



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: 03/20/2023

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		<input checked="" type="checkbox"/>
Biodiversity Impacts	<input checked="" type="checkbox"/>	
Chemicals		<input checked="" type="checkbox"/>
Company Explanation Of Disclosure Item Flags		<input checked="" type="checkbox"/>
Disclosure Alcohol		<input checked="" type="checkbox"/>
Disclosure Firearms Weapons		<input checked="" type="checkbox"/>
Disclosure Mining		<input checked="" type="checkbox"/>
Disclosure Pornography		<input checked="" type="checkbox"/>
Disclosure Tobacco		<input checked="" type="checkbox"/>
Energy and Emissions Intensive Industries	<input checked="" type="checkbox"/>	
Fossil fuels		<input checked="" type="checkbox"/>
Gambling		<input checked="" type="checkbox"/>
Genetically Modified Organisms		<input checked="" type="checkbox"/>
Illegal Products or Subject to Phase Out		<input checked="" type="checkbox"/>
Industries at Risk of Human Rights Violations		<input checked="" type="checkbox"/>
Monoculture Agriculture		<input checked="" type="checkbox"/>
Nuclear Power or Hazardous Materials		<input checked="" type="checkbox"/>
Payday, Short Term, or High Interest Lending		<input checked="" type="checkbox"/>
Water Intensive Industries	<input checked="" type="checkbox"/>	
Tax Advisory Services		<input checked="" type="checkbox"/>

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		<input checked="" type="checkbox"/>
Child or Forced Labor		<input checked="" type="checkbox"/>
Negative Environmental Impact		<input checked="" type="checkbox"/>
Negative Social Impact		<input checked="" type="checkbox"/>
Other		<input checked="" type="checkbox"/>

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		<input checked="" type="checkbox"/>
Breaches of Confidential Information		<input checked="" type="checkbox"/>
Bribery, Fraud, or Corruption		<input checked="" type="checkbox"/>
Company Explanation Of Disclosure Item Flags		<input checked="" type="checkbox"/>
Company has filed for bankruptcy		<input checked="" type="checkbox"/>
Consumer Protection		<input checked="" type="checkbox"/>
Financial Reporting, Taxes, Investments, or Loans		<input checked="" type="checkbox"/>
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)		<input checked="" type="checkbox"/>
Labor Issues		<input checked="" type="checkbox"/>
Large Scale Land Conversion, Acquisition, or Relocation		<input checked="" type="checkbox"/>
Litigation or Arbitration		<input checked="" type="checkbox"/>
On-Site Fatality		<input checked="" type="checkbox"/>
Penalties Assessed For Environmental Issues		<input checked="" type="checkbox"/>
Political Contributions or International Affairs		<input checked="" type="checkbox"/>
Recalls	<input checked="" type="checkbox"/>	
Significant Layoffs		<input checked="" type="checkbox"/>
Violation of Indigenous Peoples Rights		<input checked="" type="checkbox"/>
Other		<input checked="" type="checkbox"/>

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		<input checked="" type="checkbox"/>
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)		<input checked="" type="checkbox"/>
Company Explanation Of Disclosure Item Flags		<input checked="" type="checkbox"/>
Company prohibits freedom of association/collective bargaining		<input checked="" type="checkbox"/>
Company workers are prisoners		<input checked="" type="checkbox"/>
Conduct Business in Conflict Zones		<input checked="" type="checkbox"/>
Confirmation of Right to Work		<input checked="" type="checkbox"/>
Does not transparently report corporate financials to government		<input checked="" type="checkbox"/>
Employs Individuals on Zero-Hour Contracts		<input checked="" type="checkbox"/>
Facilities located in sensitive ecosystems		<input checked="" type="checkbox"/>
ID Cards Withheld or Penalties for Resignation		<input checked="" type="checkbox"/>
No formal Registration Under Domestic Regulations		<input checked="" type="checkbox"/>
No signed employment contracts for all workers		<input checked="" type="checkbox"/>
Overtime For Hourly Workers Is Compulsory		<input checked="" type="checkbox"/>
Payslips not provided to show wage calculation and deductions		<input checked="" type="checkbox"/>
Sale of Data		<input checked="" type="checkbox"/>
Tax Reduction Through Corporate Shells		<input checked="" type="checkbox"/>
Workers cannot leave site during non-working hours		<input checked="" type="checkbox"/>
Workers not Provided Clean Drinking Water or Toilets		<input checked="" type="checkbox"/>
Workers paid below minimum wage		<input checked="" type="checkbox"/>
Workers Under Bond		<input checked="" type="checkbox"/>
Other	<input checked="" type="checkbox"/>	



