



# Fileni Alimentare Spa Società Benefit

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Disclosure Report

Date Submitted: April 23rd, 2025



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## 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 that B Lab deems relevant for public stakeholders, then, as a condition of their certification, the company must:

- 1) Be transparent about details of 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 practices are in place to avoid similar issues from arising in the future, when necessary.

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

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to a background check 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

## Industries and Products

	Yes	No
Please indicate if the company is involved in production of or trade in any of the following. Select Yes for all options that apply.		
<a href="#">Animal Products or Services</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<a href="#">Biodiversity Impacts</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Alcohol	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Firearms Weapons	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Mining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Pornography	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Tobacco	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<a href="#">Energy and Emissions Intensive Industries</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gambling	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<a href="#">Genetically Modified Organisms</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Illegal Products or Subject to Phase Out	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Industries at Risk of Human Rights Violations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Monoculture Agriculture	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Nuclear Power or Hazardous Materials	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payday, Short Term, or High Interest Lending	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<a href="#">Water Intensive Industries</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Tax Advisory Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## Outcomes & Penalties

	Yes	No
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 type="checkbox"/>	<input checked="" type="checkbox"/>
Breaches of Confidential Information	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bribery, Fraud, or Corruption	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company has filed for bankruptcy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<a href="#">Consumer Protection</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Financial Reporting, Taxes, Investments, or Loans	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Labor Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Large Scale Land Conversion, Acquisition, or Relocation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<a href="#">Litigation or Arbitration</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
On-Site Fatality	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Penalties Assessed For Environmental Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Political Contributions or International Affairs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<a href="#">Recalls</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Significant Layoffs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Violation of Indigenous Peoples Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



### Practices

	Yes	No
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 type="checkbox"/>	<input checked="" type="checkbox"/>
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company prohibits freedom of association/collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company workers are prisoners	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Conduct Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Confirmation of Right to Work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does not transparently report corporate financials to government	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Employs Individuals on Zero-Hour Contracts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<a href="#">Facilities located in sensitive ecosystems</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
ID Cards Withheld or Penalties for Resignation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No formal Registration Under Domestic Regulations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No signed employment contracts for all workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Overtime For Hourly Workers Is Compulsory	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payslips not provided to show wage calculation and deductions	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
Sale of Data	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Reduction Through Corporate Shells	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers cannot leave site during non-working hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers not Provided Clean Drinking Water or Toilets	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers paid below minimum wage	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers Under Bond	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<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 type="checkbox"/>	<input checked="" type="checkbox"/>
Child or Forced Labor	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Environmental Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Social Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



# Disclosure Questionnaire Statement

## Disclosure Questionnaire Category: Animal Products and Services

**Fileni Alimentare Spa Società Benefit** is involved in the production or sale of animal products and services, meaning that they are more likely to have significant impacts on the environment and animal welfare. Based on the size of the company, these impacts may be limited. Certified B Corps are required to make transparent their involvement in such industries.

Any party aware of specific company practices that have had a negative impact related to their involvement in the sensitive industry, and which may constitute a violation of the B Corp standards, may contact us via our [public complaints procedure](#).

For more information about the company's practices regarding this topic, please visit the company's webpage/ sustainability report, accessible [here](#).



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# Disclosure Questionnaire Statement

## Disclosure Questionnaire Category: Biodiversity

**Fileni Alimentare Spa Società Benefit** is involved in activities that could affect local biodiversity, meaning that they are more likely to have significant impacts on the environment given its interference with the balance of local fauna and flora. Certified B Corps are required to make transparent their involvement in such practices.

Any party aware of specific company practices that have had a negative impact related to their involvement in the sensitive industry, and which may constitute a violation of the B Corp standards, may contact us via our [public complaints procedure](#).

For more information about the company's practices regarding this topic, please visit the company's webpage/ sustainability report, accessible [here](#).



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# Disclosure Questionnaire Statement

## Disclosure Questionnaire Category: Energy and Emissions Intensive industry

**Fileni Alimentare Spa Società Benefit** is involved in the production/sale of products, or is part of an industry that can potentially be classified as energy and emission-intensive, meaning that they are more likely to have significant impacts on the environment based on their carbon emissions associated with their operations and their contribution to climate change. Certified B Corps are required to make transparent their involvement in such activities or industries.

Any party aware of specific company practices that have had a negative impact related to their involvement in the sensitive industry, and which may constitute a violation of the B Corp standards, may contact us via our [public complaints procedure](#).

For more information about the company's practices regarding this topic, please visit the company's webpage/ sustainability report, accessible [here](#).



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# Disclosure Questionnaire Statement

## Disclosure Questionnaire Category: Water Intensive industry

**Fileni Alimentare Spa Società Benefit** is involved in the production/sale of products, or is part of an industry that can potentially be classified as water intensive, meaning that they are more likely to have significant impacts on the environment, such as water stress or depletion of local water sources if water use is not appropriately managed. Certified B Corps are required to make transparent their involvement in such activities or industries.

