in a slower and more natural way. As we have stated on many occasions, we have always been ready to open our doors not only to the authorities checking our compliance with the applicable laws but also to anyone wanting to get in touch in writing, by phone or in person and take a closer look at our chain model, and this will not change.

We know that we are part of, and dependent on, a community and it is important to us to be open to this community. Our desire to make a positive impact on it and for all our stakeholders is the cornerstone to a journey which has led to us investing in research and development for over 50 years, making innovative choices and, in some cases, acting as a benchmark for the sector as a whole.

With a view to increasing the transparency of our communications even further, in 2023 we adopted ethical, authentic communications good practice guidelines, in keeping with our products. This same year we appointed a Chief Sustainability Officer, tasked with incentivising and checking the compliance of our processes with sustainability criteria as well as the conformity of our communications with the Fileni good practice guidelines.

We also pressed on with our efforts to achieve the European Chicken Commitment (ECC) standards we set ourselves and which can be examined further in the animal welfare section to this report.

Our sustainability commitments are imperative for us in all of our decisions and we seek to promote the transition to more responsible economic models every day, in the knowledge that companies can play a pivotal role in building an increasingly resilient world capable of responding successfully to the challenges of the future.

As always, our most heartfelt thanks go to our partners and the millions of families who continue to trust us on an everyday basis in their buying choices. We would also like to thank our staff and the chain as a whole for their individual contributions to this wonderful, shared journey.

We take full responsibility for these decisions, this trust and these contributions. We hereby renew our commitment to our Defending the Future approach, remaining faithful to our efforts to inspire responsible business development, local communities and the country as a whole for the purpose of disseminated value creation.

Confident of the strength of our intentions, we have embarked on 2024 with even greater energy, seeking to better ourselves every day in accordance with values which we could not be prouder of.

*Giovanni, Roberta and Massimo
Fileni*

Foreword to the 2023 financial year Fileni Alimentare S.p.A. sustainability report

Methodology notes

The following need to be clarified for the purposes of ensuring clear understanding of this sustainability report and the data in it.

1. The sustainability report is drawn up on a **yearly** basis. This document, on the Fileni website <https://www.fileni.it/>, is the fourth edition of the Fileni Group's Sustainability Report and sets out the results achieved in 2023 (1st January to 31 December).
2. It complies with the requirements of the 2021 update to the GRI Sustainability Reporting Standards set out by the Global Reporting Initiative (GRI), in compliance with the "In accordance"¹ option. In accordance with the GRI Standards the platform adopted the GRI 13: Agriculture, Aquaculture and Fishing Sector standards (2022). As this is the standard's first year of application the Platform assessed the availability of data and information for the reporting year in question and committed to developing a structured system with which to gather currently unavailable data and information in consideration of the future legal requirements (CSRD/ESRS) which the Platform will have to comply with from the 2025 financial year onwards.
3. To ensure the data is reliable, recourse to estimates has been kept to a minimum and where present these are clearly la-

belled and based on the best available methodologies. Where previously published comparative data has been reused this fact is made clear. With particular reference to the environmental sustainability theme the need for accuracy was taken into account, with specific use of related sources and/or studies (where present) and avoiding the use of uncorroborated information and generic references lacking in elements enabling their basis in fact to be ascertained.

4. For the purposes of maximum transparency this report specifies the **exact subject or activity segment the specific data and information in it refers to** on a case-by-case basis. To this end what follows is a list of the definitions and reference perimeters used in the document:
 - Fileni Alimentare S.p.A. or **Fileni** is the Fileni Group parent company;
 - **Gruppo Fileni**: all the companies covered by the Fileni Group's consolidated financial statements, i.e.:
 - **Farm company** growing the organic foodstuffs fulfilling the Group's feed needs on privately owned and rented land (agriculture - for further detail see section 7, Organic agriculture) and managing its conventional and organic chicken, turkey and lay-

ing hen farms (approx. 219,000 m² on 31 December 2023, 18% of which are organic). The full list is as follows: Avi-farm S.r.l., Società Agricola Ponte Pio S.r.l., Società Agricola Fileni S.r.l., Società Agricola Biologica Fileni S.r.l., Società Agricola Sorriso S.r.l.;

- **Feed factories** (MB Mangimi S.p.A. e GAV Mangimi S.r.l.): these are the group's two feed factories Longiano (Forlì province) and Jesi (Ancona province) which supply conventional feed to both tertiaries (around 25%) and to the chain's farms as well as organic feed to the chain's farms;
- **Sales companies**: Fileni Alimentare S.p.A. (the parent company), Tedaldi S.r.l., Bioalleva S.r.l./ Fattorie Venete S.r.l. are the group's main distributors of finished products, for poultry, eggs and organic red meats, respectively, in the large-scale distribution, large-scale retail, normal trade (butchers' shops and retailers), food service (e.g. school canteens) sectors and abroad. Specifically Bioalleva S.r.l. is also an organic red meat processing firm;
- **Waste and by-product working firm**: Esino Proteine S.r.l., a new company set up in 2020 to build organic rendering machinery with which to make use of the by-products of meat working for the production of organic and premium flours for the pet food industry. The company started producing in the second quarter of 2024.

The registered offices of the Fileni Alimentare S.p.A. Group are in Via Martiri della Libertà n. 27 - 60035 Jesi (AN) and its head offices are in Cerrete Collicelli n. 8 - 62011 - Cingoli (MC).

- **Fileni Platform**: this added to the Fileni Group the processing, abattoir and packaging firm added called Carnj

Società Cooperativa Agricola (hereafter also Carnj). Thus the Fileni Platform term denotes the Fileni Group + Carnj. The Carnj corporate team's partners include both the Fileni Group's farm companies and cooperative partners external to the group. Fileni Alimentare S.p.A. is the co-operative's financing partner.

- **Fileni chain**: the Fileni supply chain encompasses the integrated management of the conventional and organic poultry chain (chicken and turkey), eggs and organic red meat in all its phases, including both third parties and associates of the Fileni Platform:
 - **Direct and indirect organic farming**²: in addition to direct organic farming of its privately owned and rented lands (direct farming) the group also has farming and purchasing contracts with third party organic suppliers (indirect farming) as well as regenerative farming with Arca S.r.l. Refer to section 7, Organic agriculture for further details;
 - **Hatcheries and incubators**: the poultry and egg production chain with the in-housing of hatcheries and egg incubation. In addition to its three hundred properties in Abruzzo Fileni primarily uses third party hatcheries with whom it has agistment contracts. The incubators, on the other hand, are all outsourced and the firms with which Fileni has the most consolidated relationship are Società Agricola MGM S.r.l. associate company in Forlì province, in which Fileni has a 50% share) and Esino Incubazioni S.r.l. (in Macerata province);
 - **Feed factories**: in addition to the two Fileni Group feed factories which are primarily suppliers of the chain's organic and conventional

¹ Further information on the GRI standards is available in Italian on the following link: <https://www.globalreporting.org/how-to-use-the-gri-standards/gri-standards-italian-translations/>.

² Foodstuffs for the production of conventional feed are bought exclusively from third party suppliers.

feed third party suppliers are also used (residually);

- **Livestock farms:** the chain has around 1,147,000 square metres of chicken, turkey and egg-laying hen farms, 28 of which are organic, subdivided into ownership centres (direct farms, approx. 219,000 m²) and agistment (indirect farms, approx. 928,000 m²). The organic beef farms of farm company Fattoria San Bellino is an addition source;
- **Processing and distribution:** Carnj (processing), Fileni Alimentare S.p.A., Tedaldi S.r.l. and Bioalleva S.r.l./Fattorie Venete S.r.l. (distribution);
- **By-product and waste working:** in addition to the Esino Proteine S.r.l. (organic waste and by-products) project already under way, Carnj is also a partner in the Gatteo Proteine consortium to whom it delivers its by-products and waste for the production of semi-worked products for fertilisers and the pet food industry;
- **Other equity interests:** Fileni's minority stake in Arca S.r.l. is an integral part of its partnership in the regenerative agriculture project (for further details see section 7) while the Pollo&Friends Retail S.r.l. Project is an innovative project launched in 2017 involving the opening of a series of shops (primarily in Emilia-Romagna) selling clients rotisserie chicken. The initiatives of the Marco Fileni Foundation fall into this category and results from it are reported in section 8.2.

Thus, essentially, on the strength of the above definitions:

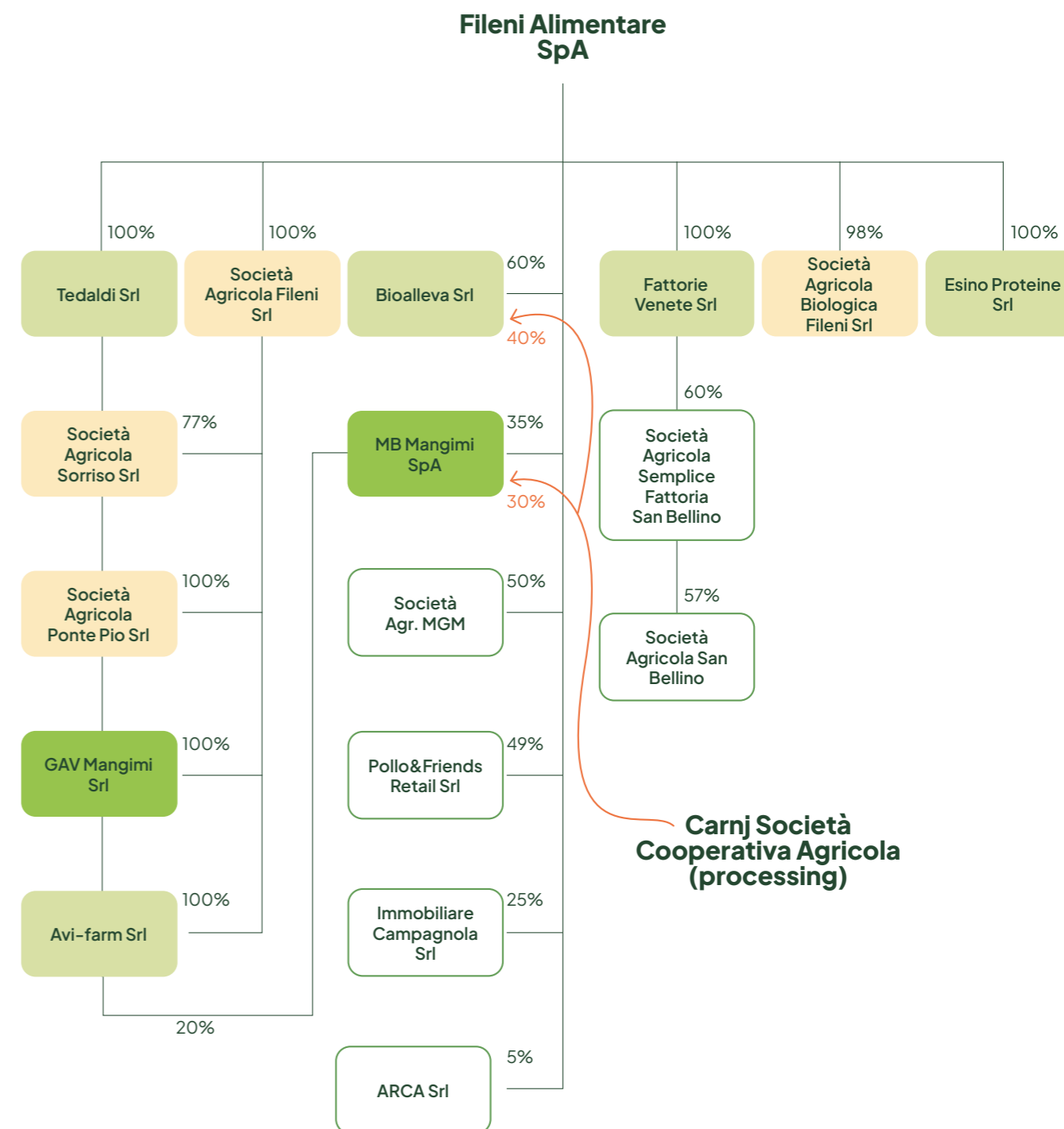
- **Fileni Alimentare S.p.A.** is the parent company;
- **Fileni Group** denotes consolidated firms in the group's consolidated financial statements;
- **Fileni Platform** supplements the above framework with the Carnj cooperative;
- **Fileni chain** (or chain) adds to the Platform perimeter all Fileni's third party partners.

The graphics on the next page show the Fileni Platform's organisational structure (coloured cells) and some of the Fileni chain's principal firms (cells with a dotted white background):

5. In order to ensure that the data and information is comparable over time and assess trends on the Platform it will be compared to last year's data. The comparative data used previously has been reused for this purpose and is clearly labelled as such.

6. This document is subject to 'limited assurance engagement' according to the criteria set out by the ISAE 3000 principle (Revised) by Deloitte & Touche S.p.A. This was performed in accordance with the procedures set out in the Independent Auditing Company Report included in this document.

The Fileni organigram



- Co-operative members of Carnj Società Cooperativa Agricola
- Livestock farming and sale
- Members not falling within the consolidation perimeter
- Production and sale of feed and more

For additional information write to: amministrazione@fileni.it

What is meant by organic?

A further key element helping readers to make sense of this Sustainability Report relates to lists of key points in organic regulations in the agriculture, feed production and animal husbandry context. Fileni intends to shed light on what makes a product organic, i.e. one deriving from organic agriculture. The legal framework for the production and labelling of organic products is EU Regulation 2018/848 issued by the European Parliament and Council on 30 May 2018 and subsequent amendments and additions.



Agriculture

Vegetable growing via organic methods, carried out by means of the Fileni chain's partners is a voluntary decision guided less by economic, than social, considerations in the sense that Fileni uses organic farms capable of supplying an organic product (foodstuff) to its supply chain for which no chemical substances have been used in its growing cycle out of respect for the environment, the land and the water table. Organic agriculture involves:

- Registration in a national IT system which triggers a conversion period, i.e. two agricultural seasons generally corresponding to two solar years in which the soil must be farmed using organic methods but the resulting agricultural produce is classified as conventional.
- The non-use of chemical crop protection products and herbicides, fertilisation with organic fertilisers made from organic raw materials only, lower volumes of crop nutrients (nitrogen, phosphorus and potassium) than con-

ventional farming, usually covering only the nutrients taken out of the soil by crops, thereby preventing such elements from ending up in the water table. The result of organic farming methods is an increase in wild plant species and insects which find suitable habitats not polluted by chemical substances;

- Crop rotation in accordance with EU regulation 2018/848: every two main crop cycles (e.g. wheat) these must be alternated with a pulse (such as broad beans) to maintain farmland fertility;
- Requirements and checks by accredited certifying bodies (e.g. CCPB) to ensure ongoing compliance with EU Regulation 2018/848 including appropriate recording and seed, mechanical work and harvest traceability.



Feed factories

To obtain and retain organic certification, organic feed production machinery must fulfil the following parameters:

- Purchase of organic foodstuffs, i.e. from certified suppliers in the organic farming context;
- Neutralisation of contamination risk between organic and non-organic products (e.g. use of vehicles employed exclusively for organic foodstuffs and feed). In this respect, in the event that the same machinery is used for organic and conventional working the Fileni Group's feed factories must classify two cycles of organic feed as conventional feed, before the third can be used in organic farming. This ensures the utmost machinery cleanliness and minimises the risk of contamination.



Livestock farms

Organic chicken/turkey farming is based on the following principles:

- **Organic certification:** before embarking on organic farming, farms must notify the relevant region and a supervisory body of their start date. The supervisory body will then verify whether all EU legal organic requisites have been complied with, certify the farm as suitable for organic farming and register it in a specific national register of organic producers;
- **Nutrition:** in accordance with the requirements of EU Regulation 848/18 animals must be fed exclusively with organic feed or feed usable in organic agriculture;
- **Farm structure:** farms must fulfil the following requisites:
 - Be surrounded with land farmed organically to the extent of at least 4 m² per chicken farmed and 10m² per turkey;
 - Have at least 4 metres of exit/entry pop holes per 100 m² of land, to enable poultry to access outdoor areas for at least one third of their lives;
 - Be equipped with land for manure spreading, including by entering manure exchange agreements with other organic firms in order to ensure that they do not exceed the 170 kg N/ha limits;
 - Each single production unit (i.e. individual shed) cannot exceed 1600 m² of land used for farming;
 - Numbers of poultry inside the production units must not exceed 4800 chickens or 2500 turkeys;
 - Contamination by unauthorised products or substances for organic farming (e.g. conventional feed) must be avoided;



- **Farming methods:**

- Pullets put into an organic farm can have been born into conventional farms but they must be younger than 3 days and be accompanied by a statement noting their incubator;
- Maximum stocking density: 21 kg/m² of live weight;
- Artificial lighting: this must only be supplementary to natural night and a period of 8 continuous hours of darkness per day must in any case be guaranteed at night;
- Minimum slaughter age: 81 days for chickens and 100 days for turkeys with exceptions for specific breeds listed as slow-growing in ministerial decrees which are not subject to slaughter age limitations if pullets are organic. Otherwise they can be slaughtered as organic only within their fattening period (70 days);
- Veterinary treatment limitations: only one treatment per breeding cycle is admissible whilst vaccinations are allowed.

The supervisory body which originally certified the suitability of the organic farm subsequently performs further checks and visits, at least two or three times per year, to ensure that suitability has been maintained.

In addition to supervisory body checks all farms on the regional organic farm register can also be subjected to checks by a multiplicity of certifying bodies verifying their conformity to organic farm requirements.

Organic laying-hen farming is based on the same principles as chicken/turkey farming, with the following differences:

- Hens must have free access to four square metres per bird of outdoor areas;
- Stocking density: 6 birds per m² of usable area;

- Flocks in poultry houses must not exceed 3000 birds.

Organic eggs are stamped with a number starting with 0 and followed by a national and regional code and an expiry date.

Lastly organic beef cattle farming is subject to the following characteristics:

- **Breeding:** artificial techniques such as embryo transfer or cloning are not allowed. Hormones or similar substances cannot be used in breeding;
- **Nutrition and pasture:** feed for animals kept in organic sheds must be 'principally' produced by the farm itself or come from organic (or converting to organic) farms situated in the same geographical region. 'Force-feeding' is forbidden, as are 'growth stimulants and synthetic amino acids'. Lastly animals must have 'permanent' access to organic pasture wherever conditions allow or, at least, access to coarse fodder. Cattle farmed organically can graze on 'common lands' with a number of restrictions namely that these have not been treated with unauthorised substances for organic farming for at least three years, especially given that produce obtained from grazing of this type is not considered organic.



1

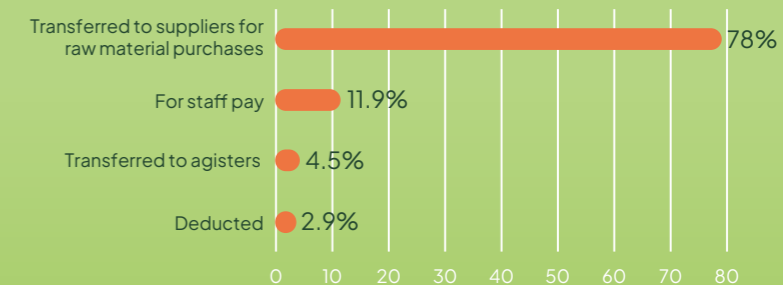
The Fileni universe

- 1.1 Fileni's history, values and structure
- 1.2 Our production cycle and the Fileni chain
- 1.3 Economic responsibility



Economic value generated

 **670 MIL**
(in line with 2022)



Benefit company
In 2021 Fileni modified its company status to benefit company, thereby combining its traditional business objectives with social and environmental impact goals.



Mission
Fileni's work is based on respect for the land and animals, on defending the future of the environment. Its mission is to strengthen its controls over the chain's third party elements.



Core values
Animal welfare and health are fundamental values in the Fileni chain's farms. The chain is committed to respecting and guaranteeing the freedoms set out by the Farm Animal Welfare Council.

1 The Fileni universe: a family-run Italian business

1.1 Fileni's history, values and structure

Fileni's history tells the story of an Italian family-run food company headquartered in Cingoli (Macerata province) which began with a pioneering decision by its founder Giovanni Fileni

Giovanni Fileni entered the poultry farming sector and began experimenting with the first **courtyard-animal farming system in the Monsano countryside**. A year later he built his **first shed for the farming of 5000 chickens** to sell door-to-door to Vallesina families.

1965

The company's **first direct chicken sales shop opened in Jesi** and its first abattoir was built the following year. Over the next 14 years a further 47 shops were opened, together with 15 farming sheds, a total of 21,000m².

Tradition and transformation

Expertise acquired in direct contact with consumers turned out to be key to understanding the social changes then under way which were inevitably reflected in new consumer habits. This set in motion one of today's Fileni's most important sectors of business, the sale of ready-to-eat products.

1967

1989

In the late 1980s Giovanni Fileni was one of the first to see the shift then under way in **sales to large scale retail distribution** and he thus closed his chain of shops and built a **ready-to-eat product plant in Cingoli** in 1989.

1995

Giovanni decided to build a **new, larger abattoir** in order to obtain a complete meat-processing chain - a first in Italy.

2000

The **organic chain** was launched, fruit of a farming method which was pioneering at the time but destined to make a difference in animal health and welfare and product quality terms.

2014

After experimenting with organic production and implementing it for other brands, in 2014 Fileni launched its **Fileni Bio range**, a higher quality, more environmentally friendly and pro-animal welfare range.

2008

Fileni took a further step forward in its expansion, launching its new **Castelplanio** production plant with an innovative new frying-free cooking system. Lengthy evolution has resulted in Fileni's products including not only chicken meat but also turkey, pork, beef and rabbit and a range of processed products.

2021

Fileni Alimentare S.p.A. modified its company status and is now a **benefit company**, thus formalising the flanking of its traditional financial and economic goals with social and environmental impact targets. That same year the company signed up to the Climate Pledge, supporting net-zero-emissions-by-2040 targets ten years ahead of Paris agreement time frames. In 2021 Fileni also committed to abiding by the **European Chicken Commitment (ECC)** standards, a series of European-level animal welfare standards, for some of its products. The Platform is continuing to grow and diversify: In April 2021 Fileni Alimentare S.p.A. **bought up the Tedaldi** egg production company and extended its presence in the Bioalleva organic red meat company.

2022

B Corp certification obtained and **partnership with Legambiente** formed. Fileni Alimentare S.p.A. **signed up to Co₂alizione**, with a view to strengthening its commitment to the achievement of climate neutrality goals via the adoption of an innovative governance practice which uses articles of associations as a goal formalisation tool. **This raised the level of our commitment to climate neutrality**, including it in our articles of association to create the conditions required to combat the climate crisis and achieve European objectives. This addition to the articles of association, together with a further 60 Italian companies, is as follows:

2023

In 2023 the Fileni Platform adopted a **new governance structure** for sustainability, appointing a Chief Sustainability Officer (CSO) in September and approving its **Fileni good practice guidelines for sustainability**-related corporate communications both direct and indirect, namely product packaging communications on labelling from 1 January 2024 onwards.

“The company is committed to disseminating a regenerative culture as a common good and implementing a progressive transition in its business and operational model in the direction of a net-zero- climate-change-gas economy in keeping with European neutrality targets and Italian ecological transition”

The Fileni strategic compass

Our work has always been based on respect for the land and animals and on safeguarding our future and that of the land. Today our mission is to strengthen checks on the chain's third parties even further (as these are still preponderant) in order to assimilate these fully into our in-house goals and translate the Fileni Alimentare S.p.A mission into truly chain goals, making Fileni one of Europe's most modern and ethical production organisations, a veritable sustainability and animal welfare benchmark. We are determined to make a positive impact with our work, whatever the inevitable obstacles, and generate change which will fan out into the rest of the world from Fileni.

This is our commitment:

- **Regenerative agriculture:** over time we aim to offset our environmental impact from the starting point of our production plants and extend this goal to the whole chain. But we also want to **regenerate the land**. It is an uphill task but true success is the outcome of the most complex challenges.
- **An agricultural vocation:** we want to **get back to our roots**, an agricultural vocation capable of keeping up with the times and making us what we are. To **get across the beauty of work based on the human-nature bond to new generations**.
- **Natural talent:** Companies are made up of people and these are its most precious asset. This is why, at Fileni **we look after everyone on our platform:** from staff to suppliers, consumers to the young people who will be tomorrow's talents.
- **An open chain:** modern, open, replicable. This is our chain model and it is one which we want to disseminate, to

inspire other businesses to join us in our **drive to generate wealth** for the collectivity.

- **Shared beauty:** Working in contact with the land which has shown us the depth of **our bond with the land which hosts** and nurtures us: Marche. Our aim is to enhance it, **looking after its landscapes and generating beauty** for the community.
- **An organic culture:** we were one of the first companies in Italy to go organic and we strive every day to **become a European benchmark for organic proteins**.
- **Environmentally friendly choices:** we listen to our consumers and transform their needs into solutions. **The primary challenge today is helping people to make their lifestyles sustainable in environmental terms**, because reducing our planetary footprint is the best way of making a mark.


Corporate Governance

The Fileni Group's **Corporate Governance** model is **traditional** in style. We are governed by a Board of Directors whose president is Giovanni Fileni, the company's legal representative, and our directors.

It is the Board of Directors which decides the Group's strategy. This is made up of three partners, Giovanni, Roberta and Massimo Fileni, and two independent members. An Executive Board made up of the firm's three partners was set up within the Board of Directors.

The company sees the diversity of its parent company's Board of Directors, in age, gender, skills and professional background terms, as an important way to promote debate and foster far-sighted decision-making and action benefiting all the Fileni Group's companies.

Make-up of the Fileni Group



Gender	Board of Directors (BoD)*	In office until	Board member	Other offices
	PRESIDENT			
♂	Giovanni Fileni	31/12/2023	X	15
	DIRECTORS			
♀	Roberta Fileni (Chief Executive Officer and Vice President)	31/12/2023	X	8
♂	Massimo Fileni (Vice-President)	31/12/2023	X	11
♂	Francesco Casoli (Independent)	31/12/2023		12
♂	Giovanni Frezzotti (Independent)	31/12/2023		25

* All members of the Board of Directors belong to the over-50 age group. President Giovanni Fileni and directors Massimo and Roberta Fileni are also members of the Executive Board.

The Board of Directors is renewed on the basis of the provisions of its articles of association, which pay special attention to independence.

At the behest of its Board of Directors, in 2021 the parent company **changed its company status**, becoming a **benefit company**, with a view to its pursuing more goals of public utility and working increasingly ethically, sustainably and transparently for people, the local area, the environment and other stakeholders. The Board of Directors is responsible for **developing, monitoring and approving the Group's strategy**, including in the ESG context. In accordance with Italian legal requirements of benefit companies, and to fulfil its transparency requirements, the Group has to appoint an **impact manager** and draw up an annual **impact report**.

