



## DISCLOSURE MATERIALS

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire and B Lab deems them to be material, the company must:

- 1) Be transparent about the disclosure issues identified on the company's public B Impact Report
- 2) Describe how the company has addressed this issue.
- 3) Demonstrate that management systems are in place to avoid similar issues from arising in the future.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to background checks by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

**This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company.**

## DISCLOSURE QUESTIONNAIRE

Company Name: Fileni Alimentare Spa Societa Benefit  
 Date Submitted: 08/01/2021

Industries & Products	Yes	No
Please indicate if the company is involved in production of or trade in any the following. Select Yes for all options that apply.		
Animal Products or Services	√	
Biodiversity Impacts	√	
Chemicals		√
Company Explanation Of Disclosure Item Flags		√
Disclosure Alcohol		√
Disclosure Firearms Weapons		√
Disclosure Mining		√
Disclosure Pornography		√
Disclosure Tobacco		√
Energy and Emissions Intensive Industries	√	
Fossil fuels		√
Gambling		√
Genetically Modified Organisms	√	
Illegal Products or Subject to Phase Out		√
Industries at Risk of Human Rights Violations		√
Monoculture Agriculture		√
Nuclear Power or Hazardous Materials		√
Payday, Short Term, or High Interest Lending		√
Water Intensive Industries	√	
Tax Advisory Services		√

Supply Chain Disclosures	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones		√
Child or Forced Labor		√
Negative Environmental Impact		√
Negative Social Impact		√
Other		√

Outcomes & Penalties	True	False
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior		√
Breaches of Confidential Information		√
Bribery, Fraud, or Corruption		√
Company Explanation Of Disclosure Item Flags		√
Company has filed for bankruptcy		√
Consumer Protection		√
Financial Reporting, Taxes, Investments, or Loans		√
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)		√
Labor Issues		√
Large Scale Land Conversion, Acquisition, or Relocation		√
Litigation or Arbitration		√
On-Site Fatality		√
Penalties Assessed For Environmental Issues		√
Political Contributions or International Affairs		√
Recalls	√	
Significant Layoffs		√
Violation of Indigenous Peoples Rights		√
Other		√

Practices	True	False
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."		
Animal Testing		√
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)		√
Company Explanation Of Disclosure Item Flags		√
Company prohibits freedom of association/collective bargaining		√
Company workers are prisoners		√
Conduct Business in Conflict Zones		√
Confirmation of Right to Work		√
Does not transparently report corporate financials to government		√
Employs Individuals on Zero-Hour Contracts		√
Facilities located in sensitive ecosystems		√
ID Cards Withheld or Penalties for Resignation		√
No formal Registration Under Domestic Regulations		√
No signed employment contracts for all workers		√
Overtime For Hourly Workers Is Compulsory		√
Payslips not provided to show wage calculation and deductions		√
Sale of Data		√
Tax Reduction Through Corporate Shells		√
Workers cannot leave site during non-working hours		√
Workers not Provided Clean Drinking Water or Toilets		√
Workers paid below minimum wage		√
Workers Under Bond		√
Other		√



## B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: **Fileni Alimentare Spa Societa Benefit**      UPDATED AS OF: **08/01/2021**

<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Environmentally Intensive Industries
<b>TOPIC</b>	Biodiversity Impact
<b>SUMMARY OF ISSUE</b>	As a poultry breeder and manufacturer, Fileni operates in an industry in which biodiversity impact is a material environmental issue.
<b>SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)</b>	The majority of the company revenues comes from the sale of poultry products.
<b>IMPACT ON STAKEHOLDERS</b>	Animal agriculture poses a risk to local ecosystems of flora and fauna as well as the potential degradation of farmed land.
<b>IMPLEMENTED MGT PRACTICES</b>	<p>"Fileni aims to leave the land it farms more fertile than before they started. The company is working with the Arca project for the regeneration of soils and bio-conservative crops by revamping the old rural traditional farming and pairing it with sustainable innovations. Fileni also operates an organic poultry supply chain and after twenty years of work on biological production, with around 32% of the breeding surface assigned to organic rearing, Fileni is the market leader in Italy with more than 90% of the biological production. The Group has taken the path of product diversification, expanding into organic red meats. In the past 20 years, the biological production has increased, especially in the past 5 years. The organic meat offer from Fileni is in line with the current market demand. Fileni is ready to increase the biological production when the market is ready.</p> <p>The biodiversity strategy of Fileni is based on three pillars:</p> <ul style="list-style-type: none"> <li>- The safeguarding of animal wellness and welfare. Ensuring greater well-being to the animal improves its health and consequently food quality, thus reducing the need for drugs and helping to preserve biodiversity.</li> <li>- Organic leads by example: improving the contribution of organic agriculture towards sustainability. Organic farming land has 30% more biodiversity and facilitates pollinator proliferation. Fileni was among the first companies in Italy to focus on organic farming, and it is now willing to further develop this practice in future years.</li> <li>- Direct initiatives: to improve biodiversity and help repopulate wildlife migratory species, in the Ripabianca plant they are planting either native tree species or perennial grasses, which are mowed only after local wildlife birds have laid their eggs. Fileni is also involved in reforestation actions in Masrola and Medrina areas, thus guaranteeing maintenance, vegetation cover and soil stabilization.</li> </ul> <p>This strategy aims at restoring depleted ecosystems and in the future they will operate in full compliance with the Recovery Plan and the Green Deal recently launched by the European Union."</p>
<b>REPORT</b>	<a href="https://www.arca.bio/en/project-arca/">https://www.arca.bio/en/project-arca/</a>



