

IMPACT REPORT 2022

IL MANGIAR SANO S.P.A. SB



INTRODUCTION	2
COMMON BENEFIT OBJECTIVES STATED IN STATUTE	2
GOAL 1. Collaboration and synergy with foundations, non-profit and similar organizations whose purpose is aligned and in synergistic with that of the company, to contribute to their development and expand the positive impact of their work.	4
GOAL 2. Promotion of responsible production methods that protect the environment while respecting respect for present and future generations.	7
GOAL 3. Commitment to the progressive reduction of the company's environmental impact, promoting innovation towards the sustainability of its products and activities.	8
GOAL 4. Promotion of a healthy eating style.....	11
GOAL 5. Constant promotion of opportunities for individual growth and qualification professional development of employees, and in particular training on the issues of sustainable development sustainable development and food culture and safety.	11
GOAL 6. Development of corporate welfare programs to bring economic benefit and improvement of the quality of life and health to employee personnel. The company is committed therefore, to pursue the creation of the best possible conditions for attracting, growing and retain people who share the corporate purpose pursued by the company	12
GOAL 7. The priority use of the local dimension and small and medium enterprises in the procurement of agribusiness raw materials and products and services procured to contribute to the development of the local economy without compromising on quality and protecting the environment.....	13
CONCLUSIONS	15

INTRODUCTION

Since its founding, Il Mangiar Sano S.p.a. SB has pursued sustainable growth objectives, in harmony with the environment, society and the land.

Il Mangiar Sano S.p.a. SB, making its Mission explicit in its name, was founded in 1981 with the aim of develop baked goods who could keep up with the times, with recipes and formulations that are nutritious, effective, healthy and tasty. On the ideological escort of the cultural revolution, which in those years challenged the roots of civilization industry and the harms attributable to it, Il Mangiar Sano S.p.a. SB, through macrobiotic and organic foods ante litteram, proposed a return to the fundamental values of nutrition, as opposed to the growing sophistication of conventional industrial food production.

The company still bases its work today on the value system that inspired its birth more than four decades ago: sensitivity to an environmentally sustainable lifestyle, attention to the land and its resources, as well as transparency and responsibility for the people and communities with whom we interact.

To confirm its commitment to sustainable development, Il Mangiar Sano S.p.a. SB, in May 2021, changed its legal status from S.p.a. to S.p.a. Benefit Society (SB).

In 2021, the company led by Emanuele Zuanetti, CEO and founder, wanted to make its commitment to people and the environment even more concrete with the goal of putting on the same level achieving solid economic results and creating well-being for society and the planet. It has been concurrently achieved B-Corp certification by meeting the requirements established by B Lab (<https://www.bcorporation.net/en-us/find-a-b-corp/>), the international body that confers this certification.

THE IMPACT MANAGER

Il Mangiar Sano S.p.a. SB, in compliance with Law 208/2015, has appointed Enrica Zuanetti as the Impact Manager to carry out the functions and tasks aimed at pursuing the specific and general benefit objectives.

The law stipulates that, the appointed manager is responsible for annually observing and monitoring the achievement of these objectives, evaluating the consistency and suitability of the corporate procedures to be adopted.

COMMON BENEFIT OBJECTIVES STATED IN STATUTE

Il Mangiar Sano S.p.a. SB pursues 1 general objective and 7 specific objectives of common benefit that have been integrated into the corporate purpose of the company.

The eight corporate objectives that Il Mangiar Sano S.p.a. SB pursues rest on the foundation of the historical vision of the Germinal Group and are declined through the 17 global sustainable development goals of Agenda 2030, integrated and interconnected, aimed at ending poverty, protecting the planet and ensuring the achievement of collective well-being, as well as peace and prosperity, by 2030.