The impact report (attached to this report) must include:

- A description of the **specific goals, methods** and **action** taken by the directors to pursue its public utility goals and any circumstances which may have hindered this or slowed it down;
- An **assessment of the Group's impact** using external assessment standards comprising the following assessment areas - company governance, workforce, other stakeholders, environment;
- A section devoted to describing the **new goals** the company intends to pursue in the next financial year.

This report is then submitted to the Board of Directors which uses it as the basis for its goals for the coming year.

In addition to this, assessments of the performance of the Board of Directors regarding the oversight of the company's economic, social and environmental impacts is also measured on a yearly basis via **B Impact Assessment (BIA)** generated by B Lab.

The Board of Directors is also responsible for **approving this Sustainability Report**, including its list of material themes. Executive Board members are regularly involved in ESG events and initiatives, contributing to updating and training the Board of Directors on the principal legal and sector developments. The Board of Directors is also trained on the subject of **potential conflicts of interest**. In accordance with the requirements of the company's Code of Ethics, all conflicts of interest must be reported to all stakeholders. Any problems reported to its **whistleblowing** channel and judged relevant, are shared with the Board of Directors. No such reports were made in 2023. The salaries paid to directors with specific roles is determined by the Board of Directors after hearing the opinion of its Board of Auditors. With a view to drawing up a series of rules designed to prevent misconduct by monitoring at-risk areas and activities and ensure ethical business management, Fileni Alimentare S.p.A., Carnj Società Cooperativa Agricola and M.B. Mangimi S.p.A. have adopted an **Organisation and Management Model (MOG) pursuant to legislative decree 231/2001**. Specifically MOG 231 is the primary governance method by which the Group manages the risk of involvement in cases of corruption and practices such as bribery, special prices and fraud as well as the potential for collusion with possible competitors or market positioning abuses, limiting the effects of competition. These companies also adopted a **Company Code of Ethics**

and a **Code of Ethics for farmers**. Given the importance of this theme, the Group plans to equip its other companies with an Organisation and Management Model and a Code of Ethics before the end of 2025. The 11 September 2023 parent company Board of Directors meeting also approved the setting up of a new company post entitled Chief Sustainability Officer (CSO)³.

1.2 Our production cycle and the Fileni chain

Fileni is one of the main players in the Italian poultry meat sector and Italy's largest organic meat producer. Poultry meat production is our core business but the Group has been diversifying now for several years and now also produces organic red meats and eggs. One of Fileni's most distinctive features is its chain model: regenerative (to the extent that this is really possible on a whole chain level, including remittances and third party phases), **open** and **replicable**.

Animal **welfare and health** are fundamental values in the Fileni chain's farms. The chain is committed to following and guaranteeing its animals the **five fundamental freedoms** set out by the Farm Animal Welfare Council:

- Freedom from hunger and thirst;
- Freedom from discomfort;
- Freedom from pain, injury and disease;
- Freedom to express normal behaviour;
- Freedom from fear and distress.

In addition, in the Fileni chain, by choice - and also by law - the use of antibiotics is extremely limited (99% of chickens and laying hens in-house in 2023).

The conventional poultry meat chain

The conventional poultry meat chain involves an approach which includes **hatcheries, incubators, feed factories, farms, supervisory bodies, traceability and processing plants**.

HATCHERIES

The chain's first element is hatcheries, i.e. the breeder birds of the future chickens tasked with making fertilised eggs. The hatchery cycle lasts approx. 62 weeks. In the first 21 weeks the birds do not lay eggs (pullet stage) whilst in the remaining 41 weeks they lay eggs (laying phase). Hatchery **temperature, humidity levels and hygiene** are constant. The Fileni chain has 17 hatcheries, most of which are in Central Italy. 3 of these are rented and managed directly (Abruzzo) and 14 are based on ag-istment.

INCUBATORS

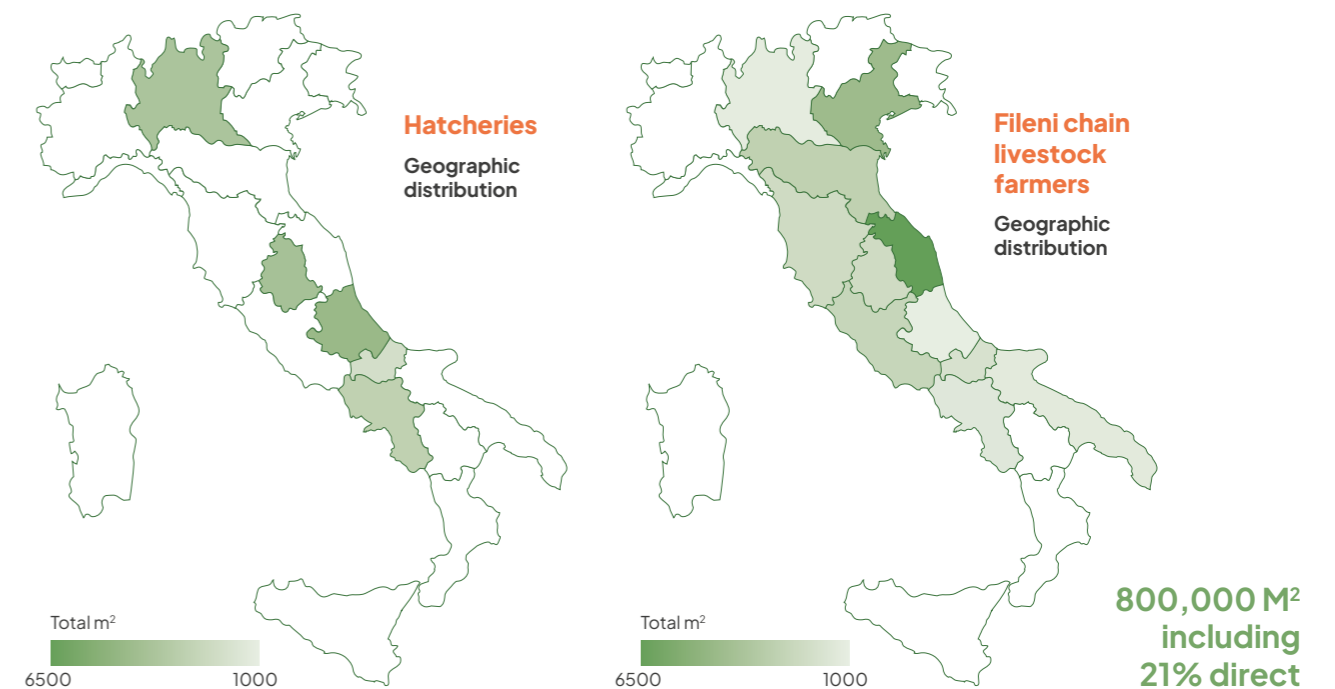
The eggs are kept in **incubators for 3-4 weeks** (depending on bird species) including **3 in brooders**. In this phase, too, Fileni pays great attention to maintaining an appropriate balance between hygiene, temperature and humidity, to ensure that embryos develop correctly. The Fileni chain has four incubators in Central Italy and the largest of these in production capacity terms is in Predappio (FC) and owned by the M.G.M. S.r.l. farm company which the Fileni Group has a 50% stake in.

FEED FACTORIES

Bird feed is a fundamental element of the Fileni chain, supplying birds with a balanced diet of **grains, pulses, minerals and nutrients**. Working with **vets**, the Fileni chain decides the variety and proportions of the feed, which it makes directly.

LIVESTOCK FARMS

The Group's conventional farms (free range only) are mainly in Central Italy, Veneto, Emilia-Romagna and Puglia.



³ See section 2.4 The Fileni good practice guidelines.



CHECKS AND TRACEABILITY

All poultry chain products are placed on the market only after passing many **quality checks**. The chain performs cyclical **lab tests** on all chain phases: soil, finished feed and product nutrient levels.

TRANSFORMATION

The Group's poultry product processing plants are located in Cingoli and Castelpalano, in the Marche region, and **certified IFS, UNI EN ISO 9001:2015 and UNI EN ISO 14001:2015**. They are **inspected daily** in accordance with a supervision plan fulfilling legal standards. Equipment and machinery are frequently **cleaned and disinfected** to ensure maximum efficacy.

In 2021, in close collaboration with CIWF (Compassion in World Farming), Fileni signed up to the **European Chicken Commitment (ECC)** – a series of criteria agreed at the European level by the main NGOs for the purposes of raising conventional farming standards and pushing firms to implement a series of improvements by the end of 2026. For further details on our European Chicken Commitment (ECC) see the Animal Welfare section.

In the Fileni chain, by choice – and also by law – **the use of antibiotics is extremely limited (98% of chickens and laying hens in-house in 2023)**.

Furthermore, for certain product ranges, our farming model is managed with **no antibiotics whatsoever**, as the labels of these products show.

The conventional egg chain

The conventional egg chain involves **feed factories, farms, logistics and distribution**. **More than 25 farms** across Italy, in Emilia-Romagna, Tuscany, Umbria and Lazio are part of our conventional egg chain.

The organic poultry meat chain

The decision to set up an organic chain was carefully thought out by Fileni: **agriculture, feed factories, farms, traceability and checks and processing plants**.

AGRICULTURE AND FEED FACTORIES

Wheat, corn, soya, broad beans and pea protein are the raw materials (foodstuffs⁴) produced in the Jesi plant in Ancona province⁵. A mixture of pulses and grains is the basis of the balanced diet given to the organic chain's chickens and turkeys.

The Fileni Platform is also committed – as co-founder – to the ARCA (Agriculture for the Controlled Regeneration of the Environment) project set up by Bruno Garbini with Giovanni Fileni and Enrico Loccioni, which employs regenerative organic agriculture practices on farmland, maintaining its **fertility** and protecting it from **hydrogeological instability**.

LIVESTOCK FARMS

The direct organic farms are all in the **countryside**. In order to avoid them damaging the natural landscape around them the Group has **surrounded** its privately owned sheds with **trees and bushes**, amongst which poultry are free to range, choosing when to stay in the open air and when to shelter from the sun and weather in the sheds. We are talking about 311,000 square metres of sheds, 11% of which are directly managed.

CHECKS AND TRACEABILITY

The Platform monitors and tests all the organic chain's phases. Checks are performed on the crops grown for feed (direct and contract farming) and, in many cases, on the soil, to ensure that there are no traces of pesticides or other unauthorised substances.

TRANSFORMATION

As we have seen, the Cingoli and Castelpalano plants in the Marche region, in which the products are processed, are **IFS, UNI EN ISO 9001:2015 and UNI EN ISO 14001:2015** certified. In accordance with legal standards, buildings and machinery are **inspected and disinfected** to ensure efficacy.

The organic egg chain

The Fileni organic egg chain, like the conventional one, involves: **feed factories, farms** (approx. 36,000 m², 53% of which is direct and 31% BIO), **logistics and distribution**.

The organic red meat chain

The cattle and pigs in the organic chain are **raised** in Italy. They are free range, follow their **natural biorhythms** and fed **organically** based on selected feed formulated to offer them a balanced diet, free of GMOs and unauthorised chemical substances. They live at least two thirds of their lives on pasture land. The calves live to the age of 6–8 months and are fed with fodder and grains made mainly within our chain. The sheds are mainly in Veneto (Fattoria San Bellino).

⁴ Both direct and indirect farming methods are used.

⁵ Specifically, in 2023 (as in 2022), 99% of the organic feed consumed in the chain was produced at the Jesi feed factory and 1% was bought from Italian third party suppliers.

1.3 Economic responsibility

In the 2023 financial year the Group **maintained** its **strategic positioning**, increasing its sales volumes via the various channels: large-scale distribution, large-scale retail, normal trade, food service etc., a total of 2% over 2022.

The Group's 2023 turnover was €622 million, an overall growth of around €13 million (+2%) over the previous year (€609 million). Organic turnover was €100 million (an increase of 2% over 2022), €82 million of which was white meat, €9 million red meat and €9 million eggs.

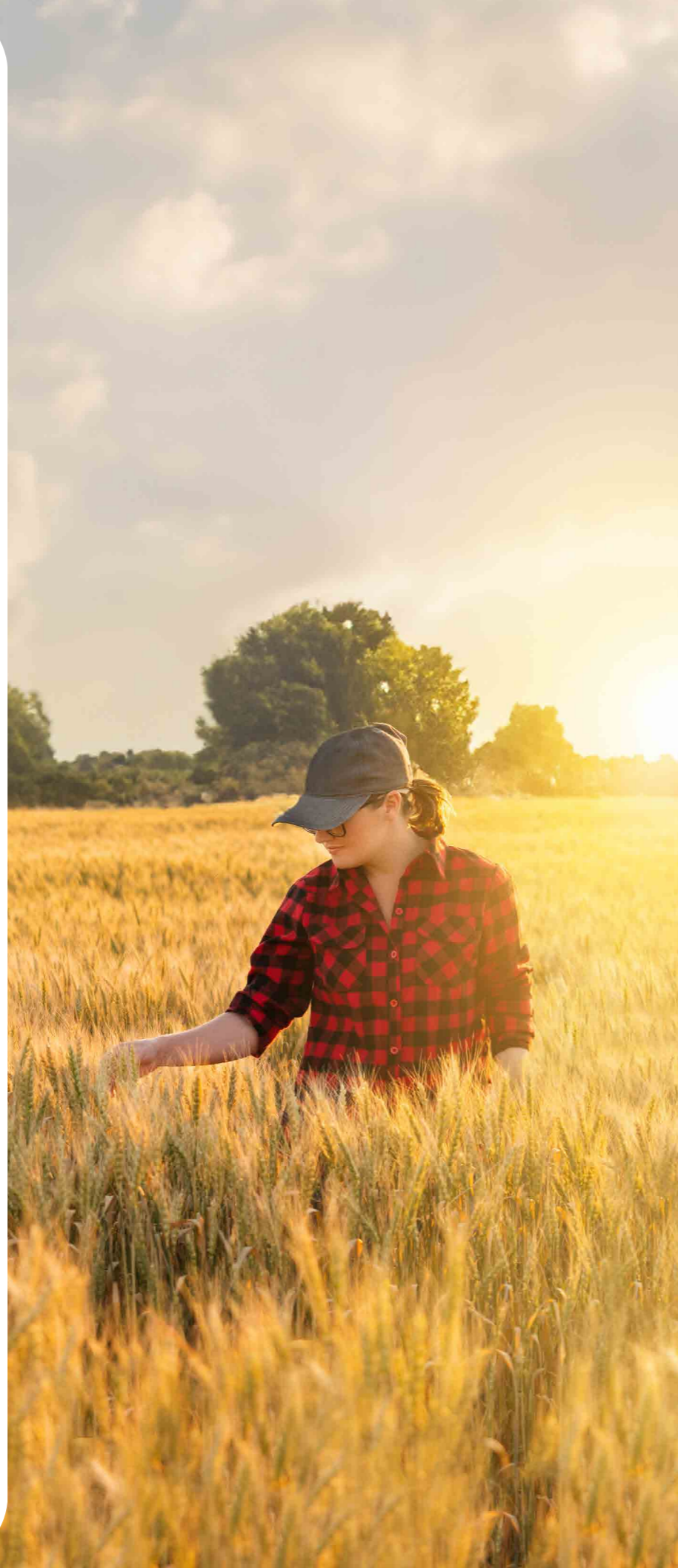
The Group's **gross operating margin** for 2023 was **€24.9 million** (4% of its production value), a decrease of €4.6 million (5% of production value) over the previous year. This slight reduction in operating margins is the result of an increase in utility and raw materials prices (first and foremost foodstuffs) in the first part of the year, which the Group was able to effectively harmonise thanks to its product segment positioning, adjustments in sales prices (second quarter) and ongoing investments designed to increase the Group's efficiency.

In the current unstable and uncertain economic climate the Fileni Group is determined to continue to grow, confirming its benchmark role not only in the organic poultry sector but also in the Italian poultry market as a whole.

Our decision to strengthen production cycle sustainability investment also testifies to the **Fileni Group's decision to intensify our already decisive environmental sustainability approach** together with our **animal welfare focus**, bringing more and more chain segments into this process.

Directly generated and distributed economic value

The economic value generated and distributed by the Fileni Platform is the outcome of a reclassification of its income



statement which shows how the value created is redistributed to its stakeholders. To offer a fuller picture of the Fileni Platform we have opted to set out the economic value generated taking account of the contribution of Carnj Società Cooperativa Agricola, which deals with the processing side of the business. In the light of the Fileni Platform's territorial vocation, we also see highlighting the important economic inclusion opportunities the business generated by it constitutes, for local communities and supplier production potential.

The **economic value generated** in 2023 was approx. **€670 million**, an increase of around €3.5 million (+0.5%) over 2022. Most of this value (78%) was transferred to the platform's suppliers primarily in the form of raw material purchases. Staff pay (including the staff hired by Carnj Società Cooperativa Agricola) accounted for 11.9% of the economic value generated. The value transferred to agisters was 4.5%.

The significant difference over 2022 is the result of lender pay which increased from 0.78% in 2022 to 2.08% in 2023, as a result of an increase in the reference rates in 2023. The 3 month Euribor rates, the primary index for company loans and bank credit, increased from 2.1% on 1 January 2023 to 3.9% from September 2023.

Consequently the share of **economic value generated and deducted** by the platform decreased from 4.2% in 2022 to 2.9% in 2023 and comprises all the profits set aside for stocks, repayments and devaluation.

Note that the Fileni Platform has active loans bound up with sustainability clauses. These require certain ESG parameters to be measured:

- **reductions in climate change gases** in production processes;
- **use of sustainable packaging** in product sales and protection.

Generated and distributed economic value

Value in thousands of Euros

Energy	2023	2022
Turnover	651,346,637	634,915,183
Economic value generated by the Platform	669,922,810	666,405,995
Economic value distributed by the Platform	650,684,773	638,704,474
of which supplier pay	524,759,846	526,798,701
of which staff pay	79,919,256	76,672,068
of which agister pay	30,389,799	26,249,753
of which lender pay	13,931,935	5210,554
of which local government pay	1159,458	3282,490
of which shareholder pay	0	0
of which community pay	524,479	490,908
Economic value held by the Platform	19,238,037	27,701,521



2

Sustainability approach


- 2.1 The reference context
- 2.2 Materiality Assessment
- 2.3 The Fileni Platform manifesto:
choosing to defend the future



2 Sustainability approach

In *Our Common Future*, in 1987, the United Nations Programme's World Commission for the Environment and Development defined development as sustainable when it "meets the needs of the present without compromising the ability of future generations to meet their own needs."

For Fileni sustainability is a clear, measurable and achievable goal which it has been pursuing since the 1990s and it has already set out forward-looking milestones for 2040.



Goals for the future

- **2026**: 20% of chickens raised by the Fileni chain with conventional farming methods will meet ECC standards.⁵;
- **2040**: emissions neutrality (including those in Scope 3).⁶

2.1 The reference context

The international community is currently focusing its attention on the war in Ukraine and the resulting international market tensions, developments which are attracting both government and business interest. Thus, in addition to goals bound up with combating climate change the transition to more sustainable energy sources is becoming increasingly strategically important.

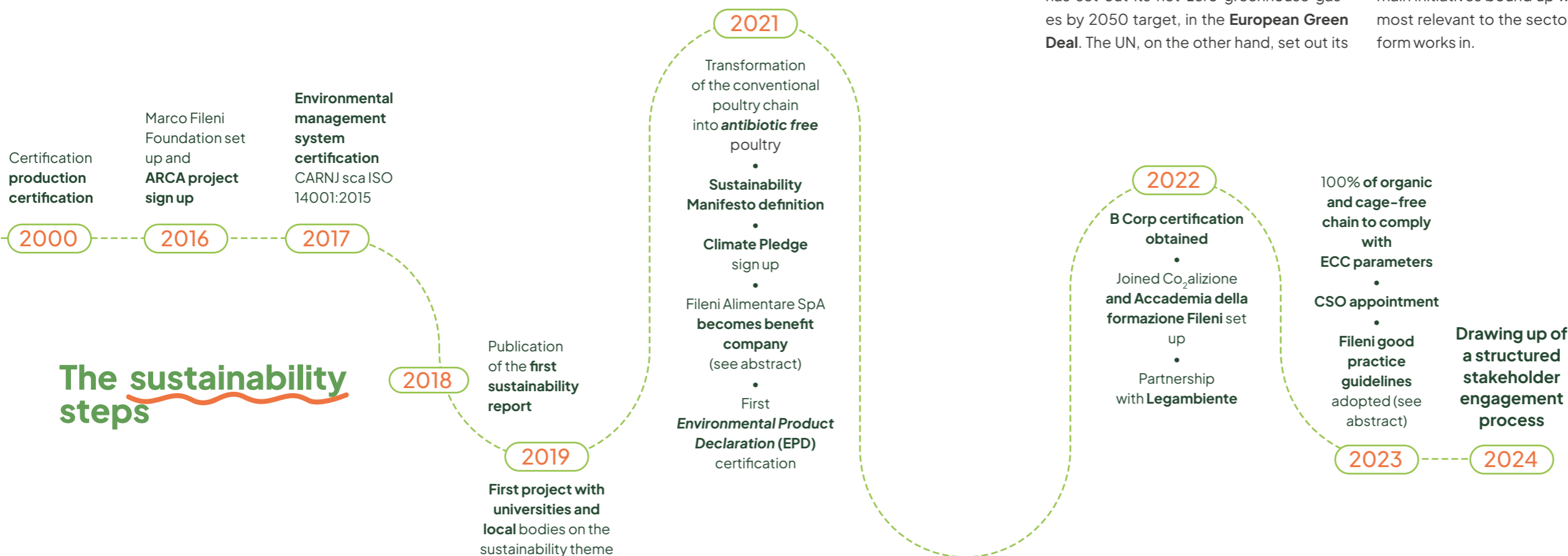
The **IPCC report** published in March 2023 reiterated the urgent need to act strategically to **combat global warming**. As the report suggests the scientific and technological solutions are already available. What is needed is action to put them in practice to achieve a 43% reduction in greenhouse gas emissions by 2030 and climate neutrality by 2050.

It is in this context that the European Union has set out its net-zero greenhouse gases by 2050 target, in the **European Green Deal**. The UN, on the other hand, set out its

17 sustainable development goals (SDGs) in 2015, with a view to helping nations and businesses deal with the social, economic and environmental challenges of our times. These policies and initiatives are also an urgent priority in the food sector, given its vulnerability to climate change, as a sector which must be made more sustainable, safe and resilient.

Fileni supports the Sustainable Development Agenda

Eight years on from the publication of the Sustainable Development Goals (SDGs) the Fileni Platform is reiterating its commitment to offsetting its inevitable environmental impact - the climate change gas emissions bound up with its work - as far as possible, with a view to generating a positive impact. What follows summarises the main initiatives bound up with the six goals most relevant to the sector the Fileni Platform works in.



6 Refer to section 4.
7 See section 5.1.



PURPOSE
We believe in regenerative culture as a shared asset.



VISION
Enhancing the territory to look after the future of our community.



MISSION
Being the best people and animal welfare chain in Europe.



SDG 2

End hunger, achieve food security and improved nutrition and promote sustainable agriculture.

The Fileni Platform is committed to offering its clients quality products which can contribute to a balanced diet. To this end part of its livestock and crop farming is organic, limiting the use of antibiotics and GMOs and using no artificial colours or palm oil. (Sections 3.4 *Product quality and food safety* and 7 *Organic agriculture*).

RELATED THEMES: Sustainable agriculture, attention to nutrition and consumer wellbeing, Product quality and safety.



SDG 4

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Fileni supports youth training and young people's access to the world of work. The platform works with universities and research centres for agronomy, biology and marketing research.

In addition the Marco Fileni Foundation's work includes investing in study bursaries for the children of staff and for the most deserving and least wealthy high school and university students. (Section 6.2 *Management of talent and professional growth* and 8.2 *The Marco Fileni Foundation*).

RELATED MATERIAL THEMES: A focus on local communities.



SDG 7

Ensure access to affordable, reliable, sustainable and modern energy for all.

For many years now the Fileni Platform has been working to increase the proportion of energy coming from renewable sources. The electricity bought is covered by Guaranteed Origin certificates (for further details see section 5. Environmental responsibility). We also have photovoltaic and cogeneration plants which contribute to the national grid and also activated two biogas plants in 2022, which use production waste and sludge. (Section 5.1 *Energy consumption and emissions*).

RELATED THEMES: Circular economy and efficient use of resources, Climate change.

SDG 8

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

The Fileni Platform is working to guarantee an inclusive, multicultural working environment and has staff from over 50 different countries. The platform does not use outsourced seasonal workers and our goal is to raise health and safety standards constantly. The appointment of a diversity manager in 2022 testifies to our desire to achieve and maintain a gender balance in the company workforce, especially at managerial levels. (Section 6 *Our People*).

RELATED THEMES: Economic performance, workers' rights and diversity.



SDG 12

Ensure sustainable consumption and production patterns.

Fileni is committed to disseminating and applying circular economy principles across the platform. Where reuse is concerned the Fileni Platform delivers its by-products to a pet food and fertiliser production consortium (Consorzio Gatteo Proteine) which Carnj is a partner in. Studies on innovative packaging solutions and ecotrays using only recycled and recyclable materials are under way. (Section 3.2 *A focus on sustainability in product packaging* 5.2 *Waste*, 7. *Organic agriculture*).

RELATED THEMES: Circular economy and efficient use of resources, Sustainable packaging.



SDG 13

Take urgent action to combat climate change and its impacts. The Fileni committed to offsetting its direct climate change gas emissions, i.e. relating to Scope 1 and Scope 2⁸ in 2020. For the fourth consecutive year the Fileni Platform has offset its Scope 1 and Scope 2 emissions, primarily by means of renewable energy sources. In 2021 Fileni Alimentare S.p.A. signed up to the Climate Pledge, thereby committing to measuring and periodically reporting its greenhouse gas emissions and setting decarbonisation targets in accordance with the Paris Agreement (Section 5.1. *Energy consumption and emissions*). In 2022 Fileni Alimentare S.p.A. signed up to Co₂alizione, with a view to strengthening the platform's commitment to the achievement of climate neutrality goals via the adoption of an innovative governance practice which uses articles of associations as a goal formalisation tool.