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<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Environmentally Intensive Industries
<b>TOPIC</b>	Water Intensive Industries
<b>SUMMARY OF ISSUE</b>	As a poultry breeder and manufacturer, Fileni operates in an industry that is water intensive.
<b>SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)</b>	In 2020, the total water consumption for Fileni was 1,384 ML5, with a 6% increase compared to 2019. This increase was partly due to disinfection and cleaning operations in response to the COVID 19 Pandemic.
<b>IMPACT ON STAKEHOLDERS</b>	<p>"As a water intensive industry, animal agriculture poses risks such as water stress or depletion of local water sources if water use is not appropriately managed.</p> <p>35% of the total water withdrawals come from wells located in the Group's plants, while the rest comes from municipal waterworks. The main water intensive activities are linked to the slaughtering process and plant cooling. The company do not operate in any water stressed regions."</p>
<b>IMPLEMENTED MGT PRACTICES</b>	<p>"The company monitors water consumption and the impact on the water resources involved at each step of the supply chain. In both breeding and production plants, the company has taken actions to cut down water consumption by reducing waste to a minimum. For example, Fileni implemented a water management system which allows the water that is used for washing the farm sheds to be reused to irrigate the fields.</p> <p>Fileni does not conduct a formal assessment of how they compare with others in their industry in terms of water usage and/or management. However, they are constantly active in monitoring their water usage in order to reduce and improve our water footprint."</p>
<b>REPORT</b>	<a href="https://www.fileni.com/contrib/uploads/2021/07/105-21-Bilancio-Fileni-2020_EN-digitale.pdf">https://www.fileni.com/contrib/uploads/2021/07/105-21-Bilancio-Fileni-2020_EN-digitale.pdf</a>