The general benefit goal that Il Mangiar Sano S.p.a. SB pursues as a Benefit Society is mentioned in the bylaws:

"We operate responsibly, sustainably and transparently towards people, communities, territories and environment, cultural and social goods and activities, entities and associations and other stakeholders. The ultimate goal of the company is the happiness of all those who are part of it, whether as members or in other roles, through a motivating and satisfying engagement in prosperous economic activity."

In 2021 Il Mangiar Sano S.p.a. SB obtained Benefit Society status and, in the same year, the company obtained B-Corp certification for all products made under the Germinal Bio brand.

The excellent result achieved by the company, which is the result of the good entrepreneurial choices made over the years and the constant commitment of all its employees, is evidenced by the overall assessment obtained and summarized below:



The seven specific purposes of common benefit are listed in the following points:

1. Collaboration and synergy with foundations, non-profit and similar organizations whose purpose is aligned and synergistic with that of the society to contribute to their development and broaden the positive impact of their work;
2. Promotion of responsible production methods that protect the environment while respecting present and future generations;
3. Commitment to the progressive reduction of the company's environmental impact by promoting innovation toward the sustainability of its products and activities;
4. Promotion of a correct eating style;

5. Constant promotion of opportunities for individual growth and professional qualification of employee personnel, and in particular training on the issues of sustainable development and food culture and safety;
6. Development of corporate welfare programs to bring economic benefit and improved quality of life and health to employee personnel, promoting the happiness of staff. The company is therefore committed to pursuing the creation of the best possible conditions for attracting, growing and retaining people who share the corporate purpose pursued by the society;
7. Priority use of the local and small-medium enterprise dimension in the purchase of raw materials agribusiness raw materials and products and services procured to contribute to the development of the local economy without compromising on quality and protecting the environment.

During 2022, Il Mangiar Sano S.p.a. SB is committed to planning activities aimed at achieving the set benefit goals.

The next points specify the various activities carried out in 2022 and set goals for the year 2023.



GOAL 1. Collaboration and synergy with foundations, non-profit organizations and the like whose purpose is aligned and synergistic with that of the society to contribute to their development and expand the positive impact of their work.

Being sustainable does not only mean reducing one's negative impact on the environment, it also means bringing added value to the territory and social fabric in which one is embedded.

Through the collaboration established over the years with associations active in our country, during 2022 Il Mangiar Sano S.p.a. SB has had the opportunity and pleasure to offer its support to local communities and contribute to the creation of a more inclusive tomorrow.

In particular, Il Mangiar Sano S.p.a. SB renewed its support to the following entities: **Bambini delle fate, Cambia la terra, Lifegate, Banco Alimentare, Fondazione Tina Anselmi, AIPD Marca Trevigiana e LILT**. The company also supports local associations and nonprofit organizations for the organization of sports and cultural events.

The Fairy Children

For eight years the company has been supporting the initiatives of the association I Bambini delle Fate, a social enterprise, which since 2005 has been involved in ensuring economic support for projects and paths of social inclusion run by local partners for the benefit of families with children with autism and other disabilities.

In 2022, in synergy with the association, Il Mangiar Sano S.p.a. SB offered its support to:

- autonomy, rehabilitation and relief projects carried out through hippotherapy sessions, music therapy and specific courses in theater, swimming and basketball, in collaboration with the association F A R C E L A Onlus;
- social time bank in Treviso, an initiative that allows a group of children with autism and disabilities with some volunteer high school students (16-20 years) followed by specialized tutors at organized facilities in the area, in collaboration with the Ca' Leido Social Cooperative.

The Fairy Children, thanks to the support of Il Mangiar Sano S.p.a. SB and other business entities, offers its support to more than 3,800 Italian families through 101 implemented projects.

Food Bank

With the aim of being of help to the community, Il Mangiar Sano S.p.a. SB donates, through its products, a moment of well-being to people in need.

The mission of the Food Bank is to give value to surpluses from the food supply chain, thus generating positive social, economic, educational and environmental effects.

On a monthly basis we allocate to this organization our production surpluses or products that due to close expiration cannot be sold through traditional sales channels.