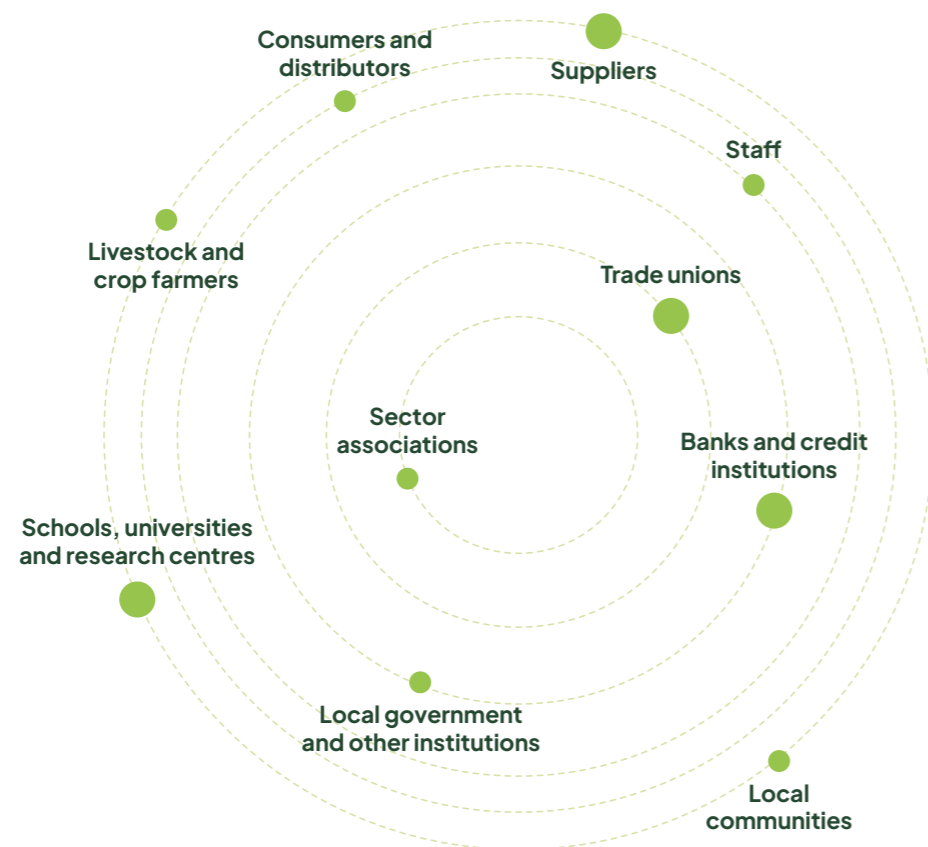
RELATED THEMES: Climate Change.



⁸ See section 5.1 *Energy consumption and emissions* for further details.

I main stakeholders

Our universe



2.2 Materiality Assessment

Materiality assessment plays a primary role in sustainability reporting, as its purpose is to identify economic, environmental, social and governance elements of importance to the Group’s business and stakeholders.

Continuing from the previous financial year Fileni has used the GRI Universal Standards published in 2021 to set out the methodology underlying its impact-related materiality analysis. These standards specify that materiality is directly bound up with significant impacts (positive or negative, actual or potential) generated by companies or potential economic, environmental or people impacts, including human rights impacts, from the so-called inside-out vision (or Impact Materiality).

As far as the inside-out logic is concerned the assessment examined the context in which the organisation works with a view to gathering the information needed to identify the actual and potential, positive and negative impacts more accurately.

A series of information sources were examined to this end, including:

- sustainability reporting laws (Tassonomia, CSRD, Corporate Sustainability Due Diligence Directive, SFDR, highlighted by ESMA on sustainability-related themes, etc.);
- the main international ESG standards and framework already in force (GRI, SASB, TCFD, UNEPFI, ESRS “Sector agnostic”).

The above context analysis enabled us to identify 34 potentially significant impacts which we divided up into macro-categories:

- 9 environmental impacts;
- 18 social impacts;
- 7 economic and governance impacts.

These impacts were subsequently subjected to assessment by a representative sample of some of the most important stakeholder categories. To this end the company recruited a sample of 42 stake-

The Platform’s responsibilities

Material themes



Economic, governance and compliance responsibility



Responsibility to the community



Responsibility to the environment



Responsibility to people



Responsibility to consumers

holders divided up into banks, clients, universities, associations, suppliers, category associations, farmers, breeders and partners by means of an online survey, obtaining an assessment of the impacts identified on the basis of the GRI Universal Standards methodology published in 2021.

This Impact Materiality review process generated a list of 20 material themes relating to environmental, social, economic and governance themes. The number of significant themes is thus in line with those of the previous financial year. However, as compared to the list presented in FY 2022, a Privacy and Data Protection theme has been added in recognition of the impor-

tance attributed to potential privacy violations and the consequent loss of sensitive client data.

For further details on the above impacts refer to the Annexes section.

2.3 The Fileni Platform manifesto: choosing to defend the future

In 2021 we drew up our **Sustainability Manifesto**, the document which sets out the key principles underlying our everyday work, what we choose to do to defend the future. This manifesto takes the form of the following Fileni Platform 'choices' which can be summarised as follows and are set out in detail in this Sustainability Report:



Key principles

The choices underlying our actions

We choose to regenerate the land

We combine the small farming tradition with the technological innovations available to us, to set in motion processes which contribute to regenerating the lands we farm. This is a commitment we at the Fileni Platform have adopted in the farming of our 255 hectares of land. However, our goal for the future is to get other Fileni chain players on board and achieve not solely production, but also sustainability, integration in the farming of the approx. 11,000 hectares of Fileni chain land.

We choose to respect animals

We farm our animals in accordance with their natural growth cycles, giving them quality feed and reducing the use of antibiotics to a minimum.

We choose to enhance the local area

We contribute to the sustainable growth of our region, the Marche, creating chains which promote regional excellence.

We choose to clean the atmosphere

We undertake to reduce and offset our direct emissions as far as possible both by buying clean energy and with reforestation projects and installing renewable energy plants. This is a Fileni Platform commitment. However our goal for the future is to get other Fileni chain players on board to achieve not solely production, but also sustainability integration*.

We choose to promote work

Ours is an inclusive, multicultural workplace, with a welfare policy which guarantees the Fileni Platform's staff health and fiscal agreements.

We choose to develop the community

We support young people's education and their access to the world of work by working with universities and research centres and awarding study bursaries to deserving students.

We choose to protect people

If we choose to respect animals and the land it is because we respect people's health and the trust our consumers show in us every day by buying our products.

*See section 5.1 Energy consumption and emissions for further details.

Benefit company, Co2alizione and B CORP

As we saw previously, in 2021 Fileni Alimentare S.p.A. **changed its legal status to benefit company**. This transition formalised the addition of **social impact goals** to the company's traditional financial goals, putting them on an equal footing.

In 2022 Fileni Alimentare S.p.A. signed up to Co₂alizione, with a view to strengthening the platform's commitment to the achievement of climate neutrality goals via the adoption of an innovative governance practice which uses articles of associations as a goal formalisation tool. Our commitment to increasing environmental sustainability was thus raised to the status of Fileni chain goal and protected in the articles of association to create the conditions required to combat the climate crisis and achieve European objectives. This addition to the articles of association, together with a further 60 Italian companies, is as follows:

The company is committed to disseminating a regenerative culture as a common good and implementing a progressive transition in its business and operational model in the direction of a net-zero-climate-change-gas economy, in keeping with European neutrality targets and Italian ecological transition.

In keeping with this, Fileni carried out a **B Impact Assessment (BIA)**, a measurement and analysis process of the sustainability levels achieved by each individual production activity within the company perimeter for the purposes of moving onto B Corp certification, achieved in 2022. The company thus joined a global network of over 4000 firms committed to mitigating the inevitable negative effects of production by generating a series of positive social and environmental impacts.

As a benefit company, Fileni Alimentare SpA is required to draw up an annual **Impact Report** setting out what it is doing to achieve its public utility purposes and its related targets (see annex to this Sustainability Report).

With its new social purpose in its articles of association the company's aim was to identify its vocation in **three specific public utility goals** oriented to the following areas of application:

- **Environment and territory:** the company is committed to disseminating a **regenerative culture** as a common good and implementing a progressive transition in its business and operational model in the direction of a net-zero climate change gas economy in keeping with European combating climate change targets and Italian ecological transition goals. It is thus working to pass on to new generations the **beauty of the agricultural vocation** and the urgent need to regenerate the land. The company has adopted agricultural practices and ecological know-how, choosing to farm, breed and work products in accordance with the principles of **respect for raw materials, the territory and biodiversity in general**. The company works to enhance the areas it works in, choosing short chains exalting regional excellence and local product quality.

- **Chain and product model:** the company undertakes to set up a **chain** model - to the maximum extent allowed and taking account of the various subjects making it up, many of which are third parties - which is as **regenerative, open, interdependent and replicable** as possible, and capable of inspiring the development of responsible companies, local communities and its local area in order to generate disseminated value. The company promotes the **development and consumption of organic products and nature-friendly products**.

- **People and community:** the company invests in **community development** in the full belief that common interest comes before individual interest. The company undertakes to safeguard and **promote the global right to well-being** in the knowledge that people's prosperity depends on that of the land, plants and animals. The company respects these by vocation and acts directly to contribute to people's wellbeing, irrespective of whether these are staff, clients or other stakeholders. The company hereby guarantees a **healthy, inclusive, multicultural and harmonious working environment**, committing to investing in young people and fostering professional and human development in order to develop their **individual potential** and increase their personal satisfaction, pride and wellbeing.

2.4 The Fileni good practice guidelines

The Fileni Platform's communications must be as good and authentic as its products. From the starting point of an overview of the relevant measures, whatever their direct applicability or related perimeters, the Fileni Platform approved what it has called its *Fileni good practice guidelines* for sustainability-related corporate communications on 11 September 2023, for both direct communications on any channel and external Fileni Platform communications (advertising, financial reporting, press reports, etc.) as well as product labelling, from 1 January 2024 onwards.

The purpose of the Fileni platform is to certify the full compliance of all its communications, on a practical level, with the guidelines. This compliance must be certified, in advance and in writing, by the company's recently appointed Chief Sustainability Officer (CSO).

The Fileni good practice guidelines are based on the 10 rules inspired by the EU Commission's draft 166 Green Claims directive issued on 22.3.2023.

The ten rules are:

TRANSPARENCY

Setting out Fileni's structure and organisation, to begin with, in a straightforward and easy-to-understand way, including by reference to other documents and/or QR Codes, showing its production phases and which of them are performed directly by Fileni Spa, and those done by the group's other firms and third parties, on a contractual basis or otherwise.

ACCURACY

All claims must be formulated within exact perimeters:

- a. accurate subjective definition of

claims (where they refer to Fileni Spa, a Group company or third party, on a contractual basis or otherwise);

- b. accurate objective definition of claims (where they refer to overall production, the organic range or conventional ranges and/or private labels;
- c. claims' time frameworks - each reference to the results achieved must be clearly time-referenced (i.e. dated to a specific year or period).

JUSTIFICATION

The motives behind claims must be clearly set out, including by reference to sources and, where relevant, any certifications confirming their truthfulness

PRUDENCE

Where doubts on claims' basis in fact exists, claims should not be used. Claims not substantiated by scientific studies or regulatory standards cannot be used.

COMPLETENESS

All claims must be set out in their entirety in the light of evidence which Fileni has knowledge of, or can reasonably be expected to have knowledge of (therefore, for example, free of omissions and including both negative, and not only positive, elements).

WEIGHTED

Claims must be truthful, including in their overall and practical impact (e.g. in affirming the emissions neutrality of a given activity, the weight of this activity within Fileni's, and the Group's, activities as a whole must be made clear).

CONCRETENESS

As regards future projects, claims not related to approved projects based on concretely implemented plans not subject to conditions should be avoided.

UNAMBIGUOUS

Terms bound up with sustainability (carbon neutral, organic, sustainable, etc.) can be used on condition that:

- a. the meaning of the term used is specified every time;
- b. where legal references exist, they are specified;
- c. all meanings differing from legal data are shown on a par with the claims themselves.

References to accreditations are admissible on condition that they are real and applicable at the time the claim is made and not subject to reassessment (unless the procedure is duly referenced).

MODERATION

Ambiguous or vague terms are to be avoided in communications, together with overly emphatic claims (unless these are based on clear certified references).

COMPLIANCE

The principles underlying these guidelines must comply with best sector practices and be monitored on a regular, at least annual, basis, on recommendations from the Chief Sustainability Officer.

Appointed by the parent company's Board of Directors on 11 September 2023 the CSO reports directly to the Chief Executive Officer and performs a coordination and supervision role as regards the following aspects of the company's work:

- in material terms the CSO must incentivise, manage and evaluate the compliance of the decisions made and processes adopted by the Fileni Platform with the highest environmental sustainability standards;
- in information-giving/communication terms the CSO is tasked with en-

suring the accuracy and truthfulness of the messages transmitted by the Fileni Platform and supplementing and updating it where necessary, in addition, naturally, with the compliance of the Fileni Platform's messages with the Fileni good practice guidelines⁹.

The CSO is also responsible for:

- managing the selection of the Fileni Platform's scientific partnership - one or more university research institutes - and any contacts with these;
- organising and managing periodic staff training which the Fileni Platform is planning to offer on an annual basis to all company departments in compliance with laws on commercial practices with specific reference to environmental communications.

With this in mind, the corporate website was restyled in 2023.

"Trust and commitment. Setting the values which have always inspired us in stone." This is the claim which launches the new website www.fileni.it. With the new website, in a completely new form, the Fileni Platform has chosen to tell its story and give users an up-close view of the group via an in-depth selection of contents and information which gives users an overview of the Fileni world. This starts with its history to its organic chain plans (whose goals and implementation plans are shared not only across the Fileni platform but also by all those taking part in its chain), which works alongside its conventional chain and plays an increasingly proportionally significant role in it, and the platform's commitment to sustainability and also includes product ranges and recipes.

⁹ For further details, see Section 3.4. Company communications.



3

The sustainability of our products

- 3.1 Product excellence
- 3.2 A focus on sustainability in product packaging
- 3.3 Transparent labelling
- 3.4 Product quality



Quality and sustainability



Healthy meat

Made without palm oil and artificial flavours and with limited use of GMOs.



BIO expertise

Fileni BIO was one of Italy's first organic meat ranges, the result of over 20 years' experience in the organic sector.



Innovative packaging

Fileni has developed innovative packaging solutions: an eco-tray and a compostable pack.

3

A focus on sustainability in production



The Fileni Platform has made environmental sustainability one of the cornerstones of its work and is devoting resources and people to it in an attempt not solely to channel its work towards this goal but also with a view to setting up a more ethical and responsible chain.

3.1 Product excellence

Product quality is a commitment and a responsibility to Fileni Platform consumers and this is why our focus is on the company production process as a whole: we select ingredients carefully and **combine innovation and tradition** to offer a range of products designed to accord with the tastes and habits of those buying them.

Our bonds with **local traditions** are strong and this enables us to breed and produce meat in a responsible way, offering consumers a wide range of white meat products: whole meats (unaltered), raw processed products, breaded meats and 'free-from' and low-fat products. Furthermore, buying up Tedaldi has meant that our product range has now been supplemented by an egg chain, both conventional and organic. As well as making meats **without palm oil, without mechanically separated meat (for the first and second workings only), without artificial preservatives, with limited use of GMOs as ingredients** from farms which make only minimal use of antibiotics, Fileni's goal to offer 'good' foods takes concrete form in various ways:



Farming methods (direct and indirect)



All animals are free **range**



All animals are born, bred and slaughtered in **Italy**



A focus on animal **welfare**



Controlled nutrition



Use of antibiotics **only** as a last resort



Avant-garde tools monitoring animal parameters constantly and guaranteeing their health and welfare

Fileni brand product preparation methods



NO Artificial colours



NO Added palm oil

Fileni brand products are top quality products, the outcome of a gradual movement in the direction of greater farming and production sustainability

Materials used¹⁰

From 2022 onwards the Group is reporting data relating to production material type which can be subdivided into four main macro-areas:

- **Foodstuffs** bought from the Group's feed factories: 479,691 tonnes;
- **Packaging¹¹**: 10,238 tonnes, of which external packaging is the largest category in weight terms (68%), followed by trays (17%) and bags (6%);
- **Ingredients**: 5971 tonnes mainly comprising flour, bread and batter (47%), condiments (24%) and fruit and vegetables (13%) and 91,894 litres of condiments, dairy products and other ingredients;
- **Meat**: 154,306 tonnes of chicken and 12,931 tonnes of turkey.



Organic products

Fileni BIO was one of Italy's first organic meat ranges, the result of over 20 years' experience in the organic sector



¹⁰ For additional details on the materials used by weight and volume, see the Annexes section.
¹¹ Data relating to packaging and ingredients refer exclusively to the purchases of Carnj Società Cooperativa Agricola.



Fileni BIO is a complete range of products, from first to fifth working, i.e. whole bagged chicken to processed products, including delicatessen products, offering consumers a complete service.

The Platform also hosts an **experimental kitchen** in which Fileni chefs and their research and development colleagues work closely together for the purposes of ongoing product innovation and to offer consumers tasty and practical recipes. Panel tests are periodically held, during which products are tasted by a group of experts with a view to seeking out even the smallest potential improvements to recipes.

Organic red meats

Fileni BIO red meats – comprising **beef** and **pork** in a range of formats for all needs – are:

- Italian, in every phase of the chain. Our animals are born, bred, slaughtered, worked and packaged in Italy;
- Completely GMO-free;
- Capable of maintaining their flavours and aromas, with modified atmosphere or skin packaging.

Conventional products: new features and product launches

On the strength of ongoing synergic work by our research and development, marketing and sales teams, throughout 2023 the Fileni Platform released a great many products onto the market with a view to

extending and rationalising its product assortment. Two product launch windows, in April and October, enabled us to work horizontally across a great many features of the Fileni brand architecture, offering the market a high added value product, capable of meeting the needs of consumers increasingly attentive to product choice, even in the crowded conventional product segment.

Chicken breast rolls with speck and mozzarella ¹

Our chicken breast rolls with speck and mozzarella supplement our *Cena da Chef* range, the Fileni range which exalts the flavours of the great Italian culinary classics and offers recipe suggestions. Gluten-free and delicate in flavour these new chicken breast rolls are a classic Italian recipe, given a gourmet touch. Thin and rolled up into regular, compact shapes these chicken breast rolls are filled with chicken, speck and mozzarella.

The Buoni&Bilanciati – balanced diet – range ²

The Buoni&Bilanciati range products launched in 2021 won *Food* magazine's Best FOOD 2023 prize in the ready-to-eat dishes category. The balanced diet aspect is the key to a range made with a carefully researched proportion of grains, proteins and vegetables in its three tasty, practicable products.

3



With a view to ongoing improvement, in 2023, the Buoni&Bilanciati range was supplemented with three new products: Pollo alla Orientale (oriental style chicken), Tacchino Piccante (hot turkey) and Piatto dei Campioni (champions' dish) 3. His latter, in particular, is a limited edition inspired by the partnership between Fileni and FIGC and the Italian national football team, testifying to the central importance of a good diet to a healthy lifestyle and sporting success.

4



Furthermore, on the basis of consumer feedback gathered in a consumer test, the Buoni&Bilanciati packaging was changed, bringing in a compartmented tray which keeps the various ingredients separate and brings out their separate flavours and specific features 4.

5



The Buoni&Veloci - quick-to-make - range 5

Buoni&Veloci is a range of ready-to-eat dishes offering a selection of the best tasty traditional recipes made with quality ingredients only.

Designed for those with limited time but wanting to eat well all the same Buoni&Veloci is a new Fileni food development from the past Sempre Domenica brand, offering sublime food experiences, new features and service contents: seven ready-to-eat dishes including pasta, rice and meat dishes designed to meet the taste and habit needs of the most exacting consumers.

6



Eggs 6

With the new EGG range in 4 different products: CAGE-FREE, ORGANIC, FREE-RANGE AND GOLDEN YOKE - the Fileni Platform confirms the importance of a commitment to healthy balanced diet. A wide range of products designed to be

attractive to a young, dynamic consumer group, responding to the most recent 'away from home' consumer trend and including high-protein breakfasts, work brunches and dinners out. Eggs are an ideal food, in fact, at any time of day with a wide range of high energy recipes.

Fileni's movement towards a new shelf positioning based on a yellow and orange colour palette is also important, as this is a distinctive choice in this category, with these being symbol colours for eggs and a further distinctive feature of the range, making for a brand-block which distinguishes it from others and attracts consumer attention.

3.2 A focus on sustainability in product packaging

Fileni has been moving in the direction of a more virtuous circularity in its product packaging for some time now. In this context the Fileni Platform has developed two innovative solutions for the packaging of its products: an eco-tray and a compostable pack.

Eco-tray

The **Eco-tray** is an innovative packaging tray made of cardboard - launched at the same time as our organic red meat range.

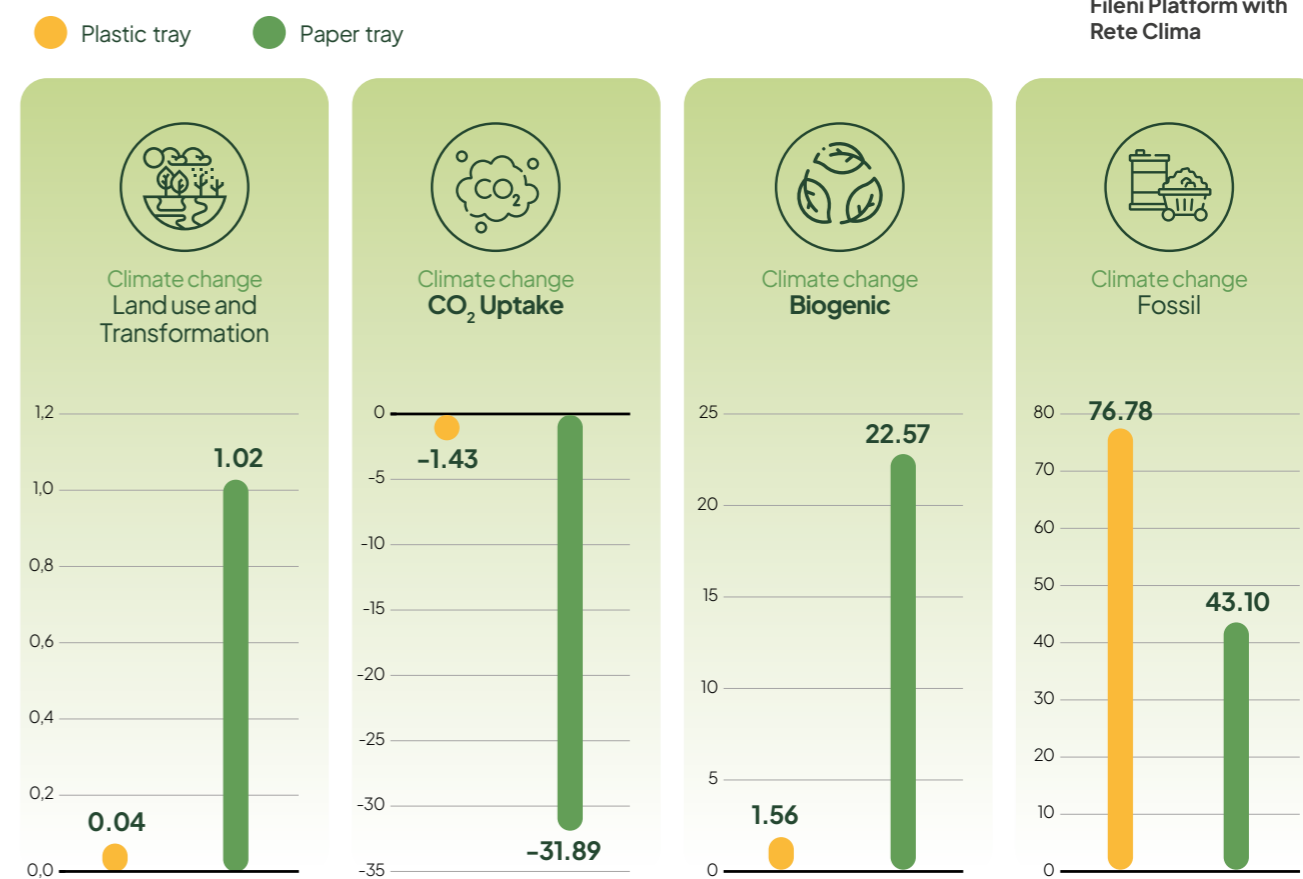
In 2021 the Fileni Platform conducted a **study together with Rete Clima** to analyse the impact of the eco-tray as compared to traditional plastic packaging. The study analysed the paper tray's lifecycle and compared it with the plastic trays traditionally used in fresh meat packaging. This assessment complied with reference lifecycle analysis laws (UNI ISO 14040 and UNI ISO 14044), adopting a 'cradle-to-gate'

approach following products through to delivery to Fileni's plants.¹² The unit chosen is the medium-sized tray (approx. 20 grams) given the similar size, weight and functional requirements of the various products used for packaging and sale of fresh meats. The result showed that the climate impact of paper trays, deriving from fossil fuel emissions, is **43.9% of those of plastic trays** (43.10 gCO₂eq/paper tray

as opposed to 76.78 gCO₂eq/for plastic trays). These results show an increase in biogenic origin CO₂eq and CO₂eq emissions bound up with land use and transformation, an estimated value of 1.02 gCO₂eq, which in no way diminishes the significantly lower impact of the eco-tray than its plastic equivalent. The graph below shows the results of the analysis:

Fileni packaging impact

The results of the analysis study performed by the Fileni Platform with Rete Clima



Results in kgCO₂eq of the Fileni packaging impact assessment expressed in fossil carbon and biogenic carbon terms.

¹² This choice is justified by very similar characteristics in weight terms both of the two trays and of the products contained in them, as well as the fact that the distribution is unchanged (same clients, same quantities, same distances) in the two scenarios. The exclusion of the use and end-of-life phases, on the other hand, is bound up with the absence of specific data relating to these lifecycle phases (i.e. relating to the use made by the trays of the large-scale retail network distributors and end-clients), namely the desire not to bring in significant uncertainties linked to the modelling of hypothetical scenarios into the assessment results.



The disposal instructions are on the side of the tray



A practicable **light-cardboard tray** which can be recycled as paper and is smaller in size



Printed film, recyclable plastic



Sustainability is the principle underlying our eco-tray, an innovative and environmentally friendly concept

Additionally, the paper our Fileni BIO eco-trays are made from boasts two certifications:



PEFC

Forest sustainability certification ensures that forests are managed in accordance with exacting environmental, social and economic standards.



ATICELCA

An assessment system for paper recyclability. This logo on packaging shows that it can be recycled as paper.

Compostable tray

Since 2021, compostable or recyclable **packaging** was used for **Fileni second working Antibiotic Free, a Fileni brand**. All the components of this new packaging system, used for the first time in 2020, are made from **compostable materials** (complying with the UNI EN 13432 standards) all of which can be thrown into organic waste bins.

The tray is made of **Mater-Bi**, a material researched by Novamont, an international bioplastics sector leader. It is the result of an integrated chain using plant-based raw materials to offer compostable solutions. Its protective film is made of PLA, polylactic acid, an innovative bioplastic deriving from the transformation of the sugars present in corn, beetroot, sugar cane and other natural, renewable materials. The label is made of biodegradable Vellum paper, an especially fine, smooth and highly durable parchment.

Note that, from June 2024, the tray made of Mater-Bi will be replaced with a recyclable PET tray made of 50% recycled plastic.