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<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Animal Products and Services
<b>TOPIC</b>	Feleni is a poultry breeder and manufacturer.
<b>SUMMARY OF ISSUE</b>	Fileni has been breeding and cultivating chickens for over twenty years. A portion of their animals are raised and manufactured as organic.
<b>SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)</b>	They have housed and grass based production. Rusticanello's (their organic range) chicken scratches about outdoors, their natural day / night cycles are complied with and they eat plant-based, GMO-free feeds only.
<b>IMPACT ON STAKEHOLDERS</b>	Animal welfare in farming is vital to protect the five freedoms of the animals and protect their well being.
<b>IMPLEMENTED MGT PRACTICES</b>	<p>"Fileni is the third largest chicken producer in the Italian Market in terms of global sales, and one of the leaders in Europe in terms of biological production that comply with stricter standards of animal treatments (<a href="https://www.linkedin.com/company/fileni/about/">https://www.linkedin.com/company/fileni/about/</a>). They are increasingly committed to reducing climate-altering gas emissions associated with their products. The organic animals eat 100% Italian feeds only and are bred in full compliance with their life cycle and with no antibiotics. The circular model aims to cut down waste.</p> <p>Fileni has 1/3 of breedings centers dedicated to organic farming which must comply with stricter standards. Animals can roam in open spaces, graze and eat balanced feeds specifically developed for their diet. As for the poultry supply chain:</p> <ul style="list-style-type: none"> <li>• Animal population density is controlled and does not exceed 21 kg of meat per square meter;</li> <li>• 4 square meters of outdoor areas shall be available for each animal;</li> <li>• A dark period of at least eight consecutive hours is ensured on a daily basis.</li> </ul> <p>Before a chick is born, eggs are kept for 21 days in an incubation plant, where they are given the suitable conditions for embryo development. After that, animals are transferred to the breeding centers, where they are barn-raised under applicable laws, with predefined spaces depending on the farming method. The Group also protects the natural biorhythm of animals and their sleep/awake cycle through the optimal use of sunlight and artificial light within the breeding farms. All plants are also equipped with modern ventilation systems to maintain proper temperature, ventilation and oxygenation within the facilities.</p> <p>Animal feeds come exclusively from the two feed mills of the Group, where foodstuffs are strictly controlled in order to ensure a proper nutrient intake for the chickens. Breeding farm staff and supporting specialized technicians visit all breeding centers at least once a week to provide breeders with full assistance. Welfare parameters are constantly monitored in order to make for faster intervention in case of need. Dedicated veterinary inspections are guaranteed at breeder's request. Use of antibiotics is extremely limited and, in case of animal disease, they are used only as a last resort, after all other solutions have been weighed.</p> <p>To protect the health of the chickens, there is strict access to the farms and all vehicles are disinfected and all staff members wear special clothing and footwear. Cleaning operations of the shelters as well as of the areas outside the breeding arm are carried out with care, in order to reduce the presence of unwanted bacteria or viruses. Chick vaccination is already performed per group in the incubation plant and is customized in the various centers according to their past or emerging conditions.</p> <p>Fileni has subscribed the Policy animal welfare where they respect European Chicken Commitment parameters and have defined their target and goals for the next 5 years. They have also worked with research from various universities such as the Faculty of Agriculture and Veterinary Medicine of the University of Perugia, the CREA Institute, and the University of Camerino. "</p>
<b>REPORT</b>	<a href="https://www.fileni.com/contrib/uploads/2021/07/105-21-Bilancio-Fileni-2020_EN-digitale.pdf">https://www.fileni.com/contrib/uploads/2021/07/105-21-Bilancio-Fileni-2020_EN-digitale.pdf</a> <a href="https://www.linkedin.com/company/fileni/about/">https://www.linkedin.com/company/fileni/about/</a>

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<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Environmentally Intensive Industries
<b>TOPIC</b>	Energy and Emissions Intensive Industries
<b>SUMMARY OF ISSUE</b>	As a chicken producer, Fileni operates in an industry in which energy and carbon emissions is a material environmental issue.
<b>SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)</b>	<p>"The company measured their emissions in 2020:</p> <ul style="list-style-type: none"> <li>- Scope 1: 21,196</li> <li>- Scope 2: 9,419, location-based.</li> </ul> <p>Total non-renewable resources (358,462 GJ):            Natural gas (335,014 GJ), Gasoline (2,629 GJ), LPG (14,257 GJ), Automotive gasoline (282 GJ), Automotive diesel (6,207 GJ), Automotive methane (73 GJ)</p> <p>Total purchased electricity (122,153 GJ),            From renewable sources (122,153 GJ)            Self-produced photovoltaic electricity (6,425 GJ)</p>
<b>IMPACT ON STAKEHOLDERS</b>	Animal agriculture is a major contributor to global carbon emissions.
<b>IMPLEMENTED MGT PRACTICES</b>	<p>"The company is committed to reducing their environmental impact and protecting the territories that they work in, by implementing efficiency- and circularity oriented measures. They conducted a study on the product life-cycle of Organic Chicken in order to measure their impact and implement projects to reduce them. They have installed photovoltaic systems and biogas plants, and by implementing offsetting, all their plants are now carbon neutral.</p> <p>Fileni Group's total energy consumption for the year 2020 amounted to 482,279 GJ<sup>1</sup>, in line with the previous year's figure and the production trend. This data includes the energy consumption of the breeding farms owned by the Group. During 2020, the energy consumption monitoring system was improved in order to track an increasingly accurate consumption figure and to have the possibility of implementing targeted efficiency measures. Methane gas is the main energy source in use (335,014 GJ in 2020), powering three high-efficiency cogenerators located in the two production plants of Cingoli and Castelplanio, and in the Longiano feed mill. All three cogenerators are equipped with a heat recovery system allowing the production of hot water for internal plant use. CO<sub>2</sub> atmospheric emissions caused by energy consumption in the Cingoli and Castelplanio production sites, the two feed mills and the breeding farms of the Group amounted to 21,196 tons of CO<sub>2</sub> (Scope 1 + Scope 2 Market based).</p> <p>Electricity purchased for both production plants, two feed mills, and company breeding farms, comes 100% from renewable sources, as certified by the guarantees of origin.</p> <p>Fileni does not conduct any formal assessment of how they compare with others in their industry in terms of energy usage, carbon emissions, and/or how these impacts are managed. However, they constantly monitor key players in their industry in terms of sustainability practices and management of their impacts. In Italy, they are the third player in the industry in terms of global sales but the first operator in Italy and EU in terms of biological production, since 2018 they are one of the first operators in the market to have a solid strategy of Energy Usage and Carbon Emissions Monitoring and Management and to publish their data in the Sustainability Report according to GRI Standards (<a href="https://www.fileni.it/sostenibilita/">https://www.fileni.it/sostenibilita/</a>). They are increasingly committed to reducing climate-altering gas emissions associated with our products.</p> <p>In 2021, the company joined a cross-industry community of brands and organisations working together to achieve "zero emissions" by 2040 signing the Climate Pledge, co-founded by Amazon and Global Optimism in 2019 to respond in a strong and cohesive way to the climate crisis we are experiencing (<a href="https://www.fileni.it/blog/climate-pledge/">https://www.fileni.it/blog/climate-pledge/</a>)"</p>
<b>REPORT</b>	<a href="https://www.fileni.com/contrib/uploads/2021/07/105-21-Bilancio-Fileni-2020_EN-digitale.pdf">https://www.fileni.com/contrib/uploads/2021/07/105-21-Bilancio-Fileni-2020_EN-digitale.pdf</a>