Change the Earth Project

Change the Earth is an information and awareness campaign promoted by a group of companies operating in the organic world and supported by associations and research, to raise awareness about the damage of chemical agriculture on health, the environment, social cohesion and on the economy itself.

The decision of Il Mangiar Sano S.p.a. SB to join Cambia la Terra rests on the choice to employ part of its economic resources to make information and to help the emergence of a new awareness and sensitivity to the benefits of organic farming.

The project is supported by scientific research and economic data thanks to the collaboration of: FederBio, Legambiente, Lipu, Slow Food and WWF.

One of the main goals of the project is to raise awareness among political bodies so that, thanks to data with scientific evidence, promote laws supporting Italian organic agriculture, favoring its development, promoting its knowledge and benefits, as well as its wider dissemination.

In addition to putting resources into the communication of its brands, the Healthy Eating S.p.a. SB has established therefore to do information to help the emergence of a new awareness and sensitivity for the benefit of our common home, the Planet.

Lifegate: Bee my future

Bees don't just make honey. Our future depends on them too!

78 percent of wildflowers and 84 percent of cultivated species in the European Union also depend on insect pollinators, mainly bees. Synthetic chemical pesticides, environmental pollution, diseases, pests are the main factors threatening their survival.

Healthy Eating S.p.a. SB has confirmed its support for the Bee my future Project in collaboration with Lifegate, through the adoption of some beehives located in the municipality of Milan.

Bee My Future supports the practice of urban beekeeping by promoting the breeding of bees, important pollinating insects, according to organic principles and in an environment uncontaminated by pesticides and chemical fertilizers used extensively in conventional agriculture.

AIPD (Associazione Italiana Persone Down) Marca Trevigiana

AIPD Marca Trevigiana is an association founded in 2004 in Mareno di Piave and has a major goal: To achieve the full inclusion of people with Down syndrome in school, work and all areas of spheres of life. It does this through the support of a team of psychologists, educators, therapists and social workers who implement projects for the development of personal and social autonomy through approaches and methods innovative.

AIPD needed a new headquarters, a house that could be used for the following purposes:

- an administrative headquarters with space suitable for hosting offices and space for the reception of new families
- premises for the packaging and preparation of solidarity gifts for fundraisers
- premises for home autonomy and autonomy development workshops
- appropriate spaces for leisure time for members with Down syndrome
- places for meetings and mutual aid gatherings between family members and caregivers.

With its donation, Il Mangiar Sano S.p.a. SB specifically supported the CASA DEL CUORE, contributing to the purchase of furniture for an entire room intended for office use for the new headquarters of the association.

LILT (Italian League for the Fight Against Cancer).

The association, which operates on a non-profit basis, has as its primary institutional task to spread the "culture of prevention" (primary, secondary and tertiary) as a way of life.

LILT is mainly concerned with:

- primary prevention (lifestyles and habits: combating smoking and environmental and occupational, proper and healthy diet, regular physical activity);
- secondary prevention (accelerated procedures of increasingly early diagnosis);
- tertiary prevention (taking care of the sick person, rehabilitation aspects - physical, psychological, social and occupational - and their family members);
- scientific research.

Il Mangiar Sano S.p.a. SB regularly collaborates with the association through the donation of products intended both for the sustenance of cancer patients who are in precarious social and economic circumstances; and to form the race pack of those who participate in the charity events organized by LILT itself.

GOALS FOR 2023: *Il Mangiar Sano S.p.a. SB has renewed its commitment, also for the year 2023, to all the projects supported during 2022.*

*The company also confirmed for 2023 its support for the **Tina Anselmi Foundation**.*

This is a Community Foundation i.e., a philanthropic, non-profit entity that aims to aggregate actors and resources to carry out socially useful initiatives for the benefit of the community.

The goal is to improve the quality of life of the most fragile people, through the development of projects concrete and the collection and redistribution of the necessary funds for them.