B Corp Certification - Disclosure Questionnaire Documentation

PROVIDED BY: **Fileni Alimentare Spa Societa Benefit** UPDATED AS OF: **03/20/2023**

DISCLOSURE QUESTIONNAIRE CATEGORY	Animal Products and Services and Complaints
TOPIC	Complaints and public reports related to misrepresentation of environmental impact and animal practices.
SUMMARY OF ISSUE	<p>"Fileni Alimentare SpA is an Italian based company that breeds and cultivates mainly poultry. In 2022 B Lab received complaints involving allegations of misrepresentation in relation to the company's environmental impact and organic breeding practices, some of which are also addressed in public articles within the same year (See Report Section). In addition, allegations of animal mistreatment were addressed in 2023 in a public television program produced by Italian public television channel Rai 3.</p> <p>In June 2022 the company also experienced the annulment of an authorization of one of the company's conventional broiler breeding centers that was built and operational. The circumstances of the annulment as well as the complaints received along with the public reports and any additional allegations or issues that arise throughout the process will inform an ongoing B Lab investigation and decision by B Lab's independent Standards Advisory Council and Board of Directors regarding implications to the company's B Corp certification. "</p>
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	The company has 325 breeding centers in Italy. 33% of the company's 1,092,122 m2 of breeding surface is meant for organic rearing.
IMPACT ON STAKEHOLDERS	Allegations against Fileni include misrepresentation of organic practices, ammonia emissions, space provided for free range chickens and time spent by free range chickens outside as well as mistreatment of chickens and misleading advertisement.
RESOLUTION	The issues raised against Fileni Alimentare are within the parameters of B Lab's public complaints procedure and a formal investigation is in process, taking into consideration not only allegations originally shared with B Lab in 2022, but also new and emerging allegations in 2023. B Lab will conduct an investigation based on information shared through the public complaints process, together with publicly available information and responses shared by Fileni regarding their own actions in response to these allegations. The investigation will include a site review that will include further verification of the company's practices as well as investigation of the specific issues regarding the public concerns raised against the company and any actions that Fileni has already taken towards remediation. The results of this site review and investigation will be used to assess the materiality of the allegations and whether they constitute a violation of the spirit of the Declaration of Interdependence as outlined in B Lab's public complaint procedure. The results of the investigation will be presented to B Lab's independent Standards Advisory Council to determine if any further action against the company's B Corp Certification is required, including the potential outcomes of B Lab's public complaints procedure such as additional required disclosure, remediation, suspension or revocation of the certification.



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IMPLEMENTED MGT PRACTICES	<p>"During the company's certification process in 2021, Fileni shared that they had been directly involved in organic farming for the production of cereals used to feed organic animals. Furthermore, Fileni shared that it had 1/3 of breedings centers dedicated to organic farming which must comply with stricter standards. The company claimed that animals could roam in open spaces, graze and eat balanced feeds specifically developed for their diet. As for the poultry supply chain, the company shared that:</p> <ul style="list-style-type: none">• Animal population density is controlled and does not exceed 21 kg of meat per square meter;• 4 square meters of outdoor areas shall be available for each animal; and• A dark period of at least eight consecutive hours is ensured on a daily basis. <p>According to the company, 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 stated that it protects the natural biorhythm of animals and their sleep/awake cycle through the optimal use of sunlight and artificial light within the breeding farms and that all plants are also equipped with modern ventilation systems to maintain proper temperature, ventilation and oxygenation within the facilities.</p> <p>Additional practices include that 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, the company shared that 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>
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<p>REPORT</p>	<p>Rai3 Report "Che Polli"</p> <p>Fileni's Responses to the television program Report</p>
	<p>Fileni's 2021 Sustainability and Impact Report</p> <p>Article on Ammonia Levels</p>
<p>OTHER MANAGEMENT COMMENTS</p>	<p>"ANIMAL MISTREATMENT: the shocking images from the television broadcast on the practices carried out by the operators illegally filmed on farms show practices which are contrary to any company's policy of ours. We immediately proceeded to carry out further training courses for operators on zootechnical practices to be applied on farms. We are implementing (in agreement with the workers' unions) monitoring systems to verify the correctness of the operators' conduct. ORGANIC PRODUCTION: we remain at complete disposal to demonstrate full compliance with the reference legislation regarding the use of outdoor spaces for animals and outdoor life times AMMONIA EMISSIONS: no breeding center of ours has never reached concentration levels of ammonia harmful to the environment and people. Levels higher than those envisaged in the Integrated Environmental Authorization (VIA in Italian, basically a formal study of probable environmental effects of any activity before the actual activity is built and running) have been reached, but well below any threshold of attention for human or environmental safety. THE SUPPLY CHAIN: We have strengthened the control procedures on the supply chain to verify full compliance with all standards and to guarantee the quality of all production phases"</p>