Recycled and recyclable plastic

Since 2022, all Croccanti and Veloci range products in retail format have been packaged in containers made of 50% recycled plastic, which is in turn recyclable, instead of polystyrene.

This is also the case of the new chicken breast rolls with speck and mozzarella, which are packaged on the same trays. We will progressively extend this packaging to all our other product ranges as well, to confirm and further consolidate our commitment to environmental sustainability.

In 2023 production (in kg) packaged in compostable, biodegradable or recyclable packaging increased by 8.21%¹³ over 2020 (generally in line with 2022) to 28% (28.4% in 2022) as a percentage of the total kilos of products sold by the Fileni Group in trays.

¹³ This indicator is the subject of a funding contract drawn up on 29 June 2020 by Carnj Società Cooperativa Agricola. It is the result of a sustainable packaging target (% of products packaged in recyclable, compostable or biodegradable plastic packaging).



3.3 Company communications

The label

Labelling is Fileni's **primary communication channel** with consumers, showcasing our commitment to **quality** transparently and proudly and describing Fileni's product characteristics and decisions, above all where farming is concerned.

In particular, the Group has signed up to the **Voluntary labelling regulations** for conventional poultry meat drawn up by Unaitalia and approved by MASAF (department of agriculture, food sovereignty and forestry). The goal is to supply consumers with a series of **information relating to farming systems (cage-free), type of feed (no GMOs and limited use of antibiotics) and animal welfare (natural light, slow growth)** on the quality of the products they are buying.

Moreover, **constant checks** by an accredited third part body (CSQA) and Unaitalia means that all the information on the labels is certified as truthful. Fileni is thus authorised to put the **characteristics** identified by the regulations and characterising its chain, both conventional and organic, on its labels, such as, for example, **free-range**, the **type of feed** used, its **Italianness** and, in most cases, its **antibiotic-free farming**. Additionally, the labels contain information facilitating the gathering, reuse, recycling and appropriate disposal of packaging, in accordance with existing laws.

Fileni has come up with an innovative label for its **antibiotic free Fileni brand** in storytelling style, emphasising certain important characteristics of its products: **free-range farming, antibiotic-free farming and new materials**. In 2021, the Fileni BIO sliced chicken breast and Fileni GMO-Antibiotic Free Fileni brand sliced chicken breast were the first poultry products to obtain the **EPD** Environmental Product Declaration in Europe, in accordance with the programme drawn up by the

International EPD System. The **Environmental Product Declaration** quantifies environmental impact across products' whole product lifecycles, thus constituting an information tool of choice for consumers (for additional information see section 5 Environmental responsibility).

Traditional communications

KITCHEN FREESTYLE: THE NEW TV ADVERT

On 15 October 2023, the Fileni Platform launched a new campaign in partnership with the Federazione Italiana Giuoco Calcio (FIGC) football federation. The campaign's testimonial was Matteo Pincella, the Italian team's nutritionist, highlighting the way the footballers' training begins with a healthy, varied and balanced diet. Pincella takes us to the Coverciano kitchens, where he passes the ball to the chefs who have fun dancing freestyle to music while expertly cooking their dishes.

Planned for both TV and digital the campaign recounts the importance of a healthy and balanced diet, highlighting the quality and variety of the Fileni products forming part of both men's and women's Italian football teams' diets, further confirming Fileni's commitment to offering foods with strong local bonds.

COMPETITIONS

With a view to building, maintaining and consolidating its relationship of trust with consumers, the Fileni Group is investing significantly in competitions and promotional activities helping to consolidate its brand awareness, on one hand and, on the other, helping concretely with sales.

In this respect, what follows is a list of some of the more successful 2023 events:

- All the flavours of wellbeing
- Travel Green with Fileni
- A day with the Italian football club
- Donate and win (charity in conjunction with InSuperabili and Wishraiser).



Digital communications

In 2023 the Fileni Platform consolidated the renewal of its digital communication strategy begun in 2022. The primary objective behind this strategy was to position Fileni in consumers' minds as a brand marked out first and foremost by its welfare and sustainability choices.

This ambitious, long term goal is being pursued by means of a range of touchpoints ranging from Facebook to Instagram through TikTok and the Group's website.

The involvement of creators, selected ad hoc less for their fame than for their ability to create contents coherent with goals of specific relevance to Fileni, is a crucial asset in any multi-pronged strategy on both content and implementation planes.

In 2023, specifically, great attention was paid to revamping Fileni's TikTok presence, bring-

ing in specific rubrics such as **World Recipes, Do It Yourself** or the more localised **Giuliano's Recipes** which enabled the company to dialogue with a fanbase which is getting bigger every day.

This latter growth can be attributed to the decision to develop ambitious partnerships with high potential profiles such as **2Men1Kitchen** and **DRILL4MEAL**.

2023 was also the year our partnership with Matteo Pincella, the Italian national football team's nutritionist, began, with the latter lending his face and professionalism to the social media campaign **One trick at a time** on Instagram and Facebook and talking to Dario Piantadosi (Football Freestyle Coach) in a series of videos on what to eat for sport. This partnership with Matteo Pincella will continue in 2024 with new posts and videos (online and offline).

3.4 Product quality and food safety

The Fileni Platform considers product **quality** to be an indispensable part of what it offers consumers. The Fileni Platform works through all production processes to guarantee and maintain **adequate quality standards**, and focuses on environmental friendliness, **local conservation** and **worker health**. All this takes concrete form in risk analysis and the implementation of thoroughgoing and constantly updated testing plans.

Lab tests

The Fileni Platform supervises all production phases, including via **lab testing** and other **checks**, ensuring traceability at all times.

In fact traceability serves to identify potential negative impacts bound up with an organisation's production and prevent them. These mechanisms help us to locate and withdraw non-compliant products, enabling products to be withdrawn urgently for health and safety reasons or in the event of animal disease clusters.

To this end Fileni uses its own in-house lab tests and those of accredited external labs for **bacteriology and chemical testing**. To fulfil the various demands and challenges of 2023 the Fileni Platform transferred its lab tests to a new site but still within the company complex. This new approx. 350 square metre space has the capability to perform all the tests required: chemical, biological and molecular.

These checks are performed both at the outset, on slaughtered meat, to check for the presence of specific pathogens and any undesirable substances, and later on, on organic foodstuffs - grown both on privately owned fields and those farmed to contracts - and animal feed.



Feed stored at the chain's farms is analysed to check that **antibiotics are not present, in accordance with the requirements of the testing plans developed under the supervision of the legally responsible bodies**. The organic chain feed and the raw materials it is made from are subjected to **rigorous multi-residue analysis** to rule out the presence of unauthorised chemical substances. Furthermore biomolecular analysis testifies to the absence of genetically modified organisms in corn, soya and, in general, in the organic chain and certified no-GMO feeds.

In farms (both privately owned and in ag-istment - and thus the whole Fileni chain) **sample chemical analysis on the water drunk by animals** for bacteriological and chemical testing is performed.

In 2023 **16 cases of non-conformity** relating to consumer health and safety were recorded. These were cases of minor salmonella. Together with the local health authorities the Platform took swift corrective action to prevent further cases from occurring.

Bacteriological analysis on products and work surfaces serves to check compliance with **health and safety standards and avert health risks, especially where pathogens are concerned**. Chemical analysis tells us the nutritional values of meat, identifying levels of protein, fat and carbohydrates and excluding the presence of harmful substances. Pathological anatomy analysis identifies any farming-related problems. At least once a year, the chain's **farms are tested** using immunoenzymatic methods developed in in-house labs.



IN 2023 OUR IN-HOUSE LAB ANALYSED OVER

8200

SAMPLES WITH 6 DETERMINATIONS EACH

Audits

The Fileni chain undergoes numerous audits each year to ensure **product quality**. These are done both internally and at our suppliers, to check product quality, and client and third party certifying bodies also carry out checks:

- **Internal audits:** In recent years the Fileni Platform has drawn up an internal audit programme for its two production plants, direct farms and feed factories. To avoid self-referential judgments, a 'responsibility exchange' is enacted ensuring that audit managers do not check the plants in which they themselves work.
- **External audits performed by clients and third party certifying bodies:** Fileni's main clients generally carry out ad hoc audits in the Group's plants. Some of these are planned whilst others are unannounced. In the context of Fileni's certifications, certifying bodies carry out audits in accordance with the time frames set out in the various standards.
- **Audits carried out by Fileni on its own suppliers:** The Fileni Platform performs audits on its indirect farms, incubators, hatcheries and suppliers of the raw materials it uses in its own production. To this end it has developed ad hoc checklists analysing various aspects including health and safety standards, compliance with the law, etc. Suppliers audited are selected on the basis of their critical, strategic importance and other specific factors.

Certifications

Fileni was the first company in Italy to obtain **UNI EN ISO 9001:2015** system certification for the quality management system used at Fileni Alimentare S.p.A. and the Cingoli and Castelplanio production plants. Specifical-

ly, in 2020 and 2021, ISO 14001:2015 certification was obtained for the Cannuccia, Falconara and Ripa Bianca plants. Additionally, EPD (Environmental Product Declaration) certification was obtained for our organic chicken breasts and GMO-free Fileni brand, an information tool giving us information on the environmental impact of our products. In 2021 the two production plants upgraded their IFS certification to the new version 7 standards.

The following page lists the Platform's certifications, with exact information on the perimeter the certification refers to.
















Reputation monitoring

In 2023 the Fileni Platform began monitoring its reputation via TrustPilot, an online review platform which links up companies and consumers via client feedback on their buying experiences.

The Fileni Platform gathers reviews both organically - via voluntary access by consumers to Fileni's Trustpilot page - and on invitation via the use of triggers related to surveys. Whenever consumers take part in surveys with prizes set up by the Fileni Platform they give their consent to the processing of their personal data and a few days later they are invited to review Fileni's services and products.

This workflow, with its thoroughgoing everyday Platform management, has enabled Fileni to acquire a very high TrustScore, especially if compared to that of other food sector companies. At the end of 2023, in fact, Fileni's TrustScore was 4.2 out of 5, while the category average was 3.8.

Our certifications

Year of first issue	Certification	Description	Certification perimeter
2023	 IFS International Food Standard	Product quality and health and safety	Bioalleve S.r.l.
2023	 UNI EN ISO 22005:2008	Product certification, food chain traceability	Tedaldi S.r.l.
2023	 Compliance certification Reg. 834/2007	Slaughtering, working and sales	M.B. Mangimi S.p.A - Longiano; Società Agricola Fileni S.r.l. - Cingoli; Bioalleve S.r.l. - Oppeano
2021	 ISO 14001:2015	Environmental Management System	Cannuccia Bio livestock farm, Falconara Bio
2020	 ISO 14001:2015	Environmental Management System	Ripa Bianca livestock farm, Cannuccia Conv., Falconara Conv.
2018	 Standard DTP 126	Controlled poultry chain product certification	CARNJ Soc. Coop Agr. Castelplanio and Cingoli plants
2017	 ISO 14001:2015	Environmental Management System	CARNJ Soc. Coop Agr. Castelplanio and Cingoli plants
2013	 Halal production range certification	Ritual chicken slaughtering, sectioning and boning range	Fileni Alimentari S.p.A. Castelplanio and Cingoli plants
2011	 IFS International Food Standard	Product quality and health Product health and safety	CARNJ Soc. Coop Agr. Castelplanio and Cingoli plants
2016	 Adherence to Unaitalia poultry meat labelling standards	Voluntary labelling of poultry meat	CARNJ Soc. Coop Agr. Castelplanio and Cingoli plants
2003	 UNI EN ISO 22005:2008	Product certification, food chain traceability	CARNJ Soc. Coop Agr. Castelplanio and Cingoli plants
2003	 DTP 030 and 049 standards	Product certification	CARNJ Soc. Coop Agr. Castelplanio and Cingoli plants
2000	 Compliance certification Reg. 834/2007	Slaughtering, working and sales	GAV Mangimi - Jesi; CARNJ Soc. Coop Agr. Castelplanio and Cingoli plants Fileni Alimentari S.p.A. Plus farms and lands
	 NO GMO soya and corn certification	Product certification	M.B. Mangimi S.p.A. - Longiano
1998	 UNI EN ISO 9001:2015	Quality management system	CARNJ Soc. Coop Agr. Castelplanio and Cingoli plants Fileni Alimentari S.p.A.; M.B Mangimi S.p.A (Longiano and Jesi)



4

Animal welfare



4

Animal welfare



Interest in **farm animal welfare** is growing constantly, from consumers and legally. This means that animal management in the highest risk sectors, such as poultry, is a key business community factor ensuring the industry moves in the direction of increasing environmental sustainability. Fileni is committed to working together with universities, research institutes and sector partners to **contain the negative implications for animal welfare** of the sector the Fileni chain works in. This involves trusting to **modern scientific knowledge, ethics** and animal health and safety **legislation**. Greater animal welfare leads to better animal health and consequently higher product quality.

One section of the European Union's **Farm-to-Fork Strategy** focuses specifically on animal welfare, above all in relation to consumer health and the anti-microbial resistance issue. The European Commission is thus acting to reduce overall anti-microbial sales for farm animals and in fish farms in the EU by 50% by 2030. The new veterinary medicine and medicated feed regulations (ref. CE no. 6 dating to 2019) have set out a wide range of measures to contribute to this objective. Not only are anti-microbials for prophylactic use banned, but they are also subject to considerable conditions in therapeutic use. They can be administered

only after a veterinary visit and clear diagnosis and following on from an electronic prescription. Human-use antibiotics cannot be prescribed. Norms applied by the Fileni veterinary service.

The use of antibiotics is extremely limited and, in the event of animal disease, these can only be used as an animal welfare last resort after all other options have been considered, such as the use of probiotics, herbal remedies and organic acids and on veterinary diagnosis and prescription. Fileni keeps use of antibiotics under control and monitors these. This means that unauthorised people are not allowed access to farms. Staff accessing these must always notify the farm of their presence to ensure that full epidemiology tests can be carried out at any time. Vehicles entering farms are disinfected and all staff wear special clothing and footwear.

Fileni has committed to implementing animal health and welfare standards at the company on the basis of the **5 Farm Animal Welfare Council freedoms**. In 2021, in close conjunction with CIWF (*Compassion in World Farming*), we signed up to the **European Chicken Commitment (ECC)**, with a view to applying these standards in at least 20% of our direct and indirect conventional farms.

Fileni promotes animal welfare and sustainability in farms, limiting the use of antibiotics in compliance with EU standards



Animal welfare

What follows are the targets Fileni has set itself for 2026, in line with the ECC:

- **2023**, 100% of the organic and cage-free chain complying with ECC parameters¹⁴;
- **By 2026**, 20% of the chickens farmed in the Fileni chain using conventional farming methods to accord with ECC standards;
- **By 2026 at the latest**, for conventional ranges, we will supply all clients requesting these with products complying with ECC standards;
- **From 2022 onwards** all new sheds built (direct farming) are planned with the potential to house chickens in accordance with ECC standards.

¹⁴ Previously CIWF agreements set this target for 2022. By the end of 2022 90% of Fileni's organic and cage-free chickens conformed to ECC and an agreement was reached with CIWF to get this up to 100% by the end of 2023.

On the company website <https://www.fileni.it/blog/fileni-e-ciwf-un-passo-avanti-verso-il-benessere-animale> there is an up-to-date policy and a timetable as shown below:

Organic chicken and cage-free farming

Organic chicken chain work progress percentage data In reference to ECC requisites in July 2023

	End 2024	End 2023	July 2023
Maximum bird density 30 kg/m ²	100%	100%	100%
Breeds demonstrating the best animal welfare indicators	100%	100%	96%
Fortification - perches	100%	100%	50%
Fortification - substrata	100%	100%	100%
Fortification - natural light	100%	100%	87%
Controlled environment stunning	100%	100%	100%

Transition completion time frame

Percentage data

	End 2026	End 2025	End 2024	End 2023	July 2023
Maximum bird density 30 kg/m ²	20%	12%	7%	5%	2%
Breeds demonstrating the best animal welfare indicators	20%	15%	11%	11%	11%
Fortification - perches	20%	12%	7%	5%	2%
Fortification - substrata	35%	27%	22%	20%	17%
Fortification - natural light	35%	27%	22%	20%	17%
Controlled environment stunning	20%	12%	7%	5%	2%

The Fileni Platform is aligned to the above timetable. In early 2022 the Fileni Platform also added animal welfare standards to its agistment supplier contracts and **training courses for all farmers** on this subject will be given, in order to ensure greater - though not direct - control over supplier animal management practices.

In addition, from early 2023 onwards, specific training on animal welfare themes will be given to poultry farm managers of both farms owned by the group and the chain's third party producers.

The Fileni chain also safeguards **animals' natural biorhythms** and **respect for their sleep-waking cycles** via the optimal use of natural and artificial light in farms. Most of the direct farming plants are equipped with aeration systems ensuring appropriate temperatures, ventilation and oxygen levels inside the buildings.

The Fileni chain is committed to improving its **animal management practices** by means of training courses for its farm staff and supplying the support of technicians visiting farming centres at least once a week.



For 2023 such training is to be stepped up with **Biosecurity and Animal Welfare** courses supplied to all staff working in the group's privately owned farms and further training sessions every four months for agisters (indirect farms) using in-house staff appropriately trained and qualified via courses and with veterinary staff working for public service companies. The purpose of such courses is to highlight good practices on the subject, including cleanliness and disinfection, lighting management, farm air quality, farming density assessments and the management of animal feed and water. Additionally, in 2024, all themes centring around farm animal welfare and biosecurity will be dealt with.

Lastly, beginning in early 2023 audio-visual systems were installed in some of our privately owned farms with a view to monitoring animal welfare in company spaces, to prevent farming practices not complying with the company's practice methods by staff.

Fileni strengthens animal welfare with ongoing training, monitoring and sustainable practices, guaranteeing a code of ethics permeating the production chain



5

Environmental responsibility

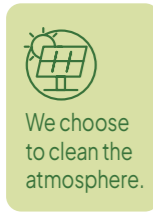
Reducing negative impacts

- 5.1 Energy consumption and emissions
- 5.2 Waste
- 5.3 Water consumption
- 5.4 Commitment to ongoing environmental performance improvements





Environmental responsibility



The Fileni Platform is aware of the impact of its business on the environment in emissions, biodiversity and use of resource terms. The Fileni Platform is thus committed to reducing the negative impact inevitably bound up with its production activities, offsetting and mitigating this with a series of virtuous actions and behaviours.

5.1 Energy consumption and emissions

In 2023 the Fileni Platform's total energy consumption was 551,974 GJ, in line (-1%) with the previous year (555,756 GJ). The index which relates energy consumption to production was 1.69, in line with the previous year.

The main energy source used was methane gas (339,858 GJ in 2023 vs 362,400 GJ in 2022), which fuels two high-performance cogenerators at its two production plants, Cingoli and Castelplanio. Both these cogenerators are equipped with heat recovery systems enabling hot water to be produced for use inside the plants.

The plant's electricity needs are partly bought in from the grid and partly self-produced. The electricity bought in 2023 (157,914 GJ) was covered by Guaranteed Certificates of Origin.¹⁵

In addition, two anaerobic digestion plants for biogas production at the two Cingoli and Castelplanio plants enable us to cover part of our energy needs. These are fed by

sludges leaving on-site sewage treatment plants made up primarily of fats and proteins deriving from the cleaning of production equipment. These sludges enable the greatest value possible to be recovered from production waste in the form of energy. This avoids sludge transport and disposal costs and means that these sludges can be used on-site to partially cover plants' energy needs. The biogas generated feeds two cogenerators in the Cingoli and Castelpiano sites which supply electricity and heat energy to the two plants.

The Fileni Platform began monitoring its greenhouse gas emissions (GHG) several years ago, in the awareness that reduction initiatives can only be effective if they appropriately map and report the emissions produced. In this context it is fundamentally important to define the scope and thus the perimeters of reference in emissions monitoring as set out in the GHG protocol corporate Standard 2004:

- **Scope 1¹⁶:** direct emissions generated by the Platform from sources privately owned by, or under the control of, the Platform;
- **Scope 2:** indirect emissions generated by the energy bought and consumed by the Platform. Scope 2 therefore takes stock of energy consumption, especially electricity, whose consumption does not directly emit climate warming gases but which can

emit these during production. Mitigating or offsetting Scope 2 emissions means contributing, together with Scope 1, to lessening or eliminating the direct global warming impacts of the Platform. As set out in the GRI, Scope 2 emissions were calculated using two distinct methodologies: the location-based method and the market-based method. The location-based method is based on average regional, subnational or national energy generation emissions. The market-based method, on the other hand, is based on CO₂ emissions emitted by the energy suppliers the Platform buys electricity from, on contract, or on factors relating to the reference market. This calculation methodology enables the energy bought from renewable sources to be promoted. This method takes account of what are known as Guarantees of Origin;

- **Scope 3** covers all the other indirect emissions generated along the chain's value chain, both upstream and downstream, thus covering the whole product lifecycle. What follows is a graph of the three Scopes escribed above¹⁷.

Linking up Scope 1, 2 and 3 definitions to the various Fileni universe perimeters set out in section 1.1, the CO₂ emissions covered by Scope 1 and Scope 2 refer to the Fileni Platform (i.e. Fileni Group and Carnj) while the Scope 3 emissions refer not only to the Fileni chain but also to the whole Fileni product lifecycle, i.e.:

- **Upstream activities:**
 - Fileni chain - indirect farming and breeding, third party feed suppliers, hatcheries and incubators;

- Fileni chain suppliers - primarily packaging suppliers and transporters.
- **Downstream activities:**
 - Fileni chain - by-product working and slaughtering waste;
 - Fileni chain clients - the Fileni chain does not have its own retail outlets and hands over its entire production to the various market players. As illustrated in section 1.1. Fileni has commercial relationships ranging from the large-scale distribution network to individual butchers' shops. Thus the impact of Scope 3 in the downstream segment relates primarily to finished product distribution¹⁸ (above all by means of refrigerated vehicles), conservation and home cooking of the finished product, packaging, end-of-life, sales and/or reuse of waste (e.g. poultry manure) and farming waste.

The Fileni Platform undertakes to acquire clean energy to offset our emissions. Our goal is, however, to extend these goals to the Fileni chain's actors, too, with a view to integrating not just production but also sustainability.

To date, however, the Fileni group does not yet have the tools to report Scope 3 emissions accurately but we are - as our signing up to the Climate Pledge and to Co₂alizione shows - contributing to raising awareness, and promoting the progressive mitigation of our GHG impacts both upstream and downstream of the Fileni chain to achieve a product lifecycle which is as close as possible to zero-impact. With a view to reporting the Fileni chain's emissions (Scope 3), the Platform has set in motion data gathering and analysis of KPI

GHG corporate protocol

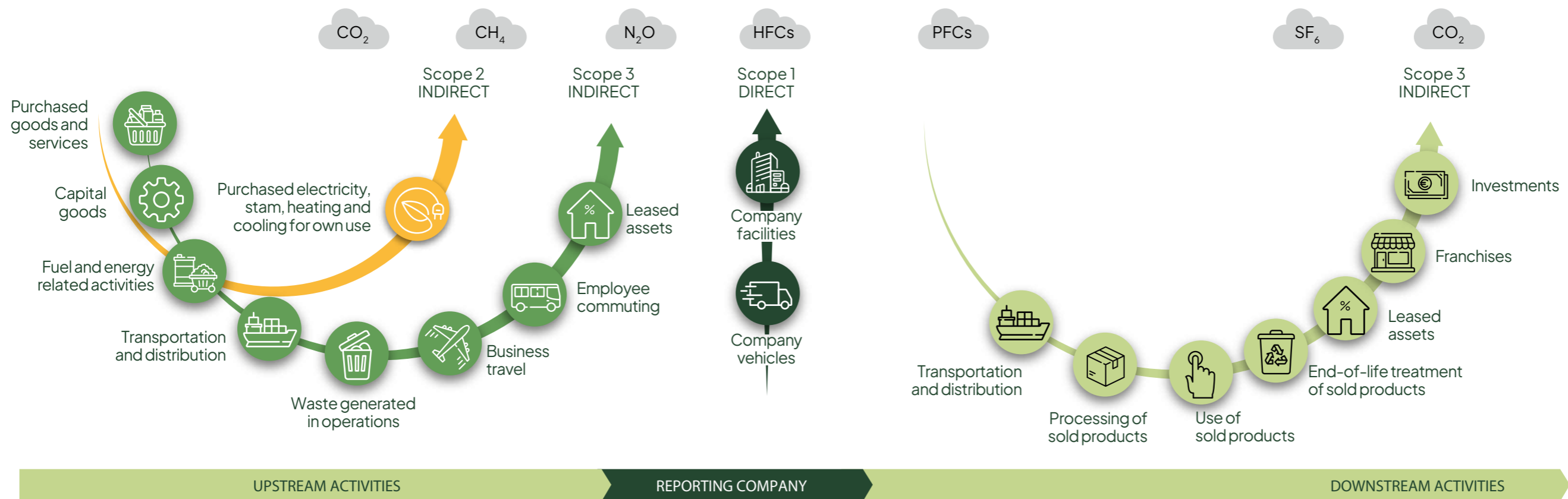
International accounting and reporting company greenhouse gas emission standards

¹⁵ In accordance with electricity distribution contracts, 100% of the electricity bought comes from renewable sources. At present, unfortunately, only part of this, 98%, is covered by GOs issued by the GSE. This difference is due to the fact that the Fileni Platform supplier calculated the balance after the GO was issued. The remaining part of the GO, covering the totality of the electricity bought in 2023 will thus be issued in 2025.

¹⁶ See methodological notes for the emission calculation models.

¹⁷ Source: ghgprotocol.org/corporate-value-chain-scope-3-standard.

¹⁸ The Fileni chain does not have its own retail outlets and hands over its entire production to the various market players. Fileni has commercial relationships ranging from the large-scale distribution network to individual butchers' shops.



ESG (emissions, ethics, working practices, sustainable procurement) of the Platform's main suppliers (logistics, foodstuffs and packaging) together with Ecovadis, from 2024 onwards. The Platform's - i.e. Fileni Group + Carnj (and, therefore, as we have seen, Scopes 1 and 2) - CO₂ atmospheric emissions were 23,884 tonnes of CO₂¹⁹ (Scope 1 + Scope 2 market-based)²⁰ a 17% reduction from 2022 calculated on a pro-forma basis with data from our egg business and Bioalleve Srl full year. It should, in fact, be remembered that 2022

was an exceptional year for CO₂ emissions, as a result of extraordinary maintenance work at the Cingoli plant as regards cooling gas emissions with a view to maintaining appropriate cooling plant temperatures. The index which reports the Platform's total production emissions also shows a reduction of 15% over 2022, in line with CO₂ emission reductions. With reference to emissions other than CO₂ the Group is aware of its impact on the environment and has undertaken to monitor primary particulates (PM), nitrogen oxide (NOx), nitrogen

dioxide (SO₂), volatile organic compounds (COV), carbon monoxide (CO) and ammonia (NH₃) as well, in accordance with current applicable legislation. The work done in the Group's plants, including its feed factories, involve PM, NOx, SO₂, COV and CO emissions, whilst ammonia emissions are the result of livestock farming.

emissions accounting for 19,749 tonnes of CO₂²¹ (17,606 tonnes of CO₂ in 2022) were avoided. These two activities have meant that the production plants, the company vehicle fleet and the Fileni Platform's direct farming centres have achieved overall climate neutrality (as regards Scopes 1 and 2, as we have seen).