Any party aware of specific company practices that have had a negative impact related to its involvement in these or other controversial industries, and which may constitute a violation of the B Corp standards, may contact us via our [public complaints procedure](#).

For more information about the company's practices regarding this topic, please visit the company's webpage/ sustainability report, accessible [here](#).





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# Disclosure Questionnaire Statement

## Disclosure Questionnaire Category: Genetically Modified Organisms (GMOs) Industry

**Fileni Alimentare Spa Società Benefit** reported that it works in the Genetically Modified Organisms (GMOs) Industry. GMOs may cause some concerns to consumers about the potential health risks of consuming those products, such as allergenicity, toxicity, or unintended consequences of genetic modification. There are also concerns about the potential ecological risks associated with those products, such as genetic contamination of wild species, disruption of ecosystems, or unintended harm to non-target organisms. Additionally, GMO cultivation could lead to reduced biodiversity if it displaces traditional crop varieties or wild plant species, impacting ecosystem resilience and genetic diversity. Certified B Corps must make their involvement in the industry transparent under their B Corp Profile.

For more information about the company's practices regarding this topic, please visit the company's webpage/ sustainability report, accessible [here](#).



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# Disclosure Questionnaire Statement

## Disclosure Questionnaire Category: Recalls

**Fileni Alimentare Spa Società Benefit** reported conducting 6 voluntary recalls in the past five years, representing 0.004% of the company's products for the same period. When a product is recalled, various stakeholders such as customers, suppliers, investors, commercial partners, and local communities may face negative impacts, including health and safety risks, financial losses, loss of trust, damage to credibility, and other inconveniences. Certified B Corps must make their recalls transparent under their B Corp Profile.



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# Disclosure Questionnaire Statement

## Disclosure Questionnaire Category: Facilities located in sensitive ecosystems

**Fileni Alimentare Spa Società Benefit** reported having facilities adjacent to sensitive ecosystems in the past five years. Certified B Corps must make this transparent under their B Corp Profile.

Having facilities adjacent to sensitive ecosystems can impact the flora, fauna, and quality of the ecosystem (e.g. noise & light pollution from the facilities, spills, air/soil/water pollution owing to the company's operations). In addition to the environmental risks, there is a risk of negatively impacting the local communities

For more information about the company's practices regarding this topic, please visit the company's webpage/ sustainability report, accessible [here](#).



# Disclosure Questionnaire Statement

## Disclosure Questionnaire Category: Litigation and Arbitration

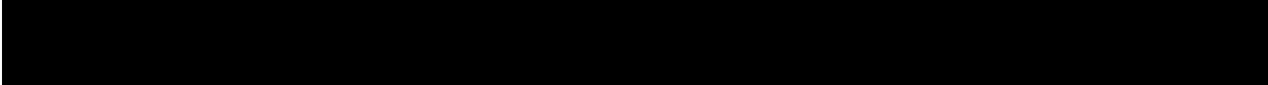
<b>Issue Date</b>	2020-2024
<b>Topic</b>	Cases of litigations & arbitrations related to Employee, Local Community and penalties related to environmental
<b>Summary of Issue</b>	<p>Fileni Alimentare S.p.A. Società Benefit is an Italian food company specializing in organic and antibiotic-free poultry products. Over the past five years, the company has faced various legal and regulatory issues, including litigations and arbitrations involving Employee, and the local community, as well as environmental and tax-related penalties.</p> <p>Case Breakdown:</p> <ul style="list-style-type: none"><li>- 7 employee-related cases (6 termination &amp; 1 Accident at work) – all settled with payment</li><li>- 8 cases involving the local community</li><li>- 65 environmental penalties related to breeding sites involving Marche Region &amp; ARPAM (Agenzia Regionale Protezione Ambientale Marche) - local environmental protection body</li><li>- 20 tax fines with the Agenzia delle Entrate (income revenue authority) &amp; Ministry of Economy</li></ul>
<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	<p>The estimated value of payment for the pending cases of Fileni would be &lt;1% of the company's total revenue in the last fiscal year.</p> <p>For each of the cases that have been settled by payment, the value was less than 1% of the company's total revenue in the last fiscal year.</p> <p>The penalty paid for each case was less than 1% of the company's total revenue in the last fiscal year.</p>
<b>Impact on Stakeholder(s)</b>	Employee, Community and Environment
<b>Implemented Management Practices</b>	For the litigations case related to Employee, the company had implemented the following mitigation and remediation plans;

- Termination of employment with the recognition and payment of a severance package as provided by current legislation;
- The management, following the work accident, has implemented additional safety provisions in agreement with the Plant Safety Manager.