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DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Biodiversity Impact
SUMMARY OF ISSUE	As a poultry breeder and manufacturer, Fileni operates in an industry in which biodiversity impact is a material environmental issue.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	The majority of the company revenues comes from the sale of poultry products.
IMPACT ON STAKEHOLDERS	Animal agriculture poses a risk to local ecosystems of flora and fauna as well as the potential degradation of farmed land.
IMPLEMENTED MGT PRACTICES	<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 33% 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"> - 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. - 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. - 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. <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>
REPORT	https://www.arca.bio/en/project-arca/



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DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Water Intensive Industries
SUMMARY OF ISSUE	As a poultry breeder and manufacturer, Fileni operates in an industry that is water intensive.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	In 2021, the total water consumption for Fileni was 1,402ML5, with a 1% increase compared to 2020
IMPACT ON STAKEHOLDERS	<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>39% 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>
IMPLEMENTED MGT PRACTICES	<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>
REPORT	https://www.fileni.com/contrib/uploads/2021/07/105-21-Bilancio-Fileni-2020_EN-digitale.pdf



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DISCLOSURE QUESTIONNAIRE CATEGORY	Environmentally Intensive Industries
TOPIC	Energy and Emissions Intensive Industries
SUMMARY OF ISSUE	As a chicken producer, Fileni operates in an industry in which energy and carbon emissions is a material environmental issue.
SIZE/SCOPE OF ISSUE (e.g. \$ financial implication, # of individuals affected)	<p>"The company measured their emissions in 2021:</p> <ul style="list-style-type: none"> - Scope 1: 22,999 - Scope 2: 404 marked-based. - Scope 2: 16,461 location-based. <p>Total non-renewable resources (366,835 GJ): Natural gas (335,917 GJ), Gasoline (4,951 GJ), LPG (17,868 GJ), Automotive gasoline (459 GJ), Automotive diesel (7,569 GJ), Automotive methane (71 GJ)</p> <p>Total purchased electricity (129,107 GJ), From renewable sources (125,939 GJ) From non-renewable sources (3,168 GJ) Self-produced photovoltaic electricity (9,001 GJ)</p>
IMPACT ON STAKEHOLDERS	Animal agriculture is a major contributor to global carbon emissions.



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<p>IMPLEMENTED MGT PRACTICES</p>	<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 2021 amounted to 519,534 GJ1, 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 (335,917 GJ in 2021), 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. CO2 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 23,403 tons of CO21 (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 (https://www.fileni.it/sostenibilita/). 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 (https://www.fileni.it/blog/climate-pledge/)</p> <p>During 2022 Fileni joined the CO2ALIZIONE project in which several Italian companies raise their commitment to climate neutrality to corporate purposes on a par with profit and protect it in the company bylaws to create the necessary conditions to face the climate crisis and achieve the European goals. (https://co2alizione.eco/it/aziende-aderenti)"</p>
<p>REPORT</p>	<p>https://www.fileni.com/contrib/uploads/2021/07/105-21-Bilancio-Fileni-2020_EN-digitale.pdf</p>



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DISCLOSURE QUESTIONNAIRE CATEGORY	Outcomes and Penalties - Recalls
TOPIC	Since 2017, Fileni has had a total of 8 products recalls.
SUMMARY OF ISSUE	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).
SIZE/SCOPE OF ISSUE (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.
IMPACT ON STAKEHOLDERS	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.
IMPLEMENTED MGT PRACTICES	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.