In 2023, as well, no non-conformities emerged from analyses. For further details, see the Annexes section.

As in 2020, 2021 and 2022, the CO₂ emissions generated in 2023 by the Fileni Platform's plants were offset, where Scope 1 and Scope 2 are concerned, by purchasing offsetting certificates. In addition, buying guaranteed origin electricity meant that

19 Emissions from Scope 2 are expressed in tonnes of CO₂, but the methane and nitrous oxide percentages have a negligible effect on total greenhouse gas emissions (CO₂ equivalent) as noted in the ISPRA report *Fattori di emissione atmosferica di CO₂ e altri gas serra nel settore elettrico*.

20 The emission factors used to calculate Scope 1 emissions were those of ISPRA - Greenhouse gas emission factors in the Italian electricity sector and those of the main European nations in 2022 and of the Environment Ministry - 2021 national standard parameters. For the market-based Scope 2 the emission factors used were those of AIB - *European Residual Mixes 2021 for 2021* - and *AIB European Residual Mixes 2022 for 2022*. The Scope 1 and Scope 2 emissions were expressed in tonnes of CO₂, as the sources used did not show emission factors for gases other than CO₂. For additional details on the Scope 2 emissions calculation methodologies, see the Performance indicator section.

21 The CO₂ emissions avoided were calculated on the basis of emissions in the event that the electricity bought is exclusively non-renewable in nature. In particular, they were calculated on the basis of market-based methods, using *AIB Residual Mixes 2022* emissions factors.

What follows constitutes disclosure on projects relating to offsetting certificates for the year 2023:



Landfill Gas Recovery and Flaring Project in the El Verde Landfill, León (Project MX3378 - Mexico)

The goal of the *El Verde Landfill Gas Recovery and Flaring* project was capturing and burning gas (LFG) generated by decomposing organic matter disposed of in the El Verde, Leon dump in Mexico. The main components of the biogas are methane (CH4) and carbon dioxide (CO₂), both of which are greenhouse gases listed in the Kyoto Protocol. What follows is the project link: <https://cdm.un-fccc.int/Projects/DB/SGS-UKL1265732335.87/view?cp=1>



TOTAL WASTE GENERATED
6203
TONNES

5.2 Waste

The Group's waste production and disposal complies with existing laws and guidelines set out by the Environmental Management System.

Total waste amounted to **6203 tonnes**, 3740 tonnes of which related to the Fileni Platform production plant (Cingoli and Castelplanio), a reduction on the previous year (-12%), and the rest to the Platform's livestock farms. Virtually all of this is non-hazardous (99.3% - in line with the previous year).

Our focus on appropriate waste management was strengthened amongst Fileni Platform staff too: in February 2023 the *Differenziamoci* Project in which the Platform raised awareness amongst staff of the importance of separate collection of waste (paper, plastics, organic waste and non-recyclable waste) was renewed by means of new waste collection materials (entirely in cardboard) alongside greater attention to sustainability and the environment. The new working by-product use plant designed to generate materials of use in pet food was also launched in 2024.

5.3 Water consumption

Attention to **responsible water consumption** has implications for all the Group's main production phases. With a view to reducing water consumption the Fileni Platform has bought process machinery which pays greater attention to reducing water consumption where possible.

Where farming and directly managed land is concerned the Platform does not use artificial irrigation systems. Furthermore, in accordance with bio-regeneration experiments, the land is covered for many months to avoid excessive water losses. Additionally, water consumption at sites subject to AIA is monitored.

In 2023, the Fileni Platform's water consumption was **1745 ml**, an increase of 4% over the previous year (1678 ml), due primarily to production increases.

46% of the total relates to groundwater pumping from wells located at the Platform's plants, while the rest comes from municipal aqueducts. Our water consumption primarily relates to the slaughtering and plant cooling production phases.

The Castelplanio plant has also been equipped with a modern sewage plant which enables waste water to be directly returned to surface water.

5.4 Commitment to ongoing environmental performance improvements

The Fileni Platform's commitment to improving its environmental performance is a long term one. The Cingoli and Castelplanio plants obtained ISO 14001:2015 certification for their Environmental Management Systems several years ago. The Platform's new farming centres are designed to reduce their energy and water needs to a minimum and many of them have been equipped with photovoltaic panels. Over the last three years five of the Fileni Platform's breeding centres (3 conventional, 2 organic) have also obtained ISO 14001:2015 certification. By the end of 2023 the Fileni Platform had thus acquired the following certifications:

- IFS International Food Standard for the Oppeano plant;
- UNI EN ISO 22005:2008 (product certification and food chain traceability) for the Meldola plant.



IN 2023
1745
MEGALITRES
WATER INTAKE

Scope 3 impact management necessarily covers packaging choices, including in reporting terms. For this reason, in 2021 we began studying our product life cycles and acquired two different EPD certifications enabling us to measure the impact of these products along the whole chain and take action to reduce it.

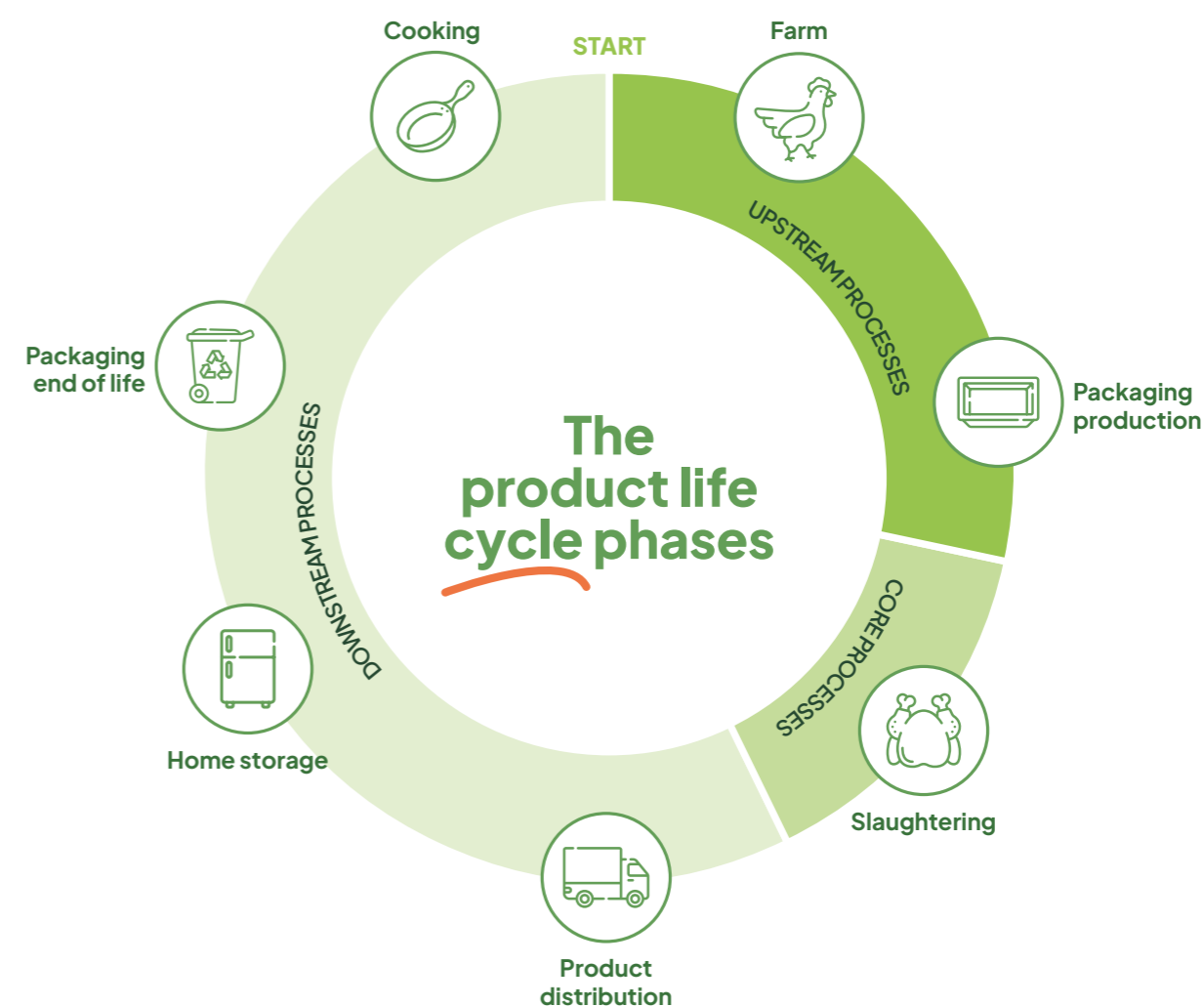
Following on from a *Life Cycle Assessment* (LCA) whose purpose was to analyse en-

vironmental impacts bound up with Fileni brand organic chicken meat, the group met the standards required to implement two different **Environmental Product Declarations (EPD)**, which quantify environmental product life cycle data to enable it to be compared to other products of the same type²².

The first of these relates to **FILENI BIO chicken breast** for four different product types: thinly sliced chicken breast, sliced chicken breast, half chicken breast and whole chicken breast²³; the second EPD²⁴, obtained in 2022, refers to **FILENI GMO-Free chicken breast**²⁵ for the following four product categories: thinly sliced chicken breast, slices of chicken breast, half chicken breast and whole chicken breast.

The environmental impacts were calculated on the basis of a cradle-to-grave life cycle developed in accordance with the general rules of the EPD Programme as well as with the *Product Category Rules 2010:13*.

The study perimeters comprise the following product life cycle phases:



23 For additional information: <https://greenplanet.net/il-pollo-fileni-bio-e-certificato-a-basso-impatto-ambientale/#:~:text=Il%20petto%20di%20pollo%20a,dall'International%20EPD%C2%AE%20System.>

24 For additional information: <https://api.environdec.com/api/v1/EPDLibrary/Files/60ce7cbb-ff5c-4c5e-f524-08d93f6df637/Data.>

25 For additional information: <https://api.environdec.com/api/v1/EPDLibrary/Files/60ce7cbb-ff5c-4c5e-f524-08d93f6df637/Data.>

A focus on biodiversity

Biodiversity is a global legacy which must be safeguarded for the welfare and survival of future generations. Crop and animal farming potentially pose a number of biodiversity challenges consisting of air, land and water pollution, deforestation and soil erosion. The more intensive the crop and animal farming the less the biodiversity, as natural ecosystems and habitats change. Biodiversity, in turn, leads to increases in species mortality rates, some of which culminate in extinction.

Monoculture's impact on biodiversity is especially high. In fact growing the same crops year in year out may increase production but it also reduces agricultural biodiversity and can jeopardise the biodiversity of neighbouring areas too.

In crop farming constant monoculture can result in accumulations of parasites and diseases which generally require greater quantities of pesticides which can be toxic for many non-target species, such as pollinators. In the same way, farming the same animal species can lead to a reduction in biodiversity values at and around farms.

With this in mind the Fileni Platform has developed farming models which include both monoculture and intercropping (e.g. wheat-broad beans, wheat-peas, sorghum-soya, rapeseed-clover). This model has led

to an increase in plant biodiversity. For further details see Section 7. Organic agriculture.

In addition, in 2024, funding by the Marche Region enabled us to launch an experimental project whose objective is bio-regenerative chicken, i.e. local breed, slow growing chickens designed to increase plant and animal biodiversity.

On a continuum with 2022 the Fileni Platform has also updated its proximity analyses on its operational sites as regards high biodiversity value areas, identifying protected sites pursuant to the protection regimes set out by Rete Natura 2000 (SIC ZPS ZSC), Aree Ramsar and Aree Protette EUAP. As we highlighted in our previous Sustainability Report the most important results of this include the proximity of the Jesi Ripa Bianca conventional farm to the regional nature reserve of the same name (IT5320009) for which Fileni performed an impact monitoring study on its work on the fauna of the nature reserves around it for two years following redevelopment work on this agriculture production site. For an in-depth examination of the 2023 proximity analysis see the Annexes section. See, also, section 8 for further information on the Fileni Platform's work on the Ripa Bianca nature reserve.

22 For additional information: www.environdec.com/home.



6

Our people

- 6.1 The Fileni Platform in numbers
- 6.2 A focus on wellbeing and health and safety
- 6.3 Talent management and professional growth



TOTAL WORKFORCE
2,236

Women
37.6%

< 30 years of age
29%

New hires
33%

Accademia
Fileni



6
courses launched



231
participants

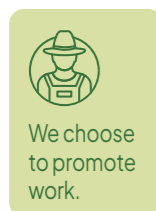
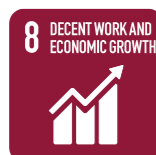


1,508
hours of training given
(91% participant
satisfaction rate)

6

Our people

6.1 The Fileni Platform in numbers



In 2023 the Fileni Platform increased its workforce numbers: we now have 2200 staff, 282 of whom are new hirings this last year.

29% of this new staff falls into the under-30 age group, confirming the company's commitment to youth professional development.

In line with previous years a network contract between the Fileni Group's four farming companies applies (Società Agricola Sorriso, Società Agricola Ponte Pio, Società Agricola Biologica Fileni, Società Agricola Fileni) and 28 people were hired in 2023. This network contract is based on a company cooperation model between companies working together to achieve their targets for all those involved, fostering new ideas, resource sharing and cost reductions.

Over the course of 2023 the Fileni Platform put considerable energy into integrating its staff management processes, considered key to making contact with people more direct, creating a more digitalised, organised and resilient working environment capable of taking on the challenges of the future decisively and inclusively. Furthermore, in March 2023 the Fileni Platform reorganised, in keeping with the demands of the market and an increasingly complex and structured chain business.

A new post was set up, reporting directly to the Management Board, a Managing Director tasked with co-ordinating the chain's business activities, especially



2236
STAFF ON
31/12/2023



37.6%
WOMEN



282
NEW HIRES

the livestock, production, logistics, sales, marketing and research and development departments. The Group's agriculture, quality, health and safety, environment and security, human resources and organisation, financial administration, auditing and IT, technical office and procurement and institutional relations departments will, on the other hand, continue to report directly to the Management Board.

Note also that the new CSO reports to the parent company's Chief Executive Officer from September 2023.

The new organisation ensures co-ordination and integration between the various business processes which must be oriented towards the primary objective of satisfying internal and external client needs.

Furthermore, like the previous year, Fileni Platform **MBO regulations** were drawn up and distributed in which **target identification and achievement** criteria are shown clearly and transparently and **ESG** targets were formally added to the top of the list.

6.2 Talent Management and professional growth

At Fileni we believe in the key importance of **getting to know people and working together**, and we therefore work constantly to develop shared acquaintanceship and increase knowledge sharing.

Since 2022, the year of Accademia Fileni's foundation, it has been responding to the training needs of the various sectors of the population.

The **Join the Future** programme launched on 13 December 2022 with an inspirational meeting with an exceptional testimonial, Fefè de Giorgi, Italian volleyball team trainer.

Dedicated to 36 talented young people from the Fileni Platform identified by our management team and heads of departments, the programme was designed to build professionalism with a wide vision of the chain and supply these young people with the personal growth and business know-how tools they need to carve out a career for themselves in the company, with a proactive and innovative approach.

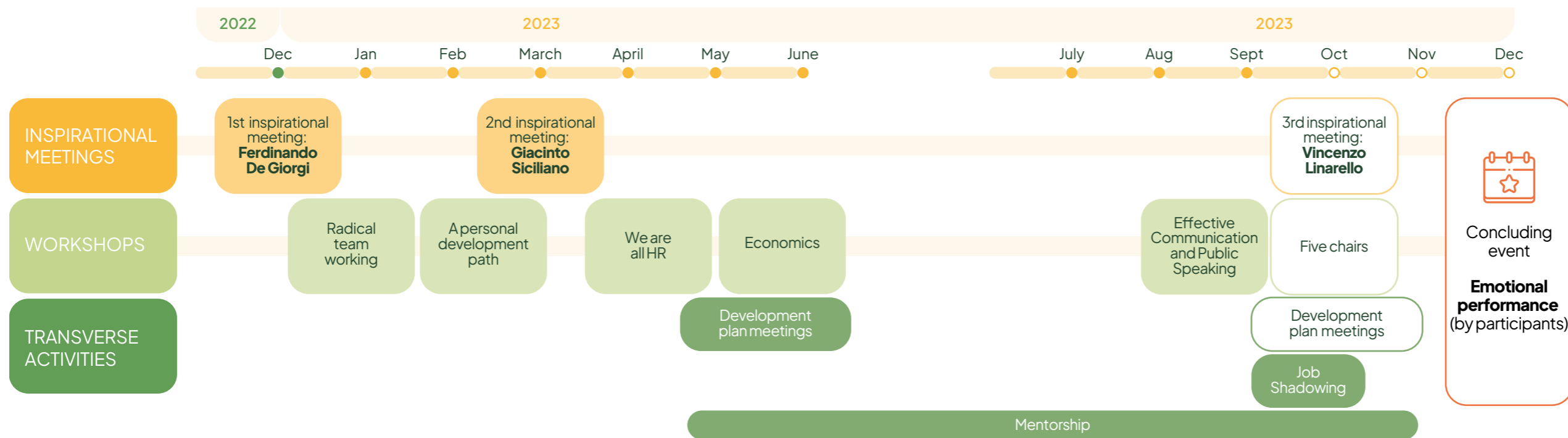
On various occasions the skills required by our leadership model were stimulated: the drive for excellence, entrepreneurial skills, agility, client orientation, team working and people promotion.

The educational tools used varied widely: workshops (including on specific themes such as economics and public communications), building an individual development plan supervised by a manager and the HR&O manager, shadowing a colleague from another department for a day, mentoring (monthly meetings with a manager for 360° stimuli) and three inspirational meetings (in addition to Fefè De Giorgi as seen above, these also included Giacinto Siciliano, Director of San Vittore jail and Vincenzo Linarello, the businessman who fought the 'ndrangheta in Calabria).

The programme ended in January 2024 with all participants, divided up into groups of six, expressing their feelings via artistic performances to large audiences made up of department heads, colleagues and the Group's owners.



Accademia Fileni
Training pathways which increase people's value



A further important programme, set in motion in 2022, was **Le 5 sedie - Five Chairs** initiative devoted to leadership and management of emotions. 150 people from all the chain's departments took part in multiple sessions in 2023. Specifically the Group's workers took three sessions of theoretical and practical group work while the office staff used multimedia tools, i.e. a webinar in one of their three sessions.

In addition to soft skill development programmes, 176 workplace health and safety and food safety courses took place in 2023, attended by 90% of the workforce, 2596 staff, from the whole Fileni chain.

A specific focus was professional training designed to develop and improve technical skills. External teaching staff and internal Fileni figures meant that the individual teams took training designed to strengthen their knowledge. The technical courses

included training for Panellists and Panel Leaders (for new product tasting) offered to 17 company ambassadors and sustainability training with a webinar entitled Circular Economics, a New Sustainable Production Model, which 90 people from all the chain's companies took part in.

Our onboarding process was also fully structured and perfected in 2023, giving all the Fileni Platform's newly hired office staff, as well as managerial staff at all levels, a complete vision of the chain's activities and related issues. There were two editions of this Induction course which involved managers speaking about each department's strategy, activities and plans and participants being given the chance to visit the dynamic warehouse and the production department. It was a valuable experience which offered a total of 589 training hours in 2023 as well as the Fileni Platform and Fileni chain integration which is so crucial to our success.

6.3 A focus on wellbeing and health and safety

Staff wellbeing is a key element in company success. This is why the Fileni Platform works not only to offer a working environment which is not simply healthy and safe but also comfortable and stimulating. A multiplicity of initiatives, goods and services are made available to staff to increase their wellbeing at Fileni.

Corporate welfare

In 2021 the Fileni Platform signed an **important agreement for its workers** within its renewed Ancona province work contract. Partnership with the AON company has meant that part of the wage increases set out in Fileni's new blue collar employment contract take the form of **flexible benefits** for expenses set out in the legislation, both for workers themselves and for their families. These are accessed on a special online

platform. The challenging situation which has developed over the last two years has led businesses all over the world to reshape their approach to work, highlighting the impact which flexible management of working hours and workplaces has on company performance. In keeping with the Fileni Platform's values and identity, **Regulations** approved in 2022 regarding **smartworking**, designed to foster a better work-life balance in an organisational climate characterised by reciprocal trust, autonomy and a results orientation, were approved in 2023. This work organisation had a positive impact in environmental and costs-containment terms as well. In the context of the relationship of trust between the company and its staff the Regulations allow for a certain number of smartworking days per month, ranging from 4 to 12, depending on contract type. Decisions of this type are made by managers for their teams, on the basis of the special features of the various jobs.

In 2021 the company won a tender entitled **Bando Conciliamo**, funded by the Presidency of the Council of Ministers, to promote family-friendly welfare and a project based on this designed to set up initiatives focusing on neighbourhood and peo-

ple was developed in 2023. Priorities expressed by staff in the past were integrated into this and re-evaluated on the occasion of a survey entitled *You First* sent out in November 2023 to all Fileni Platform staff resident in the Marche Region.

Corporate welfare
The Fileni Platform undertakes to offer a safe, comfortable and stimulating working environment



Procurement and services

- Agreements with sales activities (opticians, laundries, car washes, furniture);
- Supermarket discounts.



Staff expenses bonus app

(for products sold on the Fileni Platform) for each newly hired staff member and all staff at Christmas.



Company life

- **Study bursaries** for workers' children funded by the Marco Fileni Foundation;
- Confagricoltura Jesi, CAAF and Patronato agreement;
- Staff help desk (practical admin support);
- Installation of free drinking water system (cold, fizzy).



Transport

Until a few years ago the company's transport system was the result of an agreement between Fileni and the local public transport company. It is now a regular public bus service making it easier to ensure services will be kept up. A new stop has also been added for the Cingoli plant, which has been equipped to protect staff from the elements and the risks involved in having to wait for the bus on the busy road alongside the plant. In 2023 we also acted to ensure public transport services to the Castelplanio plant, which had not until then needed such services.

685 people replied to the survey, approximately 29% of whom were white collar and the remaining 71% were blue collar staff working in the production, logistics and farming areas, expressing their preferences on:

- activation of time-saving services;
- activation of caregiving services;
- themes of interest to look at in further depth (work-life balance/parenting support);
- cancer prevention and awareness raising.

The Fileni Platform took on board the preferences expressed in the survey and acted on them, planning various initiatives designed to significantly improve overall staff welfare and increase engagement. From December 2023 onwards the Fileni Platform set in motion a Fileni Cares welfare platform for office and managerial staff at the various Fileni Platform companies (with the exception of MB Mangimi S.p.A) with a €200 credit for the medical expenses of staff and their families in 2023. In 2024 many other welfare initiatives were launched (including a new company canteen) demonstrating that the Platform has the best interests of its staff at heart and is working actively to create a positive and gratifying working environment.

Health and safety

For the Fileni Platform **safeguarding the health and safety** of its staff is a top priority. To guarantee constant improvements in health and safety conditions at work the Fileni Platform keeps a watchful eye on specific prevention laws at all times and updates its safeguard protocols to ensure that it is up to the task of minimising risk and accident severity. Guaranteeing and improving the health and safety of its people has prompted the Fileni Platform to implement a **workplace**

health and safety system according with UNI-INAIL guidelines and legislative decree 81/08. The system requires company processes to be identified, tasks assigned, ongoing training - going beyond legally mandatory courses - to be held, a functional organigram to be implemented and, lastly, the implementation of **Operational Procedures and Instructions** in accordance with binding legal requirements requiring monitoring and improvements in goals and targets with a view to eliminating or minimising risks to the health of staff in the workplace. In order to ensure the best standards in this field ISO 45001 certification procedures for the Group's health and safety management systems are under way.

The linchpin in this system is the risk identification and assessment process formalised in the **Risk Assessment Document (RAD)** and updated after an in-depth analysis of all working phases. The process identifies and assesses the risks involved in each specific company working activity and in those which cut across categories, including risks of an organisational type (psychosocial risks) which can cause occupational stress and other forms of damage to health and safety following on from the potential hazards identified.

Consequently the Fileni Platform has identified and launched the implementation of all the **prevention and protection measures** deemed necessary to eliminate or minimise the risks deriving from these duties, as well as setting out the necessary measures and procedures.

Heads of department can report dangers and hazardous situations bound up with work on a range of digital channels and all staff are to be encouraged to **be proactive** in this type of reporting. Health and safety officers are responsible for monitoring and managing the practices bound

up with what are known as near misses, which must be subject to assessment during weekly production meetings together with Plant Managers. This ensures an efficient **risk reporting and mitigation** channel.

The Fileni Platform has implemented a series of actions designed to identify and eliminate dangers and minimise risks using the **Safety** software in which the following data is monitored:

- **Health surveillance**, i.e. organising periodic medical check-ups, sick leave lasting over sixty days, suitability certificates, worker prohibitions/limitations;
- **Assigned PPE**: the software is managed daily and enables all workers' needs to be responded to in real time;
- A **near-miss file** which is shared with production and examined by the Prevention and Protection Service Officer;
- **Accident, hours worked and sick leave hour** trends are analysed weekly and compared with figures from the previous year in order to take improvement action. This data is always saved on servers and powerpoint presentations made;
- Ongoing and additional first aid training enables emergency teams to be ready to help colleagues in difficulty and/or contact emergency services in accordance with procedures;
- Health suitability check-ups are carried out at the company, ensuring a constant weekly presence of occupational doctors.

Appropriate and effective staff training is an indispensable element in workplace health and safety laws. The Fileni Platform undertakes to train its staff and raise awareness of the health and safety theme on a regular basis, keeping staff informed

about the general and specific risks bound up with their duties, the safety procedures to be adopted and the prevention systems implemented. All newly hired staff are suitably trained on this matter and regular refresher courses are held, sometimes going beyond legal requirements (such as emergency teams, for example). Where workers are exposed to specific risks, such as contact with hazardous waste and chemical substances, the RAD analyses these in detail and determines the procedures to apply, including by organising ad hoc training and equipment.

A workplace health and safety protection and prevention service is also provided and those responsible are: **the employer, managers, the prevention and protection service officer, those working in the prevention and protection service, employee health and safety representatives, health and safety officers, fire fighting and first aid teams and the occupational doctor**. The service also manages health surveillance activities, i.e. periodic medical check-ups and specific check-ups linked to job and risk type.