Il Mangiar Sano S.p.a. SB will support this organization through the donation of an economic contribution to the projects promoted by the association.



GOAL 2. Promotion of responsible production methods that protect the environment while respecting present and future generations.

Since its foundation Il Mangiar Sano S.p.a. SB operates in compliance with the principles of organic farming, with particular attention to the issues of healthy eating and respect for the environment.

"Our organic is a story of authenticity, pursuit of quality, respect for the environment, food safety and passion: organic is our style. We have always been producing organic and with our products we respect the

environment, thanks in part to suppliers and business partners who share our commitment to sustainability. We take care of people by making organic, healthy and functional products developed for everyone's nutritional needs." (Emanuele Zuanetti - CEO)

95% of the references produced by Il Mangiar Sano S.p.a. SB come from raw materials of organic farming. Organic farming is a type of agriculture that takes advantage of the natural fertility of the soil. Fostering it means promoting the biodiversity of species (both plant and animal) and excluding the use of synthetic products and genetically modified organisms.

In addition to organic farming, another way in which the company testifies to the promotion of responsible production methods responsible is the choice to turn to fair trade supply chains for the purchase of raw materials.

For the supply of cane sugar and cocoa, for years Il Mangiar Sano S.p.a. SB has been collaborating with Altromercato, a social enterprise and the main reality of Fair Trade in Italy, which in the world builds equal and ongoing relationships with small producers, guarantees them fair prices and support for sustainable development projects for people and the planet.

During 2021, Il Mangiar Sano S.p.a. SB supported and financed in advance a project at distance in collaboration with Altromercato to purchase organic cane sugar to be used in its products. The project involved a Thai agricultural cooperative, run by women only, to support women's employment and empowerment.

During 2022 Il Mangiar Sano S.p.a. SB, launched the second phase of the project, which includes the start of of collaboration for the collection of raw material and use within its own processing.

During 2022, Il Mangiar Sano S.p.a. SB has also started a new project, again in collaboration with Altromercato, to purchase cane sugar from Mozambique.

Il Mangiar Sano S.p.a. SB, is also committed to spreading and encouraging the use of fair trade raw materials by requiring its partners to use them in the preparation of jams and creams used for the filling of its products.

Consistent with its goals, in 2022 Il Mangiar Sano S.p.a. SB has expanded the portfolio of fair-trade raw materials purchased from both Altromercato and other suppliers. Specifically, it has been initiated collaboration for the purchase of:

- Fairtrade organic cocoa -> 8 ton
- Fair trade chocolate drops -> 5.5 ton
- Fair trade chocolate drops -> 2 ton
- Fair trade honey -> about 1.5 ton
- Fairtrade cashew nuts -> 1.5 ton

In addition to fair trade raw materials, more than 52 tons of cocoa cream was purchased in 2022 Rainforest certified, a certification that guarantees sustainability standards for all actors in the supply chain and the promotion of activities to protect the environment and the principles of socioeconomic sustainability.

Finally, for the purchase of palm oil, the company relies on RSPO-certified producers, who comply with standards global standards specific to palm oil production sustainability.

GOALS FOR 2023:

For 2023, Il Mangiar Sano S.p.a. SB has renewed its commitment to source raw materials from supply chains that are fair trade and sustainable, increasing the quantities purchased in 2022.



GOAL 3. Commitment to the progressive reduction of the environmental impact of the company, promoting innovation toward the sustainability of its products and activities.

The path of progressive reduction of environmental impact is outlined through multiple actions, including: the choice to invest in sustainable packaging materials, the adoption of new processes and technological systems optimized to reduce waste, the use of energy from renewable sources, and the promotion of small gestures virtuous daily actions inside and outside the company.

Sustainable packaging

Since its inception, Il Mangiar Sano S.p.a. SB is committed to using materials that ensure the recyclability of 100% packaging.