Breeding sites: the litigation involving the Local community is mainly related to the building permits and P.A.U.R. (regional authorisation) of MonteRoberto breeding site. After an initial closure order in December 2022 confirmed by the Council of State early in 2023, following a re-issued and validated municipal Building Permit, the Marche Region issued a new Single Regional Environmental Authorization (P.A.U.R.) on October 20, 2023, allowing the breeding site to resume operations starting from November 30, 2023. However, this reopening has led to new administrative appeals from the local community against the new authorisations (that involved local authorities and not directly Fileni Group acts), still in progress. In April 2025 the Regional Administrative Court of Marche (first level of administrative judgment) rejected the appeal from the local community, confirming the validity of new P.A.U.R.. In addition, in October 2024, upon some notifications from a small group of local citizens, the Ancona Public Prosecutor's Office opened an investigation about 4 breeding centers involving the founder of Fileni Group for the following criminal offense: "dangerous discharge of substances". It is a misdemeanor under the Italian penal code. The facts at issue in the proceedings do not concern environmental regulations or plant permits, but only allegations of limited olfactory nuisance. Fileni lodged an appeal against the penal decrees, and the legal process is still underway. Fileni's management is confident it has not violated any regulations and trusts that the investigations will prove the absence of wrongdoing.

For the administrative penalties related to breeding sites issued by the Marche Region and ARPAM (Marche Regional Environmental Protection Agency), the management point out that these are administrative fines, most of which are minor and related to easily remediable breaches.

For the higher-value fines, Fileni promptly implemented measures, which led to the complete resolution of the issues identified and the timely payment of the administrative fine.



Tax Fines: concern minor non-compliances mainly related to late submission of some tax return forms (less than 7 days in most cases). The management has implemented proper administrative procedures to avoid further issues.



# Disclosure Questionnaire Statement

## Disclosure Questionnaire Category: Customer Protection

Penalties Imposed due to Unfair Commercial Practices	
<b>Topic</b>	Penalties Imposed due to Unfair Commercial Practices
<b>Summary of Issue</b>	<p>Fileni Alimentare Spa faced penalties from the Antitrust authority (AGCM) for engaging in unfair business practices, such as spreading misleading information about agricultural production and the sources of its animal feed ingredients.</p> <p>Based on the evidence acquired, no issues have arisen about the misleading nature of the environmental sustainability/green claims used by Fileni on its website and in the 2021 Sustainability Report.</p> <p>Fileni admitted i) the purchase from third parties of a small quantities of agriculture commodities as those cultivated (directly or indirectly) were insufficient to cover the needs of the production of organic feed and ii) that the above mentioned agriculture commodities were not exclusively of Italian origin for contingent reasons, mainly the war in Ukraine and the drought.</p> <p>AGCM found an unfair commercial practice within the meaning of Articles 20(2) and 21(1)(b) of the <a href="#">Italian Consumer Code</a>.</p>
<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	The company had paid a penalty of less than 1% of the value of its revenue in the last fiscal year since, in terms of the duration of the violation, the commercial practice considered unfair was put in place by the company Fileni Alimentare S.p.A. from 13 February 2023 until March 2023.
<b>Impact on Stakeholder(s)</b>	Consumers misled
<b>Resolution</b>	Besides paying the penalty, the company had made all necessary changes on the company website (terminated on 07/24/2023) with all the claims under investigation.
<b>Implemented Management Practices</b>	Fileni Alimentare SpA has cooperated with the Authority during the investigation by adoption of an "Environmental Compliance Program - Sustainability Guidelines" that oversee for the future every form of communication - "Lato sensu advertising" - to the consumers and third parties. Subsequently, in September 2023, the Board of Directors of Fileni Alimentare SpA approved a handbook named "Decalogo Fileni" that includes Fileni good practice guidelines for sustainability-related corporate communications from 1 January 2024 onwards. In addition,

	<p>Fileni Alimentare SpA established the corporate function of the "Sustainability Officer", reporting directly to the CEO, with the task of incentivising, taking care of and verifying the compliance of the choices, claims and processes adopted by the company with the highest criteria of environmental sustainability (for example, with reference to the reduction of harmful emissions, compensation of the CO2 emissions, etc), as well as to guarantee the correctness, truthfulness and any updates of the claims communicated by the company to the stakeholder. Finally the company is liaising with research institutes to create a scientific partnership aimed at acquiring support both in the implementation of the provisions contained in European Directive on Environmental Claims – COM 2023 166 final) and, more generally, in providing scientific data to support the environmental claims used.</p>
<b>Report</b>	<a href="https://www.agcm.it/pubblicazioni/bollettino-settimanale/2024/4/Bollettino-4-2024">https://www.agcm.it/pubblicazioni/bollettino-settimanale/2024/4/Bollettino-4-2024</a>