To establish constant dialogue between staff, employee health and safety representatives and the Fileni Platform, a Health and Safety Observatory was set up in 2014. A leaflet was also drawn up, summarising the health and safety procedures to be followed at work and in accident prevention in a simple, clear way. Company policies set out the relationship between trade union representatives and employee health and safety representatives who interact across the board with all company figures. Four meetings per year are also held between prevention and protection service officers and employee health and safety representatives and a yearly meeting attended also by the occupational doctor, the employer, and managers.



Work accidents

In 2023 there were **75 workplace accidents** (63 in 2022) among Fileni Platform staff. This is an accident rate of 22.1. The most common types of accident were: bruises, injuries and broken bones.

After accidents or work-related illnesses the protection and prevention service officers **analyse causes** with the help of area managers, health and safety officers and the workers themselves, interacting with workers and bodies such as INPS and INAIL and **reporting these to the police where necessary** together with the Human Resources department.

6.4 In-house communications, digitalisation and staff motivation

In a context as complex and variegated as the Fileni Platform and chain, understanding the way the various business components link up is indispensable to the company's success. An open mind, curiosity and knowledge of what happens up- and down-stream of workers' jobs is facilitated by various in-house communication initiatives designed to raise the visibility of all Fileni's projects, the results obtained and all the initiatives constantly implemented to strengthen the Fileni brand with the direct involvement of workers belonging to all professional categories.

In-house communication tools

In 2023 we strengthened the Fileni Platform's in-house communications strategy with a multi-channel communication plan targeting the various sectors in a diversified way. The **intranet** channel preferred by white collar staff has been made more dynamic thanks to the integrated work of a Publishing Board made up of the HR In-House Communications team and the Marketing team who set out the monthly contents to be published on it, elaborating the communications channelled by the News section. The intranet is also supplemented by a new section focusing on our identity with clear information on our vision, mission and purpose as well as a space focusing on the Sustainability Report highlighted on the Home Page together with the B Corp Brochure. The Organisational and People Communications section of the company's intranet shares news on organisational changes and new white collar staff hired at the company as well. The Organisation section publishes organisational communications relating to the various departments (new entries, exits, structural changes). The largest section in 2023 (+53 communications over the previous year) was the News section in which all news relating to new product launches, attendance at events and conferences and sponsorships and partnerships are promptly reported.

In 2023 this section also saw increased staff interaction, with a 20% increase in communications viewings and an over 300% increase in interactions. Contents were thus doubled and an extended Publishing Board is planned for 2024 involving all departments in order to share news right across the Fileni chain.

With a view to reaching everyone at the company the news published on the intranet is then disseminated on screens in Fileni Platform worker canteens and on the Zucchetti HR portal.

Individual Fileni Platform employees, both blue and white collar, have private areas on the HR Zucchetti Portal, as of 2023, enabling them to view all company communications online on both desktops and smartphones. This means that workers can keep up-to-date on the latest Fileni news, 360°, including event attendance, prizes won and communications on company commitments. All this can give a wider view of the company's positioning. Lastly, for ad hoc communications needed to raise awareness in a single employee target group a specific email address called In-house Communications is still used.

Digitalisation

Human Resources digitalisation was a significant step forward for the Fileni Platform, above all given the impact of the pandemic, which sped up the need for remote and automatised solutions whilst not losing sight of direct communications with people, improving HR efficiency and transparency.

The digitalisation process began at the end of 2022 with the opening of a workflow relating to all Fileni Platform white collar staff, in which individual employees were given autonomous control of their monthly attendance records. This application enables everyone to apply for annual leave and days off and manage failure to clock in and off digitally and individual managers can see these and approve or reject them using an online authorisation system on a desktop or smartphone. This initiative enables new technologies and processes to be tested and implemented, preparing the way for further improvements in 2023 which also included blue collar staff.

Digitalisation encompassed (Fileni Platform perimeter):

- **Personal documents and communications:** in the first quarter of 2023 a private area was set up on the online HR portal for each employee to be accessed with their personal credentials on which all personal documents can be viewed and downloaded (pay slips, tax declarations, forms, etc.). In addition, once again within the HR portal, in addition to the company news referred to in the previous section, the principal documents relating to the following have been added to the Communications section: National bargaining employment contracts (CCNL), Provincial employment contracts (CPL), pension funds, Spesa Fileni app user manual. Being able to access this information quickly and safely on an online portal

The digitalisation of the HR system improved its efficiency and transparency, enabling staff to manage attendance and applications independently on the app

not only streamlines such processes for staff but it also reduces the Human Resources department workload. It is also clear that this change has brought greater data security and a reduction in errors because these digital systems ensure greater precision and legal compliance.

- Performance Management:** the white collar Performance Management system has also been digitalised. An online system which covers goal sheets, similar to the earlier paper form, and an authorisation flow which follows the steps set out in the process phases. At the beginning of the year managers can add staff goals bound up with posts directly to their personal system files. Goal and skill assessments are always performed online at the end of the year as is the drawing up of Fileni leadership model skill assessments and professional development plans. The digitalisation of performance management is an important step forward because it means the process can be monitored and is transparent and engaging for staff, as a feedback interview is required for the completion of the online assessment which formalises employee opinions too. Optimal management of the performance assessment process enables the Human Resources team to use the information obtained to bring out the characteristics, attitudes and potential of staff and draw up personalised professional growth and development plans. The objective data gathered supplies the HR team with a solid basis for decisions regarding promotions, transfers, pay increases and horizontal and vertical job rotations, thus ensuring fairer and more transparent management processes.



- Annual leave plans:** an annual leave plan was implemented in the second quarter of 2023, and used by the Human Resources team to set annual leave targets for each white collar staff member to use up before the end of the year, making leave applications and authorisations transparent for staff of equal levels and responsibilities. An open process based on objective criteria ensures all Fileni Platform staff have equal rights to annual leave and no significant interruptions in work. Overall, the digitalisation of Human Resources has enabled us to move in the direction of a more modern, flexible and efficient working environment benefiting both staff and the Fileni Platform as a whole.

Respect for employee human rights

In accordance with the Universal Declaration of Human Rights the Group recognises that all workers are entitled to pay which guarantees them and their families a dignified life. To combat working poverty, i.e. the possibility that fully employed people's salaries are below relative poverty thresholds - an especially high risk in the crop and livestock farming sectors - the Group guarantees that those directly employed by it are paid in line with Italian wage guidelines.

The Group is also aware of risks bound up with unfair employment practices, such as forced labour, where immigrants, children and other vulnerable categories of workers in the value chain are concerned. This is a particularly high risk for those working within a business type known as agistment²⁶. Farmers working on land which Fileni does not manage directly may equally also be at greater risk.

²⁶ Agistment agreements are between two entrepreneurs (agister and agistee) for the purposes of sharing livestock farming tasks.

Note that whilst the Group has not to date formalised policies or plans specifically related to this issue, as the Group works only in Italy, we believe that this risk is not especially high as it is mitigated by strict Italian laws.

Lastly, in order to assess risks related to the right to join trade unions and collective bargaining, the Group has carried out an analysis of its non-Italian suppliers (primarily big food supply players), highlighting that the information currently available to us indicates that most of these are working in accordance with codes of ethics and/or employee rights policies. The risk of violations of the right to trade union membership and collective bargaining is thus not held to be high.

Social events

During the pandemic we unfortunately had to suspend our blue collar events. These were finally restarted in 2023 and as we can now hold events we have planned two different initiatives to increase engagement among the over 1800 workers at our Fileni Platform production plants. Human Resources have met with our more than 60 heads of department to hear their needs and challenges. These roundtables enabled management to undertake concrete commitments to express their interest in and intention to act on their concerns. A further interesting initiative benefited all workers: the Fileni family, together with the managing director, the director of human resources and organisation, the production manager and the logistics director met all blue collar workers twice a year (once at Christmas for a drink together) in groups of 100-150. These are Community events for the whole company population, and opportunities to listen and exchange opinions, directly and authentically.



7

Organic agriculture



Conserving land value



Strategies and principles

Fileni's goal is to develop this practice, distinguishing between direct organic farming, on its own lands, and indirect organic farming, involving farming and certified organic foodstuff procurement contracts with third party suppliers. The company's strategies and principles combine ancient traditions with modern techniques to conserve land value and health in full respect for ancestral small farming practices and sustainable innovations.



Biodiversity

The lands available to Bini farms for chicken pasturing are farmed to olives to allow multi-year grasses to grow, benefiting biodiversity.



Intercropping

On its own land and those of its suppliers Fileni promotes and implements intercropping of soft wheat with pulses, as the most ancient traditions dictate, to improve soil fertility.

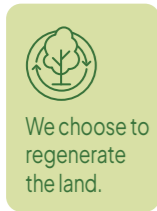


The ARCA project

Fileni promotes the ARCA project whose goal is to restore the man-land balance, enhancing farmers' work and promoting sustainable agriculture.



Organic agriculture

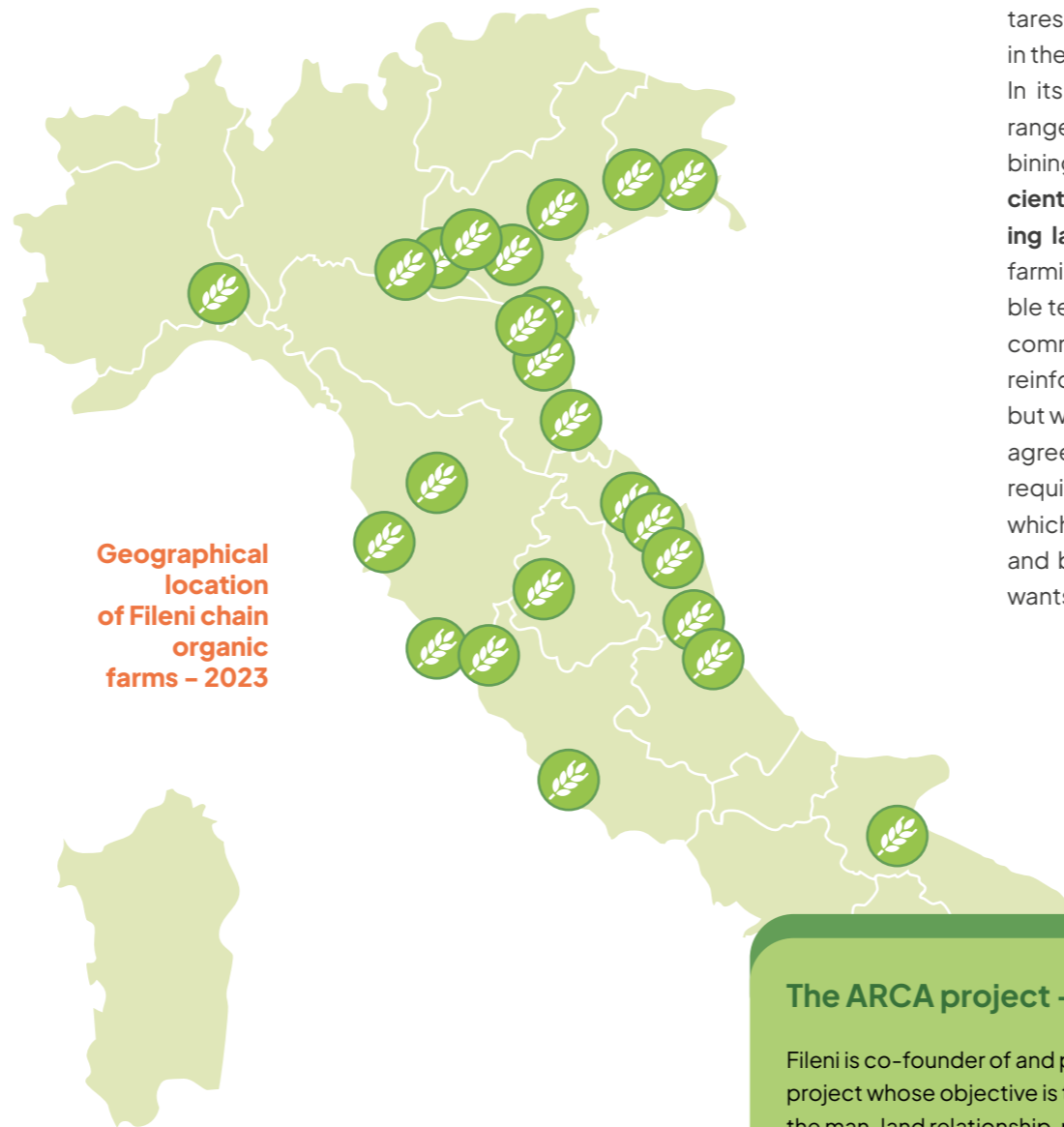


Fileni was one of Italy's first chains to move decisively towards **organic farming** and our intention is to move even further in this direction in the years to come. The Platform is, in fact, aware not only of its global warming impact - as we have seen, our atmospheric emissions include greenhouse gases, nitrogen oxide (NOX), sulphur oxides (SOX) and other pollutants - but also that we ourselves are impacted. The climate changes with the potential to impact on the Platform include increases in severe weather events with implications for our ability to continue working, such as long term changes in climate models with impacts on crops yields and biogeographical suitability.

To safeguard soil health, understood as the ability of the land to function as a living ecosystem and support crops and cattle, the Fileni Platform has adopted practices and technologies which generate resilience, as detailed below.

The Fileni chain's organic farming distinguishes between:

- **Direct organic farming:** on the Fileni Platform's directly owned or rented land;
- **Indirect organic farming,** i.e. 'chain agreements for the growing of organic raw materials' (hereafter also 'chain agreements') in which the Fileni Platform traces and checks the process from growing to sowing and harvesting by means of inspections and document checks, above all in relation to European regulations 848/18. Indirect organic agriculture also comprises the procurement of certified organ-



ic foodstuffs from third party market suppliers (hereafter also 'market procurement').

In 2023 organic foodstuffs bought from direct farming accounted for approximately 1% of annual feed factory needs (in line with 2022) while those deriving from chain agreements accounted for 55% of needs. Our goal is rapid increases in raw materials farmed organically by Fileni in the coming years.

In geographical terms, what follows is the location of the direct and indirect organ-

ic farming chain with reference to chain agreements: in 2023 approx. 11,000 hectares were contracted, 30% of which were in the Marche region.

In its farming practices, Fileni employs a range of **strategies and principles**, combining **modernity** and **innovation** with **ancient traditions** contributing to **preserving land value and health**, melding small farming traditions with the most sustainable technological innovations. It is clearly a commitment which the Fileni Group could reinforce and speed up for its own lands but which, at the Fileni Group level, must be agreed with all third party farmers and thus requires an overall awareness and effort which is by no means easy to co-ordinate and bring to fruition but which the Group wants to move decisively towards.

The traditionally-inspired practices include **leaving crop residues on the land**. Carefully burying these increases organic substance levels, ensuring that the strength, value and richness of the soil is preserved.

The farmland made available to organic farmers for chicken pasturing is farmed to olives with large distances between the rows enabling multi-year grasses to grow with evident **biodiversity benefits** and the presence of **pollinators**.

Intercropping of soft wheat and pulses (broad beans and peas) is employed on both our own lands and those of our more receptive partners, as was traditionally done, to improve fertility, control weeds and for plant cover.



The ARCA project - Agricoltura per la Rigenerazione Controllata dell'Ambiente

Fileni is co-founder of and promoter of the ARCA project whose objective is to restore a balance to the man-land relationship, promoting agriculture's custodian role in this and raising people's awareness of the fact that their buying choices can turn them from consumers to regenerators. All ARCA products derive from organic bioregenerative farming techniques capable of incentivising the regeneration of the soil (restoring its fertility and under- and above-ground biodiversity) and the ecosystem (development of ORSS® regulations). The project has deep Marche Region roots. ARCA is also an innovative social tool forming a network of farmers, agronomists, farm companies, technology suppliers, universities and research centres with a view to making contact between farmers (and the land they farm) and end

consumers. What follows is the ARCA link: www.arca.bio. The bioregenerative farming model designed by the founder of Società Arca and funded by PSR Marche has led to the development of guidelines setting out all its benefits in 2023. The results obtained from studying this experimental model are of use in understanding how best to use cover crops, avoiding losing water and promoting the use of the nitrogen present in the soil left there by fertilisers used in the previous crops, as well as reducing greenhouse gas emissions (nitrous oxide) in the atmosphere (OS4) and the leaching of nitrates from surface and underground water. For further details on the resulting projects, Abriopack and AgriBiocons, see section 8.4 Partnerships and projects



Local bonds

- 8.1 Responsibility to the area and the community
- 8.2 The Marco Fileni Foundation
- 8.3 Partnerships and joint working



Supporting the community



In 2023, together with Arca, Fileni presented a project entitled The Marche regenerative chicken: a new environmentally and animal and plant biodiversity friendly production model.



In September 2023 the Fileni Platform was proud to sponsor #Run For Inclusion.



In June 2023 the Fileni Platform sponsored the historic "Partita del Cuore" - heart run.



In 2016 the Fileni family set up the Marco Fileni Foundation which pursues public utility and solidarity goals.



Innovative trajectories

Fileni intends to strengthen its innovative trajectories based on 8 key words: Territory, Agro-ecology, Animal Welfare, Demanufacturing, Reuse, Health and Wellbeing



Strategic partnerships

Fileni has been working with Università Politecnica delle Marche and Università di Camerino in various study spheres bound up with marketing and agronomics for over ten years.



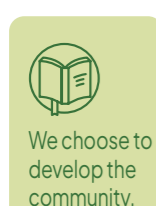
Sustainability projects

Fileni is working on various planning initiatives designed to strengthen its process sustainability such as the ABRIOPACK biodegradable and compostable packaging project.



Local bonds

Local bonds in the areas the Platform works in are fundamentally important with a view to contributing to the sustainable growth of our area, the Marche region. A desire to make a greater contribution to the community, regenerating it, is based on a corporate model which is less shareholder-value than stakeholder-value based.



8.1 Responsibility to the area and the community

The Marche organic district

The Fileni Platform promotes the Marche Organic District. This is Europe's largest organic sector district and in 2024 an important promotion and enhancement plan for the organic sector was implemented involving the 2100 farmers signing up to the consortium.

Events, sponsorship and awards

In June 2023 the Fileni Platform sponsored the historic **Partita del Cuore** - heart match - event combining sport, solidarity and the performance arts to support important charitable projects: the money raised went into helping the people of the Marche hit by the September 2022 floods.

In August 2023 the Fileni Platform also provided assistance by supplying products to Terranostra, the international folklore festival held every year in Apiro (MC) since 1970. The festival hosts eight to ten people at the same time, representing other countries and offering the best of their popular traditions.

In September 2023 the Fileni Platform renewed its sponsorship of **#Run For Inclusion** in Milan, a fun, non-competitive run celebrating individual uniqueness with a large village set out in the finish area and special guests sharing its diversity and inclusion values. A Fileni brand food truck distributing finger food and ready-to-eat dishes free of charge is also present.



THE FIGC SPONSORSHIP

In March 2023 Fileni Alimentare S.p.A. took to the field to act as **official partner and official supplier of meat for the Italian national football teams**, via an agreement with the Italian football federation, Federazione Italiana Giuoco Calcio (FIGC). The Fileni logo will accompany the Italian national teams at their matches, training sessions and main events, testifying to a shared vision of victory and positive value dissemination. Fileni meats (organic and conventional) have also been added to footballers' diets and nutritional plans, on the strength of the significant role played by white meats in sport diets.

PARTNERSHIP WITH ONEHEALTHON

In November 2023 the Fileni Platform launched a partnership with OneHealThon - a network arguing for the interlinking of human, animal and environmental health by developing new know-how, health technologies and innovative solutions to prevent, diagnose, monitor and cure illnesses - with a view to promoting healthy and sustainable nutrition for the health of the planet, its inhabitants and everyone's wellbeing. Its partnership with OneHealThon offered the Fileni Platform the opportunity to make its contribution to interactive meetings, information-giving webinars and other specialist events organised by the network with a view to promoting the importance of healthy diets and the sharing of knowledge, experiences and best practices, thereby contributing to disseminating know-how and information on healthy food choices.

THE ECOLEAN PRIZE

Fileni and the BPR Group - a leader in LEAN consulting and company apps - have worked together to develop strategies designed to improve the operational efficiency and sustainability of the Club dei Galli shops, the Fileni brand devoted to retail channels. The project was divided up into various phases: initially the BPR Group consulting team launched an in-depth field study focusing on various Club dei Galli boutiques. This study gave it a detailed understanding of the dynamics at work in the individual stores and enabled it to develop concrete case studies to present during training. The next step was **training days** centred around streamlining and sustainability as key drivers of commercial success. These sessions supplied artisans with valuable opportunities to reflect on their own practices and identify potential areas of improvement. The idea underlying it was sharing *Lean and Green* solutions to facilitate dissemination and discussions and between participants. One of the improvement suggestions related to the **application of sustainable solutions**. After sharing certain images of a butcher's shop as it currently is with the audience, good practices were demonstrated with photos and examples.



These included switching off fridges not in use, waste reduction, the use of recycled or biodegradable packaging materials and delivery optimisation. Together with lean techniques bound up with process and work-space organisation these practices can be of vital importance in working efficiently and avoiding waste. With a view to acknowledging the Fileni Platform's commitment to these themes the BPR Group decided to reward the company with its EcoLean prize.

8.2 The Marco Fileni Foundation

In 2016 the Fileni family set up the Marco Fileni Foundation, in memory of Marco, third child of Giovanni Fileni and Rosina Martarelli.

In 2019 the foundation was granted **charitable status**. Its goals are purely **public utility and social solidarity-based** and it **promotes right to study initiatives and support** for young people, and charitable and support work with disadvantaged people and associations and bodies working with these social groups.

Its special focus is on education. As part of the **Crediamo nei giovani - We Believe in Young People** project, the Marco Fileni Foundation awards **30 bursaries** per year to deserving high school and university students with a view to encouraging young people to continue their studies for a more opportunity-packed future, and supporting them financially in this.

Given the success of the initiative it was extended to the livestock farmers working with the farm companies, too. In the 7 editions from 2016 to today **over 3000 students have been helped and 198 study bursaries granted** (for additional info, www.fondazionemarcofileni.it).

In 2021 the Marco Fileni Foundation was also recognised in the Marche region as an accredited higher and lifelong learning body, enabling it to train young people and give them careers advice.

In 2023 the foundation redefined the cornerstones of its identity, identifying the distinctive features and themes it aims to work on with the help of a communications agency. This project led to the emergence of: a new visual identity (logo), a new informal, warm and inclusive tone of voice and a mission: **"Our aim is to disseminate Marco Fileni's positive energy. We focus on helping young people to discover their own uniqueness by listening to them, giving them careers guidance and training and offering them sociability spaces."**

Additionally, in 2023, new 2024 projects were presented alongside the study bursaries and the foundation's young people initiatives and local partnerships will thus be consolidated.



THE PARTICIPATION OF OVER
3,000
STUDENTS

8.3 Agreements and affiliations with associations

Given the complexity of our chain, the Fileni Platform has signed up to a great many associations. The addition of these associations fits perfectly into the Group's transition to a model featuring increasing **attention to corporate sustainability, enhancement of the territory** we work in and also dissemination of an **agricultural model suited to the production of organic foodstuffs**. The European, Italian and regional associations demonstrating the greatest commitment to these goals, in detail, are:

IFOAM

Representing movements promoting organic farming at the global level, IFOAM has been accorded UN consulting body status and supplies a global platform for international cooperation and exchange in this sector. IFOAM takes action to promote organic farming systems and production with a holistic approach and its objectives include environmental safeguards and fundamental human needs in line with sustainable development principles. IFOAM represents the organic movement internationally in parliamentary, administrative and executive settings, drawing up and periodically revising organic agriculture and international food preparation standards, achieving international organic quality guarantees (the IFOAM accreditation programme guarantees world certification equivalence). The company is an active member of IFOAM with the right to vote in the IFOAM Europe Group for the European farming sector.

ASSOBIO

The Italian association of organic and natural product transformation and distribution companies. AssoBio has 90 food and cosmetics sector members, and its management board is made up of businesspeople and a dedicated team of professionals. The company sits on the management board of this association.

A.G.C.I.

Associazione Generale Cooperative Italiane is actively committed to setting up a system of synergically and strategically interlinked companies via a modern organisational framework enabling the movement to stake its claim to a productive and centre-stage role in the economic context with a view to promoting its work and civil commitment. The company is currently the association member with the greatest economic impact in the Marche region.





UNAITALIA

The sector association which defends and promotes the Italian meat and egg food chains. It represents over 90% of the Italian rabbit and poultry chain and a very large segment of the pork chain, promoting its image in all contexts. The company sits on the association's board.

ASSOBENEFIT

The first association to represent benefit companies in Italy, working alongside companies which have opted for the benefit route, putting the common good centre-stage in the social and economic growth market model. Italy was the first sovereign state in the world to issue specific benefit company legislation, in late 2015, considered a base element in the Italian economic paradigm and strategic asset change-of-course.

In 2022, the Fileni Platform entered an **agreement with Legambiente also applying to 2023**, designed to develop the company, foster **sustainable development of the sector** (organic agriculture, feed autonomy, renewable energy, social and ethics commitments) and raise awareness and engage people on environmental themes. In this way, Fileni commits to support Legambiente events and play its part in the community with **voluntary work**. Precisely on the basis of its partnership with Legambiente, the Fileni played a centre-stage role in some of the organisation's most prestigious events, with examples including Festambiente - the yearly Tuscan eco-festival - and the fifth edition of Forum Agroecologia Circolare.

Moreover, to raise awareness of environmental and sustainability themes amongst its staff the Fileni Platform organised circular economy webinars and a company voluntary work day on 10 October 2023 which cleaned up a large area of Jesi's Parco del Ventaglio (AN), as referred to above.



FONDAZIONE PER LO SVILUPPO SOSTENIBILE

In 2023 the Platform signed up to this catalyst foundation for companies and organisations sharing its environmental and green economy goals. The foundation has adopted a range of strategies in pursuit of its mission. It fosters concrete initiatives by actively supporting companies and public bodies in their planning work. Conferences and workshops are organised on relevant themes and periodic in-depth studies supply an up-to-date overview of national and international data and policies. With a targeted focus the foundation has developed eight key working areas ranging from energy and climate to waste management, sustainable transport promotion and eco-sustainable innovation.

FOODBRAND MARCHE

ONE-OF-A-KIND in Italy, the association has more than 3000 company members and 34 certified products but its goal is to trigger team work and mutual support, promoting these untiringly in Italy and worldwide. A concrete vision of the present and future. Fileni is a member of this association, which currently has single certified product district status in the Marche region.