In addition to the use of 100% recyclable packaging and the gradual replacement of flow packs with paper cases in all snack packs, since 2019 the inner bags of many products have been replaced by a biodegradable and compostable material, certified in accordance with the European Uni En 13432 standard. In addition, the secondary flowpack packaging have largely been replaced with paper cases.

These choices have resulted in a reduction in consumption of more than 45 tons of plastica between 2020 and 2021.

The results of this practice, initially applied to Germinal BIO brand products, prompted the company to propose the same substitution also to some partner companies, sensitive to the issue of sustainability and in particular to that of eliminating plastic. Some customers have therefore made the choice to eliminate the plastic flowpack for their own branded products. Others have also opted for the use of compostable material for their own branded cereal line, packaged bag-in-box.

In addition, the paper that Il Mangiar Sano S.p.a. SB purchases, more than 88 percent of which comes from forests that are managed responsibly, is FSC® certified, an international nongovernmental, independent and non-profit, established in 1993 to promote the responsible management of forests and plantations. FSC® is committed to ensuring that the world's forests meet the social, ecological and economic needs of the present generation without compromising those of future generations.

Process optimization

Il Mangiar Sano S.p.A. SB has invested in the latest equipment and facilities to optimize resources and reduce waste. Below are the activities put in place with this goal in mind:

- Transfer of the wet waste generated by the waste from its own processing to a company specializing in the production of Biogas;
- Raising staff awareness with respect to when it is actually necessary to make a change of uniform, always ensuring the safety of food production. Thanks to this activity, it has been possible to reduce the number of garments to be washed, with a related reduction in emissions of CO₂;
- Offsetting 7,384.82 kilograms of CO₂ from the emissions produced for the transportation and logistics of its products during 2022, thanks to the GoGreen Climate Neutral Services program in collaboration with DHL. The amount corresponds to 162.68 percent more CO₂ saved than in 2021.
- Optimization of the pallet collection and redelivery system through collaboration with Chep Italy, an international leader for distribution systems. In 2022, thanks to an innovative circular distribution based on the sharing and reuse of pallets, we contributed to limit the use of new resources and reduce waste caused by the premature disposal of pallets; also choosing to use FSC® and PEFC® certified sustainable wood pallets.

Renewable energy

With regard to energy supply, Il Mangiar Sano S.p.a. SB uses energy comes from renewable and sustainable sources.

Since 2012, the roof of the production site's factory houses a photovoltaic panel system that covers 5,000 square meters of surface area. In 2021, the plant was further expanded, enabling it to ensure coverage of up to 50 percent of the average domestic demand. The remaining needs, taken from the grid, comes from renewable sources and is certified by GREENER. Each year the company thus ensures a significant savings in CO2 emissions.

With the goal of increasing self-generation of electricity from sustainable sources, in 2022 the company has signed an agreement to build a ground-mounted photovoltaic park, using the land adjacent to the company. The new plant, will provide coverage of up to 75 percent of the average energy needs of the company, calculated on an annual basis.

New sustainable production

During 2021, Il Mangiar Sano S.p.a. SB had confirmed its support to a start-up for the realization of a very innovative project involving the significant reduction of plastic in the Ho.Re.Ca.

During 2022, the company then started the industrial production of edible cutlery for a company German company, with the aim of providing an alternative to disposable spoons within ice cream parlours. Consistent with its mission, Il Mangiar Sano S.p.a. SB confirms its commitment to invest in new sustainable production technologies and to seize the business opportunities that may result.

Small virtuous gestures

Thanks to careful and environmentally conscious daily habits, each employee contributes in his or her own small way to generating big change.

Il Mangiar Sano S.p.a. SB during 2022 is committed to raising awareness among its employees by promoting the following good practices:

- Differentiate and dispose of plastic, paper and cardboard packaging in appropriate containers, both in the offices and inside the production plant;
- Eliminate disposable coffee break cups, replaced by personal cups and water flasks;
- Use resources more consciously, through a communication system iconography deployed within the company;
- Turn off all devices at times when they are not in use, avoiding leaving them on standby and thereby reducing energy consumption.