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<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Genetically Modified Organisms
<b>TOPIC</b>	As a poultry producer, some of Fileni's chickens are fed on GMO feed stock. The company has three streams of poultry: those fed on GMOs, those not fed on GMOs, and those that are fed on organic feed.
<b>SUMMARY OF ISSUE</b>	Fileni raises a percentage of their animals on conventional animal feed. That means that the feed can contain both GMO and non GMO feed. The animals themselves are not genetically modified.
<b>SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)</b>	The majority of Fileni animals are raised on conventional feed which can be a mix of GMO and Non GMO
<b>IMPACT ON STAKEHOLDERS</b>	GMOs raise concerns about the impact on the environment, local communities and long term health of consumers.
<b>IMPLEMENTED MGT PRACTICES</b>	<p>"Although the use of GMOs derived feeds is the market standard in their industry (according to the ISAAA - International Service for the Acquisition of Agri Biotech Applications - 70% of the world soy, 46% of cotton, 24% of corn and 20% of rapeseed are GMOs), Fileni also produces a significant part of its products without the use of GMOs. They are also partners of the Arca Project which aims not to exhaust nature, but to regenerate it, taking inspiration from the biological processes and from the biodiversity of nature.</p> <p>Regarding poultry, there are no GMO products. There is feed, which can be GMO and non-GMO. Fileni controls its entire supply chain, and in terms of animal feed, part of it is NON-GMO, part is organic and the rest can be defined as conventional. In recent years, Fileni has been working to control its supply chain and to allocate a significant part of the business to non-GMO and organic products.</p> <p>The company has not taken part in any research on the impacts of GMO feed specific to their industry."</p>



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<b>DISCLOSURE QUESTIONNAIRE CATEGORY</b>	Outcomes and Penalties - Recalls
<b>TOPIC</b>	Since 2017, Fileni has had a total of 8 products recalls.
<b>SUMMARY OF ISSUE</b>	Fileni has had 8 product recalls for the presence of pathogenic microorganism, pesticides, drug residues, heavy metals, and/or extraneous material. No health problems were reported by consumers related to these recalls. 2 recalls occurred after the report of their suppliers, 1 after an internal audit and 5 after external audits (performed by regulatory entities and company clients).
<b>SIZE/SCOPE OF ISSUE</b> (e.g. \$ financial implication, # of individuals affected)	Of the eight recalls, three involved incidences of salmonella, however, these were recalled at the commercial distributor stage and did not reach the end customer. The total aggregate value of the recalls occurred in the past 5 years accounted for the 0.01% of the Fileni Annual Revenue.
<b>IMPACT ON STAKEHOLDERS</b>	Recalls can be made for a variety of reasons and may impact the health and well being of the end consumer if proper detection and inspection measures are not in place.
<b>IMPLEMENTED MGT PRACTICES</b>	The company states that Salmonella Infantis is a non-pathogen serotype and in the last 10 years it has been widespread in all European farms. They began to fight Salmonella Infantis several years ago especially inside their farms. They did a specific project with Camerino and Perugia University to study the bacteria. Furthermore, they bought a specific machine (Bruker Machine) to analyze Salmonella inside their plants to prevent contamination. In production, they also introduced specific disinfection in the middle of the shift to reduce the contamination probability. The problem stems mainly from the farms.