In 2023 the Platform was also in partnership, or worked together, with the following bodies: Coldiretti, Confindustria Marche Nord and Macerata, Confederazione Produttori Agricoli (COPAGRI), Confagricoltura, Associazione Generale Cooperative italiane (AGCI), AIDAF, ASSOAVI, ASSALZOO, CLUSTER AGRIFOOD MARCHE, Filiera Italia.

8.4 Partnerships and projects

Motivated by a desire for innovation and ongoing improvement Fileni continues to believe in the area's potential and in **synergies between the academic world and business**.

The Fileni Group works with universities on an everyday basis, believing in the importance of research, and investing in young people in the belief that study and new skill development are the key to growth and progress. The Group also believes that partnership projects constitute a **great opportunity** for companies, forming short and long term relationships with companies working in very different sectors and culturally vital research bodies.



In fact, in 2023 the Fileni Platform kept up its historic partnerships with academic bodies - **Università Politecnica delle Marche, Università di Camerino and Università degli Studi di Scienze Gastro-nomiche di Pollenzo** - as well as with a further five potential new research bodies across Italy, based on certain key drivers: **Territory, Agroecology, Animal welfare, Circular economy, Manufacturing 4.0 and Health and wellbeing.**

Several of the Fileni Platform's projects came to an end in 2023, all of them designed to strengthen process sustainability and increase respect for the territory and community.

These projects include **ABRIOPACK** (www.arca.bio/abriopack/) whose purpose was to design biodegradable and compostable packaging suitable for poultry meat storage with organic and antibiotic-free production methods, co-funded by the Marche Region under PSR 2014/2020 SM 16.1 A2 which was set up at the behest of the Fileni chain. The project's 2023 results were very encouraging, thanks to all the Fileni Platform's agricultural partners, Arca Srl Benefit, and the contributions of Università degli Studi di Camerino, Istituto Zooprofilattico Sperimentale dell'Umbria e delle Marche and Novamont spa and technical-scientific consultants Consorzio Italiano Compostatori (CIC), Cosmari and Centro Ricerche e Sperimentazione per il Miglioramento Vegetale "N. Strampelli" (CERMIS).

The ABRIOPACK project was launched in 2019 and engaged in four years of experimentation and poultry breeding protocol development, including biodegradable, compostable and environmentally friendly packaging. The resulting work was the outcome of team working between Marche farm companies, agro-industry companies, universities, public research bodies, consultants and bio-plastics production sector leaders. This led to the development of protocols of use in developing antibiotic-free farming and replacing the materials traditionally used in agrifood packaging with biodegradable, compostable and environmentally friendly packaging. Teaching staff and researchers from Camerino University's Bioscience and Veterinary Medicine and Pharmaceutical Science and Health Product schools took part in the project. The research also assessed medium-term effects and impacts on farmland of the use of compost obtained from the breakdown of biopackaging. Guidelines consultable by all stakeholders were published in 2023 together with the results.

(<https://www.arca.bio/abriopack/media/>)

The AGRIBIOCONS project also came to an end in January 2023. This project was designed to promote an organic regenerative farming model in the Marche region, lasted four years and was funded by PSR Marche 2014/2020 SM 16.1 SmA2 A (www.arca.bio/agribiocons/). After a total of four years of experimentation and field work, project partners represented by Arca Srl Benefit and Università Politecnica delle Marche, together with other regional firms, set out the final results of tests performed on 7 demonstration fields in our region. Important testimony was also supplied by the farmers taking part in the project who highlighted the benefits of applying bio-conservational agriculture on their fields.

Guidelines were produced at the end of the project and shared with all its partners with a view to engaging the greatest number of regional stakeholders possible (<https://www.arca.bio/agribiocons/media/>).

Furthermore, in 2023, together with Arca, Fileni presented a project entitled **The Marche regenerative chicken: a new environmentally and animal and plant biodiversity friendly production model** funded by 16.2 tender PIFAGRO 2022 - PSR Marche 2014/2022. The project's goal is to develop regenerative organic chicken production specifications, an international first. The result is a process innovation which will lead to the implementation of an **organic regenerative chicken** production protocol, an Italian first designed to be replicable at all the area's smaller sized livestock farms. In detail this result takes the form of greater respect for the territory, with an increase in smaller farms making greater use of local breeds, dissemination of local animal and plant biodiversity, the future sale of a chicken with higher anti-oxidant and vitamin lev-

els, greater animal welfare and human health in accordance with the *One Health* model.

Planning also means taking care of more fragile areas needing attention. Our partnerships with all regional stakeholders and the presence of a Fileni chain farm at a Natura 2000 site led to a 2023 agreement with the Ripa Bianca Nature Reserve in Jesi and the implementation of a fauna impact control and monitoring plan in redevelopment work on the agricultural production site with a view to respecting its biodiversity and monitoring its nesting bird, mammal, amphibian, bat and water fauna.

For the purposes of raising the awareness of the chain's farmers on this, in 2023 the Fileni Platform organised webinars designed to incentivise GREEN planning of use to companies.

These included webinars on PARCO AGRISOLARE and INNOVATION which dealt with strategic and technical elements of use in future SCOPE 3 strategy development.

Annexes

Material themes and related impacts

Key

Macro area: the individual impact area identified in the materiality analysis;

Material theme: the individual theme each macro area is made up of;

Impact: the potential (positive or negative) impact the Group's activities have by individual theme category;

Nature: the nature (positive, negative, neutral) of the impact;

Current/potential: indicates whether the impact is real or potential;

Impact description: describes what the impact on the Fileni Group's stakeholders and consumers may actually be;

Involvement of the organisation: indicates what methods Fileni might use to limit negative impact risks (or increase positive impacts) in relation to each theme (for example, if only causing this impact or contributing to it).

The **materiality** concept is closely bound up with impact: the material themes are those representing the organisation's **most significant impacts on the economy, environment and people, including its human rights impacts**. A table summing up the material themes and related impacts identified is shown here.

Table summing up the material themes and related impacts identified for Fileni

Macro area	Material theme	Impact	Impact description	Nature / type	Impact perimeter	Organisational involvement	
RESPONSIBILITY TO THE ENVIRONMENT	Responsible business and supply chain management	Environmental compliance violations in the supply chain	Negative environmental impacts of raw material supply and working along the chain, especially environmental impacts (e.g. water and energy consumption, land exploitation, intensive farming practices, biodiversity loss, etc.)	Potential negative	Fileni Group, Clients, Associations (including voluntary sector), Suppliers, Crop and Livestock Farmers	Directly linked to the Group	
	Sustainable packaging	Raw food material consumption for packaging	Direct environmental impact bound up with the use of materials for packaging and indirect impact relating to the production and working of packaging materials along the supply chain (plastics, paper, cardboard, wood, metals, etc.)	Current negative	Fileni Group and Clients	Caused, to which it contributes and is directly linked	
	Circular economy and efficient use of resources	Energy consumption	Energy consumption	Energy consumption with consequent negative environmental and energy stock reduction impacts	Current negative	Fileni Group, Banks, Clients, Universities, Associations (including voluntary sector), Suppliers, Crop and Livestock Farmers	Caused by the Group
		Water availability reductions	Water availability reductions	Use of water in our production processes with repercussions on local water availability	Current negative	Fileni Group, Banks, Universities, Associations (including voluntary sector), Suppliers, Crop and Livestock Farmers	Caused by the Group
		Reduction in water quality	Reduction in water quality	Impacts due to the spillage of substances into the water table and consequent pollution of the water table and seawater.	Potential negative	Fileni Group, Banks, Clients, Universities, Associations (including voluntary sector), Suppliers, Crop and Livestock Farmers	Caused by the Group
		Raw food material consumption for production	Raw food material consumption for production	Environmental impact bound up with the intensive use of raw food materials (animals, feed, etc.) and other ingredients needed for production	Current negative	Fileni Group, Banks, Clients, Universities, Associations (including voluntary sector), Suppliers, Crop and Livestock Farmers	Caused by the Group
		Waste generation	Waste generation	Environmental impacts bound up with the production of hazardous and non-hazardous waste in both the production phase and along the value chain (transport, packaging, post-consumer)	Current negative	Fileni Group, Banks, Clients, Universities, Associations (including voluntary sector), Suppliers, Crop and Livestock Farmers	Caused by the Group and which it contributes to
	Climate change	Generation of direct and indirect GHG energy emissions (Scopes 1 and 2)	Generation of direct and indirect GHG energy emissions (Scopes 1 and 2)	Contribution to climate change via direct and indirect energy emissions bound up with the Group's activities at its various plants and sites.	Current negative	Fileni Group, Banks, Clients, Universities, Associations (including voluntary sector), Suppliers, Crop and Livestock Farmers	Caused by the Group
		Atmospheric pollutants	Atmospheric pollutants	Negative impact on air quality due to the emission of pollutants such as particulates, nitrogen oxides (NOX) and sulphur oxides (SOX)	Current negative	Fileni Group, Banks, Clients, Universities, Associations (including voluntary sector), Suppliers, Crop and Livestock Farmers	Caused by the Group



Macro area	Material theme	Impact	Impact description	Nature / type	Impact perimeter	Organisational involvement
RESPONSIBILITY TO THE COMMUNITY	Sustainable agriculture	Impact of crop and livestock farming on ecosystems and soil health	Biodiversity and natural ecosystem quality impacts including soil erosion and/or soil fertility reductions, some of which are linked to the use of pesticides	Current negative	Fileni Group, Clients, Universities, Associations, Crop and Livestock Farmers	Caused by the Group and to which it contributes
	A focus on local communities	Local development and relations with the community	Support for local development by means of contributions and donations to associations in the areas in which the Group's presence is highest	Current positive	Fileni Group, Universities and Associations (including voluntary sector)	Caused by the Group
		Job creation	Contribution to economic development in the regions and communities in which the Group works, by means of job creation and fair pay.	Current positive	Fileni Group, Universities and Associations (including voluntary sector)	Caused by the Group and which it contributes to
		Consequences for people's health from production processes	Impact on people's health due to the pollution generated by production processes and activities	Potential negative	Fileni Group, Banks, Clients, Universities, Associations (including voluntary sector), Suppliers, Crop and Livestock Farmers	Caused by the Group
	Responsible business and supply chain management	Community rights violations by suppliers	Negative impact on human rights and property rights deriving from the use and management of land and natural resources by suppliers, with potential repercussions on the local community	Potential negative	Fileni Group, Banks, Clients, Universities, Associations (including voluntary sector), Suppliers, Crop and Livestock Farmers	Directly linked to the Group
RESPONSIBILITY TO PEOPLE	Health and safety at work	Accidents at work	Workplace accidents and injuries, with negative consequences for the health of staff or external contractors	Current negative	Fileni Group, Clients, Associations, Crop and Livestock Farmers	Caused by the Group
	Workers' rights and diversity	Discrimination and non-inclusive practices at work	Negative impact on staff satisfaction and motivation caused by discrimination (e.g. bound up with gender, age, ethnicity, etc.) or other non-inclusive practices	Potential negative	Fileni Group, Clients, Associations, Crop and Livestock Farmers	Caused by the Group
		Employment conditions and human rights supply chain violations	Employment conditions violations across the supply chain (e.g. working hours, trade union membership, collective bargaining, life-work balance, fair pay) and other human rights violations (e.g. discrimination, violent behaviour, harassment)	Potential negative	Fileni Group, Clients, Associations, Crop and Livestock Farmers	Caused by the Group
		Fair pay	Attractive pay ensuring staff a dignified standard of life	Current positive	Fileni Group, Clients, Associations, Crop and Livestock Farmers	Caused by the Group
		Impact on the right to freedom from forced labour and child labour	Episodes of forced and/or child labour, including across the value chain.	Potential negative	Fileni Group and Clients	Caused by the Group and which it contributes to
	Staff welfare	Staff training and growth	Staff skill improvements via training and professional development, including linked to growth goals and personalised assessments	Current positive	Fileni Group, Clients, Associations, Crop and Livestock Farmers	Caused by the Group
		Staff employment conditions and welfare	Staff employment condition violations and consequent reduction in staff satisfaction and wellbeing as a result of unsuitable conditions (e.g. working hours, trade union membership, collective bargaining, life-work balance) and failure to apply company welfare practices	Potential negative	Fileni Group, Clients, Associations, Crop and Livestock Farmers	Caused by the Group
	Privacy and Data Protection	Privacy violations and loss of data	Loss of sensitive client data	Potential negative	Fileni Group and Clients	Caused by the Group



Macro area	Material theme	Impact	Impact description	Nature / type	Impact perimeter	Organisational involvement
RESPONSIBILITY TO CONSUMERS	Animal health and welfare	Diminished animal welfare	Unethical treatment of animals and failure to implement animal welfare measures fostering animal welfare and safety, including excessive use of antibiotics	Potential negative	Fileni Group, Clients, Associations (including voluntary sector) and Livestock Farmers	Caused by the Group and which it contributes to
	Product quality and safety	Food contamination and diminished consumer safety	Food contamination and food-related illness and negative impacts on consumer health, including due to excessive use of antibiotics	Potential negative	Fileni Group, Clients, Associations, Suppliers, Crop and Livestock Farmers	Caused by the Group and which it contributes to
	A focus on nutrition and consumer welfare	Nutrition and wellbeing via quality products	Contribution to healthy nutrition and consumer dietary need and food preference fulfilment	Current positive	Fileni Group, Clients, Universities, Associations (including voluntary sector) and Livestock Farmers	To which the Group contributes
	Consumer satisfaction	Reduced client and end consumer satisfaction	Inadequate consumer need fulfilment capacity in product quality or range, consumer relations and complaint management terms	Potential negative	Fileni Group, Clients, Universities, Associations and Livestock Farmers	Caused by the Group
	Responsible labelling and marketing	Misleading communications to clients and end consumers	Negative impact on clients and end consumers caused by the dissemination of inaccurate, misleading or fraudulent information regarding the organisation or its products	Potential negative	Fileni Group, Clients, Associations (including voluntary sector) and Livestock Farmers	Caused by the Group
ECONOMIC GOVERNANCE AND COMPLIANCE RESPONSIBILITY	Business and compliance ethics	Unethical business practices	Negative impact on people and the economic system generated by unethical business practices (e.g. corruption, anti-competitive conduct, monopolistic practices, etc.)	Potential negative	Fileni Group, Banks, Clients, Universities, Associations (including voluntary sector), Suppliers, Crop and Livestock Farmers	Caused by the Group
	Corporate governance	Non-compliance with laws, regulations and standards	Non-compliance with applicable laws, regulations, internal and external standards indirectly impacting on staff, clients and suppliers	Potential negative	Fileni Group, Banks, Clients, Universities, Associations (including voluntary sector), Suppliers, Crop and Livestock Farmers	Caused by the Group
	Economic performance	Economic value generation and distribution	Positive economic impacts generated by the organisation via its business activities for staff, communities and local suppliers, crop and livestock farmers and other stakeholders	Current positive	Fileni Group, Banks, Clients, Universities, Associations (including voluntary sector), Suppliers, Crop and Livestock Farmers	Caused by the Group
		Non-compliance with tax-related laws and regulations	Tax evasion with negative impacts such as, for example, reduced public service and infrastructure investment, increased national debt or tax burden transfer onto other taxpayers.	Potential negative	Fileni Group, Banks, Clients, Universities, Associations (including voluntary sector), Suppliers, Crop and Livestock Farmers	Caused by the Group
		Generation of indirect economic impacts	Positive indirect economic impact generation bound up, for example, with regional economic development and contribution to local agricultural sector development and competitiveness	Current positive	Fileni Group, Banks, Clients, Universities, Associations (including voluntary sector), Suppliers, Crop and Livestock Farmers	Caused by the Group
	Integrating sustainability into business	Dissemination of a sustainability culture into all the Group's operations and its business partner and other stakeholder relations	Impacts deriving from the company's improved environmental, social and governance impact-monitoring and subsequent optimal company strategy definition	Potential positive	Fileni Group, Banks, Clients, Universities, Associations (including voluntary sector), Suppliers, Crop and Livestock Farmers	Caused by the Group
	Innovation and development of new solutions	Technological process and product innovation	Positive impact on people, the environment and economic systems generated by technological process and product innovations linked with research and development	Current positive	Fileni Group, Clients, Universities, Associations, Suppliers and Crop Farmers	Caused by the Group

Correlation of the Fileni Group's material themes with those of GRI 13

Topic ref.	Name	Correlated Fileni Group material theme
13.1	Emissions	Climate change
13.2	Climate adaptation and resilience	
13.3	Biodiversity	Sustainable agriculture
13.4	Natural ecosystem conversion	
13.5	Soil health	
13.6	Use of pesticides	
13.13	Land and resource rights	
13.7	Water and waste water	Circular economy and efficient use of resources
13.8	Waste	
13.9	Food safety	A focus on nutrition and consumer welfare
13.10	Food safety	Product quality and safety
13.11	Animal health and welfare	Animal welfare and health
13.12	Local communities	A focus on local communities
13.14	Rights of indigenous peoples	
13.15	Non-discrimination and equal opportunities	
13.16	Forced or mandatory labour	Workers' rights and diversity
13.17	Child labour	
13.20	Employment practices	
13.21	Incomes and income support	Staff welfare
13.18	Freedom to join trade unions and bargain collectively	
13.19	Workplace health and safety	Workplace health and safety
13.22	Economic inclusion	Economic performance
13.23	Supply chain traceability	Responsible business and supply chain management
13.24	Public policy	Business and compliance ethics
13.25	Anti-competitiveness practices	
13.26	Anti-corruption	

Performance indicators

Economic data

To offer a more thoroughgoing picture of the Fileni Platform we have opted to present a twofold picture of the economic value generated and distributed: the first also includes the contribution of Carnj Società Cooperativa Agricola while the second considers the Fileni Group companies included in the Group's consolidated statement only.

Generated and distributed economic value

Generated and distributed economic value (thousands of Euros)	2023 Fileni Platform (not including the contribution of Carnj Società Cooperativa Agricola)	2023 Fileni Platform (including the contribution of Carnj Società Cooperativa Agricola)	2022 Fileni Platform (not including the contribution of Carnj Società Cooperativa Agricola)	2022 Fileni Platform (including the contribution of Carnj Società Cooperativa Agricola)
Economic value generated	640,481,973	669,922,774	628,095,442	666,405,995
Economic value distributed	626,999,480	650,684,773	606,606,501	638,704,474
Suppliers' pay	614,532,021	524,759,846	598,771,527	526,798,701
Staff pay	14,279,237	79,919,256	14,561,366	76,672,068
Agister pay	14,279,237	30,389,799	14,561,366	26,249,753
Lender pay	10,945,246	13,931,935	4353,259	5210,554
Shareholders' pay	-	0	-	0
Local government pay	997,782	1159,458	3115,712	3282,490
Community pay	524,432	524,479	366,003	490,908
Economic value deducted	13,482,492	19,238,000	21,488,941	27,701,521

Environmental data

Any discrepancies between the totals shown in the following tables and the sum of the values making it up are due to rounding up/down.

Internal organisational energy consumption

Energy	Unit of measurement	2023	2022
Total non-renewable fuel consumption	GJ	389,242	403,076
Natural gas	GJ	339,858	362,400
Diesel	GJ	5292	8119
LPG	GJ	22,412	17,685
Vehicle petrol	GJ	831	471
Vehicle diesel	GJ	20,846	14,365
Vehicle methane	GJ	4	37
Total electricity bought	GJ	157,914	146,733
From renewable sources	GJ	153,342	144,817
From non-renewable sources	GJ	4572	1916
Electricity self-generated from photovoltaic	GJ	13,238	13,437
Energy returned to the grid via photovoltaic	GJ	4448	4355
Energy returned to the grid via cogeneration	GJ	3941	3135
Total energy consumption	GJ	551,974	555,756
From renewable sources	GJ	162,100	153,900
Energy intensity	MJ/kg produced	1.69	1.67

Scope 1 and Scope 2* CO₂** emissions

tCO ₂	0-0-0-0 20 23	0-0-0-0 20 22
	2023	2022
Scope 1	23,303	28,477
Scope 2 (market-based)	580	243
Scope 2 (location-based)	11,751	10,589
Total (Scope 1 + Scope 2 market-based)	23,884	28,720
Emission intensity (tonCO₂/ton produced)	0.073	0.086

* ISPRAs emission factors were used to calculate Scope 1 emissions – Standard national parameters table, 2023. As set out in the GRI, Scope 2 emissions were calculated using two distinct methodologies: location-based and market-based methods. The location-based method is based on average regional, subnational or national energy generation emissions. In this case ISPRAs – *Greenhouse gas atmospheric emission factors in the national electrical sector and the main European nations 2023* – emission factors were used. The market-based method, on the other hand, is based on CO₂ emissions emitted by the energy suppliers the organisation buys electricity from, on contract, or on factors relating to the reference market. This calculation methodology enables the energy bought from renewable sources to be promoted. In this case the Group's Guaranteed Origin certificates were considered and the AIB – European Residual Mixes 2022 – emission factors used. The total is the sum of scope 1 and scope 2 emissions calculated using the market-based method. Note that, in the context of a funding agreement linked to sustainability clauses the Fileni Platform is seeking to reduce climate changing gases in its production processes. The data relating to scope 1 and 2 emissions are thus to be considered subject to this agreement.

** The Scope 1 biogas emissions were calculated using an emission factor drawn from DEFRA 2023, which considers CO₂ emissions 0 and measures values for N₂O and CH₄ emissions (methodology source DEFRA 2022 for 2022 and DEFRA 2023 for 2023). In reference to tonCO₂ declared in "Outside of scopes": To ensure complete reporting the CO₂ emissions deriving from the biogas combustion process, which fall outside the reporting perimeter of scopes 1, 2 and 3, are quantified and considered "Emissions outside of scope" (methodology source: DEFRA – UK Government GHG Conversion Factors for Company Reporting). The biogas combustion "outside of scope" emission factors, 744 ton CO₂ in 2021 were calculated using DEFRA 2022 for 2022 and DEFRA 2023 for 2023.

Other emissions*

Kg	0-0-0-0 20 23	0-0-0-0 20 22
	2023	2022
PM	2729	776
NO _x	15,616	6134
SO ₂	357	78
COV	15,422	8101
CO	9663	9581
Ammonia	18	72

* The perimeter of the GRI 305-7 reporting indicator which, for 2022, referred solely to the Cingoli and Longiano plants has been supplemented with the Castelplanio and Jesi sites, as promised in the 2022 Sustainability Report. To calculate the emission mass flow Test Reports on FY 2023 Analyses were obtained, with reference to plants for which an annual AIA emission Monitoring and Control Plan is required (this latter documentation can be downloaded from the ARPA reference region/site portal). The functioning hours considered for the Cingoli and Castelplanio were those effectively measured by the Platform while the Longiano and Jesi site functioning hours were calculated on the basis of the maximums set out in AIA, without, however, taking account of any pauses over the year (e.g. for maintenance).

Water withdrawal by source*

ML	0-0-0-0 20 23		0-0-0-0 20 22	
	2023		2022	
	All areas	of which water shortage areas	All areas	of which water shortage areas
Underground water	795	795	759	759
Surface water	44	44	10	10
Third party water	906	906	909	909
Total water withdrawal	1745	1745	1678	1678
Water consumption intensity index (l/kg products)	5.35		5.04	

* Data relating to water withdrawal has been accurate since 2022 while prior to this date it was estimated.

Waste by type and disposal method*

	0-0-0-0 20 23			0-0-0-0 20 22						
	Hazardous		Non-hazardous	Total	Hazardous		Non-hazardous	Total		
	Insite	Offsite	Insite	Offsite	Insite	Offsite	Insite	Offsite		
Re-use	-	6	-	17.7	24	-	0.1	-	9	9
Recycling	-	17	-	4,204	4,221	-	10	2,506	1,047	3,563
Other recovery operations	-	12	84	324	420	2	0.1	89	597	687
Incineration	-	0.9	-	5.5	6	-	4	-	15	19
Landfill site	-	0.3	-	30	30	-	2	-	-	2
Other disposal operations	-	10	-	1,629	1,639	-	14	-	3,262	3,276
Total	46	6,295	6,341	32	7,524	7,556				
Waste as a proportion of production index (Kg/Kg produced)	0.019			0.023						


* In 2022 the perimeter of produced waste reporting was extended to include waste produced by the Group's own livestock farms. Note also that the information relating to the disposal methods used for this waste were estimates.

Proximity analysis



Operational site	Activity type	Location	Proximity to areas of high biodiversity value (<5km)	Protected area name	Area type	Code
GAV MANGIMI S.R.L.	Feed sales	Jesi AN	approx. 2.7 km	Riserva naturale Ripa Bianca	Regional nature reserve	IT5320009
BIOALLEVA S.R.L.	Red meat processing and sale	Oppeano (VR)	approx. 890 m	Palude del Feniletto - Sguazzo del Vallese	Regional nature park	IT3210014
MB MANGIMI S.P.A.	Feed sales and production	Jesi AN	approx. 2.7 km	Riserva naturale Ripa Bianca	Regional nature reserve	IT5320009
TEDALDI S.R.L.	Egg sales	Meldola (FC)	approx. 4.1 km	Fiordinano, Monte Velbe	Regional nature reserve	IT4080012
SOCIETÀ AGRICOLA FILENI S.R.L.	Organic hen farmland	Meldola (FC)	approx. 4.5 km	Fiordinano, Monte Velbe	Regional nature reserve	IT4080012
SOCIETÀ AGRICOLA FILENI S.R.L.	Organic hen farmland	Forlì (FC)	approx. 4.8 km	Bosco di Scardavilla, Ravaldino	Regional nature reserve	IT4080004
SOCIETÀ AGRICOLA FILENI S.R.L.	Organic hen farmland	Località Casacce, Cercetole di Pieve Santo Stefano (AR)	approx. 4 km	Alpe della Luna (Riserva naturale del Bosco di Montalto)	Regional nature reserve	IT5180010
SOCIETÀ AGRICOLA FILENI S.R.L.	Poultry farm	Località Ripa Bianca di Jesi (AN)	approx. 600 m	Riserva naturale Ripa Bianca	Regional nature reserve	IT5320009
SOCIETÀ AGRICOLA BIOLOGICA FILENI S.R.L.	Organic hen farmland	Borgo Tossignano (BO)	approx. 4.9 km	Vena del Gesso Romagnola	Regional nature park	IT4070011

Materials used*



Materials used by weight or volume		Renewable	Non-renewable	Renewable	Non-renewable	
FOODSTUFFS	BIO	56,093	-	61,393	-	
	Neutral	151,150	-	146,933	-	
	No GMO	98,330	-	96,219	-	
	GMO	174,118	-	172,430	-	
INGREDIENTS	Dairy	261	-	244	-	
	Coconut milk	l	2160	-	-	
	Fruit/vegetables/herbs	ton	800	-	816	
	Flour/bread/batter	ton	2825	-	2779	
	Condiments	ton	1427	-	1316	-
		l	24,640	-	28,270	-
	Other ingredients	ton	658	-	648	-
l		65,094	-	64,844	-	
PACKAGING	Outer packaging**	6,976	-	6,846	-	
	Film	-	532	-	552	
	Trays	223	1,493	336	1,354	
	Labels	-	88	-	90	
	Bags	ton	-	619	-	656
	Paper	11	-	13	-	
	Sheets	-	5	-	7	
	Cartons	-	112	-	101	
	Other packaging	-	179	-	190	
	ANIMALS	Chickens	154,306	-	159,093	-
Turkeys		12,931	-	7139	-	

*Note that, in the context of a funding agreement linked to sustainability clauses the Fileni Platform seeks to use sustainable packaging in its product marketing and protection. Data relating to materials is thus to be considered subject to this agreement.

** Following on from an improvement in the reporting process the packaging data has been re-elaborated.

Staff data

Workforce characteristics

Staff and external contractors by professional category and gender

0-0-0-0-0
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23

0-0-0-0-0
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22

Number of people	on 31 December 2023			on 31 December 2022		
	Men	Women	Total	Men	Women	Total
Staff	1,395	841	2,236	1,292	809	2,101
Directors	10	4	14	13	4	17
Managers	35	7	42	34	6	40
Office staff	151	104	255	135	102	237
Workers	1,199	726	1,925	1,110	697	1,807
External contractors	216	60	276	212	62	274
Agency staff	114	53	167	97	48	145
Agents	99	3	102	100	4	104
Interns	2	4	6	2	3	5
Freelance workers.	1	0	1	13	3	16
Grant recipients	0	0	0	0	4	4
Total workforce	1,611	901	2,512	1,504	871	2,375

Staff by contract type (permanent and fixed term) and gender

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23

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22

Number of people	on 31 December 2023			on 31 December 2022		
	Men	Women	Total	Men	Women	Total
Permanent	664	451	1,115	620	447	1,067
Fixed term	731	390	1,121	672	362	1,034
Total	1,395	841	2,236	1,292	809	2,101

Staff by contract type (full and part term) and gender

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23

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22

Number of people	on 31 December 2023			on 31 December 2022		
	Men	Women	Total	Men	Women	Total
Full-time	1,371	799	2,170	1,278	773	2,051
Part-time	24	42	66	13	36	49
Zero hours contracts	-	-	-	1	-	1
Total	1,395	841	2,236	1,292	809	2,101

Staff by professional category and age group

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22

Number of people	on 31 December 2023				on 31 December 2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Age	<30	30-50	>50	Total	<30	30-50	>50	Total
Directors	0%	43%	57%	1%	0%	41%	59%	1%
Managers	0%	55%	45%	2%	0%	63%	38%	2%
Office staff	15%	57%	27%	11%	13%	57%	30%	11%
Workers	11%	57%	32%	86%	11%	58%	32%	86%
Total	11%	57%	32%	100%	11%	57%	32%	100%

Staff by professional category and gender

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20
23

0-0-0-0-0
20
22

Number of people	on 31 December 2023			on 31 December 2022		
	Men	Women	Total	Men	Women	Total
Directors	71%	29%	1%	76%	24%	1%
Managers	83%	17%	2%	85%	15%	2%
Office staff	59%	41%	11%	57%	43%	11%
Workers	62%	38%	86%	61%	39%	86%
Total	62%	38%	100%	61%	39%	100%

Relationship between basic salary and women's pay as compared to men's*

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23

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22

Staff category	2023	2022
Directors	82%	82%
Managers	82%	79%
Office staff	80%	78%
Workers	98%	96%
Total	90%	86%

* Both basic salary and variable pay were used for the GRI 405-2 calculation.

New hires and staff turnover*

Number of people	on 31 December 2023				on 31 December 2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	81	104	22	207	58	80	13	151
Women	12	55	8	75	30	54	11	95
Total	93	159	30	282	88	134	24	246

Former staff

Number of people	on 31 December 2023				on 31 December 2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	22	51	30	103	20	47	13	80
Women	5	22	16	43	11	33	12	56
Total	27	73	46	146	31	80	25	136

Number of new hires and turnover by gender

Number of people	on 31 December 2023		on 31 December 2022	
	Incoming	Outgoing	Incoming	Outgoing
Men	15%	7%	12%	6%
Women	9%	5%	12%	7%
Total	13%	7%	12%	6%

New hire and turnover rate by age group

Number of people	on 31 December 2023		on 31 December 2022	
	Incoming	Outgoing	Incoming	Outgoing
< 30 years of age	36%	11%	39%	14%
30-50 years of age	2%	4%	11%	7%
< 50 years of age	22%	10%	4%	4%
Total	13%	7%	12%	6%

* Note that the new hire category data refers only to staff who never worked with the Fileni Platform in the previous financial year and the former staff category to staff who left the company when their contracts expired for a range of reasons.

Training hours and per capita hours by professional category and gender

No. of training hours	on 31 December 2023					
	Men	Per capita men	Women	Per capita women	Total	Per capita Total
Directors	281	28	105	26	386	28
Managers	951	27	253	36	1,204	29
Office staff	2,891	19	2,174	21	5,065	20
Workers	11,911	10	4,993	7	16,904	9
Total	16,034	11	7,525	9	23,559	11

No. of training hours	on 31 December 2022					
	Men	Per capita men	Women	Per capita women	Total	Per capita Total
Directors	270	21	80	20	350	21
Managers	445	13	113	19	558	14
Office staff	1,507	11	825	8	2,332	10
Workers	7,648	7	2,519	4	10,168	6
Total	9,870	7	3,536	4	13,406	6

Staff-related health and safety indicators***

Number of accidents	2023	2022
Total no. recordable accidents	75	63
Total no. serious accidents (excluding deaths) ***	1	2
Total no. work-related accident deaths	-	-
Number of hours/days	2023	2022
Multiplier	1000,000	1000,000
Hours worked	3,390,273	3,278,746
Health and safety indicators****	2023	2022
Recordable accident at work rate	22.1	19.2
Serious accident at work rate (excluding deaths)	0.3	0.6
Accident at work-related deaths	0	0

* With reference to hours worked in 2022 by employees and external consultants, note that this data was updated after the calculation methodology was perfected.

** Note that the data in the table refers to work-related accidents by the Platform's employees. Additionally, accidents during home-work travel were only included where this was managed by the organisation.

*** Work-related accidents which led to harm which employees cannot or do not recover from or from which it is unrealistic to expect them to fully return to their previous health condition within six months.

**** Accident rates were calculated as the ratio between total numbers of accidents and total hours worked, using a multiplying factor of 1,000,000.

Occupational illness*



No. of occupational illnesses	2023	2022
Total no. of recordable occupational illnesses	76	72

*Comparable occupational illness rates for 2021 are not available as this is the first year this data has been reported.

External staff-related health and safety indicators*



No. of accidents	2023	2022
Total no. recordable accidents	-	5
Total no. serious accidents (excluding deaths) *	-	-
Total no. work-related accident deaths	-	-

No. hours/days	2023	2022
Multiplier	1000,000	1000,000
Hours worked	325,360	311,035

Health and safety indicators**	2023	2022 - RESTATEMENT
Recordable accident at work rate	0	16.08
Serious accident at work rate (excluding deaths)	0	0
Accident at work-related deaths	0	0

*** Work-related accidents which led to harm which employees cannot or do not recover from or from which it is unrealistic to expect them to fully return to their previous health condition within six months.

****Accident rates were calculated as the ratio between total numbers of accidents and total hours worked, using a multiplying factor of 1,000,000.

GRI contents index

Use statement	The Fileni Group presented reports compliant with GRI Standards for the period from 1 January to 31 December 2023
GRI 1 used	GRI 1: Foundation 2021
Relevant GRI sector standard	GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022

	Statement	Page/Note	Reason for omission	Omission explanation	No. of reference sector standards
2-1	Organisational details	15 - 20; 34 - 39			
2-2	Body included in the organisation's sustainability reporting	6 - 9			
2-3	Reporting period, frequency and contacts	6 - 8			
2-4	Data review	6 - 8			
2-5	External assurance	8; 125 - 127			
2-6	Activities, value chain and other business reports	6 - 8; 15 - 23; 40 - 47			
2-7	Workforce	72 - 76; 110			
2-8	External consultants	72 - 76; 110			
2-9	Governance structure and composition	18 - 20			
2-10	Appointment and selection of the top governance body	18 - 20			
2-11	President of the top governance body	19			
2-12	Role of the top governance body in impact management monitoring	18 - 20			
2-13	Impact management delegation of responsibility	18 - 20			
2-14	Role of the top governance body in sustainability reporting	18 - 20			
2-15	Conflicts of interest	20			
2-16	Criticality notification	20			
2-17	Collective knowledge of the top governance body	18 - 20			
2-18	Top governance body performance assessment	18 - 20			
2-19	Pay policy	18 - 20			
2-20	Pay determination process	18 - 20			

Statement	Page/Note	Reason for omission	Omission explanation	No. of reference sector standards
2-21 Total annual pay report	The total annual pay report was calculated on the basis of basic and variable pay for all staff with the exception of performance bonuses. The total annual pay ratio between the best-paid individual and the staff average (excluding the best-paid individual) was 12.12% in 2023. The variation ratio with the best-paid individual and the average compared to the previous financial year was 3%			
2-22 Sustainable development strategy statement	4 - 5			
2-23 Policy commitments	34 - 39; 56 - 61			
2-24 Integration of policy commitments	34 - 39; 56 - 61			
2-25 Processes designed to correct negative impacts	18 - 20			
2-26 Clarification request and concern-raising mechanisms	20			
2-27 Compliance with laws and regulations	No cases of non-compliance with laws and regulations were reported in 2023			
2-28 Membership of associations	95 - 97			
2-29 Stakeholder engagement approach	32 - 34			
2-30 Collective bargaining agreements	100% of staff is covered by collective bargaining agreements.			

Material themes

RI Standards	Statement	Page/Note	Reason for omission	Omission explanation	No. of reference sector standards
GRI 3: Material themes (2021)	3-1 Material theme determination process	32 - 34			
	3-2 List of material themes	34			
Material theme: Economic performance					
GRI 3: Material themes (2021)	3-3 Management of material themes	24 - 25			13.2.1
GRI 201: Economic performance; (2016)	201-1 Directly generated and distributed economic value	25			13.22.2
	201-2 Financial implications and other climate change related risks and opportunities		Unavailable/incomplete information	The Fileni Platform is currently unable to report these aspects but specific monitoring processes are currently being implemented and this data will be available for the 2024 FY.	13.2.2
GRI 203: Indirect economic impacts (2016)	203-1 Infrastructure and service investments supported		Unavailable/incomplete information	Data currently unavailable on the Group level but the company commits to developing a structured system with which to gather this data in the event that it is integrated into future legal requirements (CSRD/ESRS) which the Group will be required to fulfil from FY 2025.	13.22.3
	203-2 Significant indirect economic impacts		Unavailable/incomplete information	Data currently unavailable on the Group level but the company commits to developing a structured system with which to gather this data in the event that it is integrated into future legal requirements (CSRD/ESRS) which the Group will be required to fulfil from FY 2025.	13.22.4
GRI 207: Taxes (2019)	207-1 Taxation approach	The Group's taxation approach is compliant with currently applicable laws.			
Material theme: Business and compliance ethics					
GRI 3: Material themes (2021)	3-3 Management of material themes	18 - 20			13.24.1 13.25.1 13.26.1
GRI 205: Anti-corruption (2016)	205-1 Operation assessed to determine corruption-related risks		Unavailable/incomplete information	The data required for this standard are not currently available. The Group commits to reporting this indicator from tax year 2025 onwards.	13.26.2

RI Standards	Statement	Page/Note	Reason for omission	Omission explanation	No. of reference sector standards	
GRI 205: Anti-corruption (2016)	205-2	Communication and training on anti-corruption laws and procedures		Unavailable/incomplete information	The data required for this standard are not currently available. The Group commits to reporting this indicator from tax year 2025 onwards.	13.26.3
	205-3	Confirmed corruption events and measures adopted	No cases of corruption were reported in 2023.			13.26.4
GRI 206: Anti-competitive practices (2016)	206-1	Legal accusations of anti-competitive, anti-trust and monopolistic practices	No legal accusations of anti-competitive, anti-trust or monopolistic practices were reported in the 2023 financial year.			13.25.2
Material theme: Privacy and Data Protection						
GRI 3: Material themes (2021)	3-3	Management of material themes	20			
GRI 418: Client privacy (2016)	418-1	Founded complaints of client privacy violations and data loss	No complaints of client privacy violations or loss of client data were made against the Platform in the 2023 financial year.			
Material theme: Circular economy and efficient use of resources						
GRI 3: Material themes (2021)	3-3	Management of material themes	62 - 71			13.7.1
GRI 302: Energy (2016)	302-1	Energy consumption within the organisation	105 - 106			13.8.1
	302-3	Energy intensity	105 - 106			
GRI 303: Water and waste water (2018)	303-1	Interaction with water as a shared resource	69			13.7.2
	303-2	Management of waste water related impacts	69			13.7.3
	303-3	Water withdrawals	107			13.7.4
	303-4	Waste water		Unavailable/incomplete information	The Fileni Platform is currently unable to report these aspects but specific tools are currently being obtained and this data will be disclosed for the 2025 FY.	13.7.5
	303-5	Water consumption		Unavailable/incomplete information	The Fileni Platform is currently unable to report these aspects but specific tools are currently being obtained and this data will be disclosed for the 2025 FY.	13.7.6

RI Standards	Statement	Page/Note	Reason for omission	Omission explanation	No. of reference sector standards	
GRI 306: Waste (2020)	306-1	Waste generation and significant waste-related impacts	68			13.8.2
	306-2	Management of significant waste-related impacts	68			13.8.3
	306-3	Waste generated	107			13.8.4
	306-4	Waste not sent to landfill	107			13.8.5
	306-5	Waste sent to landfill	107			13.8.6
Material theme: Climate change						
GRI 3: Material themes (2021)	3-3	Management of material themes	62 - 71			13.1.1
GRI 305: Emissions (2016)	305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	106			13.1.2
	305-2	Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)	106			13.1.3
	305-3	Other indirect greenhouse gas (GHG) emissions (Scope 3)		Unavailable/incomplete information	The Fileni Platform is currently unable to report the emissions generated by its value chain but a project was launched with EcoVadis in 2024 which is expected to end by FY 2026.	13.1.4
	305-4	GHG emission intensity	106			13.1.5
	305-5	Greenhouse gas (GHG) emission reduction			Greenhouse gas (GHG) emission reductions have been implemented by means of carbon credits, as reported in the Environmental responsibility section.	13.1.6
	305-6	Emission of ozone-layer-reducing substances (ODS)		Unavailable/incomplete information	The Fileni Platform is currently unable to report these aspects but specific monitoring processes are currently being implemented and this data will be available for the 2025 FY.	13.1.7
	305-7	Nitrogen oxides (NOx), sulphur oxides (SOx) and other relevant air emissions	106			13.1.8

RI Standards	Statement	Page/Note	Reason for omission	Omission explanation	No. of reference sector standards
Material theme: Workplace health and safety					
GRI 3: Material themes (2021)	3-3 Management of material themes	77 - 81			13.19.1
	403-1 Workplace health and safety management system	77 - 81			13.19.2
	403-2 Hazard identification, risk assessment and accident analysis	77 - 81			13.19.3
	403-3 Occupational health service	77 - 81			13.19.4
	403-4 Workplace health and safety staff participation and communications	77 - 81			13.19.5
	403-5 Workplace health and safety staff training	77 - 81			13.19.6
	403-6 Promotion of worker health	77 - 81			13.19.7
GRI 403: Workplace health and safety (2018)	403-7 Prevention and mitigation of workplace health and safety impacts within business relations	77 - 81			13.19.8
	403-8 Workers covered by a workplace health and safety management system	100% of workers are considered to be covered by a workplace health and safety management system pursuant to legislative decree 81-2008. Where external staff are concerned only those working at the Platform's sites and plants are covered by a workplace health and safety management system.			13.19.9
	403-9 Work accidents	113 - 114			13.19.10
	403-10 Occupational illnesses	113 - 114			13.19.11

RI Standards	Statement	Page/Note	Reason for omission	Omission explanation	No. of reference sector standards
Material theme: Staff welfare					
GRI 3: Material themes (2021)	3-3 Management of material themes	77 - 81			13.18.1
GRI 401: Employment (2016)	401-1 New hires and turnover	77 - 81			
GRI 404: Education and training (2016)	404-1 Average training hours per employee	77 - 81			
GRI 407: Freedom to join trade unions and bargain collectively (2016)	407-1 Activities and suppliers with whom the freedom to join trade unions and bargain collectively may be at risk	77 - 81			13.18.2
Material theme: Workers' rights and diversity					
					13.15.1
					13.17.1
GRI 3: Material themes (2021)	3-3 Management of material themes	77 - 81			13.16.1
					13.20.1
					13.21.1
GRI 405: Diversity and equal opportunities (2016)	405-1 Diversity in governance bodies and the workforce	19-110			13.15.2
	405-2 Relationship between basic salary and women's pay as compared to men's	110 - 111			13.15.3
GRI 406: Non-discrimination (2016)	406-1 Episodes of discrimination and remedial action taken	No episodes of discrimination were reported in 2023.			13.15.4
GRI 408: Child labour (2016)	408-1 Activities and suppliers presenting a significant child labour risk		Not applicable	The company's business and relations take place primarily in countries not at risk of child labour as a result of applicable laws and stringent company policies.	13.17.2
GRI 409: Forced or mandatory labour (2016)	409-1 Activities and suppliers presenting a significant forced or mandatory labour risk		Not applicable	The company's business and relations take place primarily in countries not at risk of forced labour as a result of applicable laws and stringent company policies.	13.16.2

RI Standards	Statement	Page/Note	Reason for omission	Omission explanation	No. of reference sector standards
Material theme: Product quality and safety					
GRI 3: Material themes (2021)	3-3	Management of material themes			13.10.1
					13.23.1
GRI 416: Client health and safety (2016)	416-1	Assessment of the health and safety impacts of product and service categories		100% of the Fileni Platform's products are subject to tests and assessments relating to potential client health and safety impacts.	13.23.1
					416-2
Material theme: Responsible labelling and marketing					
GRI 3: Material themes (2021)	3-3	Management of material themes			
					417-1
GRI 417: Marketing and labelling (2016)	417-3	Episodes of non-compliance relating to marketing communications		A case of abstract ability to mislead relating to certain statements in the Fileni 2021 Sustainability Report - relating to the perimeters of the agriculture chain and the provenance of the raw materials used to make its feeds - led to the Antitrust Authority imposing a €100,000 fine. Within the framework of open dialogue with the Authority - which confirmed that the criticality issue had been fully resolved - Fileni gave up its attempts to appeal against this decision in the courts and drew up a series of measures and best practices designed to oversee all forms of future communication with the public in the general sense of advertising. Further details are available at: www.agcm.it .	
Material theme: Animal welfare and health					
GRI 3: Material themes (2021)	3-3	Management of material themes			13.11.1

RI Standards	Statement	Page/Note	Reason for omission	Omission explanation	No. of reference sector standards			
Material theme: Sustainable packaging								
GRI 3: Material themes (2021)	3-3	Management of material themes						
GRI 301 Materials (2016)	301-1	Materials used, by weight or volume		109				
Material theme: Responsible business and supply chain management								
GRI 3: Material themes (2021)	3-3	Management of material themes		20-23				
Material theme: Integrating sustainability into business								
GRI 3: Material themes (2021)	3-3	Management of material themes		26-31				
Material theme: Innovation and new solution development								
GRI 3: Material themes (2021)	3-3	Management of material themes		40-49				
Material theme: Sustainable agriculture								
GRI 3: Material themes (2021)	3-3	Management of material themes			13.3.1			
					13.4.1			
					13.6.1			
GRI 304: Biodiversity (2016)	304-1	Privately owned sites leased or managed in protected areas and areas of high biodiversity value outside protected areas or near to these		108	13.3.2			
					304-2	Significant impacts of activities, products and services on biodiversity	The Fileni Platform is currently unable to report these aspects but specific monitoring processes are currently being implemented and this data will be available for the 2025 FY.	13.3.3
					304-3	Protected or rewilded habitats	The Fileni Platform is currently unable to report these aspects but specific monitoring processes are currently being implemented and this data will be available for the 2025 FY.	13.3.4
					304-4	Species on national conservation and IUCN conservation red lists with habitats in areas the company works in	The Fileni Platform is currently unable to report these aspects but specific monitoring processes are currently being implemented and this data will be available for the 2025 FY.	13.3.5

RI Standards	Statement	Page/Note	Reason for omission	Omission explanation	No. of reference sector standards
Material theme: A focus on nutrition and consumer welfare					
GRI 3: Material themes (2021)	3-3 Management of material themes			While the group has not formalised policies and plans specifically relating to food security - understood as the material and economic potential for sufficient quantities of safe and nutritious food - the minimising food waste theme is encompassed by the Group's business strategies.	13.9.1
Material theme: Consumer satisfaction					
GRI 3: Material themes (2021)	3-3 Management of material themes	42 - 46; 52 - 54			
Material theme: A focus on local communities					
GRI 3: Material themes (2021)	3-3 Management of material themes	91 - 99			13.12.1
GRI 413: Local Communities (2016)	413-1 Operations with local community engagement, impact assessments and development programmes		Unavailable/incomplete information	The Fileni Platform has launched a project designed to structure systematic monitoring of this activity and will be able to disclose this information from FY 2025 onwards.	13.12.2
	413-2 Operations with significant actual and potential negative impacts on local communities		Unavailable/incomplete information	The Fileni Platform has launched a project designed to structure systematic monitoring of this activity and will be able to disclose this information from FY 2025 onwards.	13.12.3

Theme in the relevant GRI sector standards considered non-material

THEME	EXPLANATION
GRI 13: AGRICULTURE AQUACULTURE AND FISHING SECTORS 2022	
13.14 Rights of indigenous peoples	Non applicable in the sense that the Group does not work in areas occupied by indigenous peoples.
13.13 Land right	The Fileni Platform's activities do not have significant impacts on land or resource-related rights. In fact the location of the Group's few privately owned lands has no implications for the availability and accessibility of resources by local communities and other users.
13.24 Public policy	The Group does not make political contributions nor does it engage in lobbying.



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**INDEPENDENT AUDITOR'S REPORT
ON THE SUSTAINABILITY REPORT**

To the Board of Directors of
Fileni Alimentare S.p.A.

We have carried out a limited assurance engagement on the Sustainability Report of the Fileni Group (hereinafter also referred as "the Group") as of December 31, 2023.

Responsibility of the Directors for the Sustainability Report

The Directors of Fileni Alimentare S.p.A. are responsible for the preparation of the Sustainability Report in accordance with the "Global Reporting Initiative Sustainability Reporting Standards" established by GRI – Global Reporting Initiative (hereinafter "GRI Standards"), as stated in the paragraph "Methodology notes" of the Sustainability Report.

The Directors are also responsible, for such internal control as they determine is necessary to enable the preparation of the Sustainability Report that is free from material misstatement, whether due to fraud or error.

The Directors are also responsible for the definition of the Group's objectives in relation to the sustainability performance, for the identification of the stakeholders and the significant aspects to report.

Auditor's Independence and quality management

We have complied with the independence and other ethical requirements of the *International Code of Ethics for Professional Accountants (including International Independence Standards)* (IESBA Code) issued by the *International Ethics Standards Board for Accountants*, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies *International Standard on Quality Management 1* which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.



Auditor's responsibility

Our responsibility is to express our conclusion based on the procedures performed about the compliance of the Sustainability Report with the GRI Standards. We conducted our work in accordance with the criteria established in the "International Standard on Assurance Engagements ISAE 3000 (Revised) – Assurance Engagements Other than Audits or Reviews of Historical Financial Information" (hereinafter "ISAE 3000 Revised"), issued by the International Auditing and Assurance Standards Board (IAASB) for limited assurance engagements. The standard requires that we plan and perform the engagement to obtain limited assurance whether the Sustainability Report is free from material misstatement.

Therefore, the procedures performed in a limited assurance engagement are less than those performed in a reasonable assurance engagement in accordance with ISAE 3000 Revised, and, therefore, do not enable us to obtain assurance that we would become aware of all significant matters and events that might be identified in a reasonable assurance engagement.

The procedures performed on the Sustainability Report are based on our professional judgement and included inquiries, primarily with Company personnel responsible for the preparation of information included in the Sustainability Report, analysis of documents, recalculations and other procedures aimed to obtain evidence as appropriate.

Specifically, we carried out the following procedures:

1. analysis of the process relating to the definition of material aspects disclosed in the Sustainability Report, with reference to the methods of analysis and understanding of the context, identification, evaluation and prioritization of actual and potential impacts and to the internal validation of the process results;
2. comparison between the economic and financial data and information included in the paragraphs "Economic responsibility" of the Sustainability Report with those included in the consolidated financial statements of the Group, taking into account, in the calculation of the generated and distributed economic value, also the contribution of Carnj Società Cooperativa Agricola;
3. understanding of the processes underlying the origination, recording and management of qualitative and quantitative material information included in the Sustainability Report.

In particular, we carried out interviews and discussions with the management of Fileni Alimentare S.p.A. and with the personnel of Carnj Società Cooperativa Agricola and we carried out limited documentary verifications, in order to gather information about the processes and procedures, which support the collection, aggregation, elaboration and transmittal of non-financial data and information to the department responsible for the preparation of the Sustainability Report.



In addition, for material information, taking into consideration the Group's activities and characteristics:

- at the level of the parent company and its subsidiaries:
 - with regards to qualitative information included in the Sustainability Report, we carried out interviews and gathered supporting documentation in order to verify its consistency with the available evidence;
 - with regards to quantitative information, we carried out both analytical procedures and limited verifications in order to ensure, on a sample basis, the correct aggregation of data;
- for the headquarter and the production sites in Cingoli and Castelplanio of Fileni Alimentare S.p.A. and Carnj Società Cooperativa Agricola, the production site in Longiano of MB Mangimi S.p.A., the animal farms in Ripa Bianca and Rangore of Società Agricola Fileni S.r.l., the animal farm in Monteroberto of Società Agricola Ponte Pio S.r.l., the animal farms in Cannuccia of Società Agricola Fileni and Società Agricola BIO Fileni S.r.l., which we selected based on their activities, their contribution to the performance indicators at the consolidated level and their location, we carried out remote meetings during which we have met with their management and have gathered supporting documentation, on a sample basis, with reference to the correct application of procedures and calculation methods used for the indicators.

Conclusion

Based on the work performed, nothing has come to our attention that causes us to believe that the Sustainability Report of the Fileni Group as of December 31, 2023 is not prepared, in all material respects, in accordance with the GRI Standards as stated in the paragraph "Methodology notes" of the Sustainability Report.

DELOITTE & TOUCHE S.p.A.

Signed by
Jessica Lanari
 Partner

Ancona, Italy
 July 19, 2024



Fileni Alimentare SpA

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