During 2022, the company also changed the electrical system in the office area by installing presence detectors. The goal is to promote energy conservation by activating the operation of the lights only when they are actually needed, preventing them from staying on unnecessarily.

Il Mangiar Sano S.p.A. SB, finally, is part of a group of companies engaged in a program called the "Corporate Sustainability Project." The program is promoted by Assindustria Venetocentro and involves some meetings with the Entrepreneurs and Collaborators of the various Companies involved to publicize, raise awareness and share choices and ways of working in the area of Sustainability in its many aspects, with the aim of promoting Corporate Social Responsibility. During 2022, a meeting has been scheduled at the headquarters of Il Mangiar Sano S.p.a. SB and five other appointments at the headquarters of the other companies in the Corporate Sustainability Group.

GOALS FOR 2023:

- 1. During 2023, Il Mangiar Sano S.p.a. SB is committed to continuing internal research to reduce the environmental impact of its packaging and to increase the pool of customers who use Chep Italia pallets.*
- 2. Healthy Eating S.p.a. SB also renews its membership in the Sustainability Group network of companies to share projects and increase sustainability towards processes and work practices.*
- 3. By 2023, the Healthy Eating S.p.a. SB has planned the installation of water breakers and photocells on the taps present within the company, with the aim of limiting the use of drinking water to the amount actually needed, thus avoiding unnecessary speculation.*
- 4. In 2023, Il Mangiar Sano S.p.a. SB plans to install and commission the new ground-mounted photovoltaic system that will be developed on the land adjacent to the farm.*



GOAL 4. Promotion of proper dietary style.

In order to raise awareness among the younger generation towards a correct eating style, every year Il Mangiar Sano S.p.a. SB opens the doors of its production facility to groups of young students from schools, universities and training centres.

In 2022, the company hosted students from two institutes in particular:

1. the CIMBA institute, a higher education school that was founded in Italy in 1991 and has been providing management training courses to students and entrepreneurs, both in Italian and English;
2. students from the Vita e Lavoro Cooperative, which provides services to people with disabilities by fostering their human, cultural promotion, recovery and social integration according to the principles of equality, impartiality, participation and the right to choose;
3. the students of the Domenico Sartor Agricultural Institute, a Higher Technical Institute whose training is oriented toward rural development, the enhancement of local products and the management of forest and mountain resources. The goal is to provide its students with skills related to the valorisation, production and marketing of agricultural and agro-industrial products.

Through presentations rich in content and images, experienced staff from Il Mangiar Sano S.p.a. SB has tried to make students understand the motivations that, more than 40 years ago, prompted the company to invest in organic and that are still the basis of its work today.

The goal is to educate the new generations to undertake lifestyles and food choices for our present and their future.

GOALS FOR 2023:

In 2023, Il Mangiar Sano S.p.a. SB has set out to reconfirm its willingness to welcome school groups who wish to visit the company. There are already scheduled appointments set with school groups and with groups of entrepreneurs from other sectors to raise awareness among new generations and other companies toward a sustainable way of production for the individual and society.



GOAL 5. Ongoing promotion of opportunities for individual growth and professional qualification of employees, and in particular the training on the topics of sustainable development and food culture and safety.

Culture for food safety is for Il Mangiar Sano S.p.a. SB the set of shared values, the opinions and rules that influence the mentality and behaviour towards food safety food through and within an organization. In order to continuously improve the culture of food safety, the company has put in place a plan that involves evaluating, improving and verification of the effectiveness of interventions.

The plan, based on the knowledge, experience, ideas and habits that employees have about food safety food, product quality and legality, includes activities that have an impact on safety of products, an action plan outlining how to carry out and monitor these activities, and finally a review of the effectiveness of the activities carried out.

Il Mangiar Sano S.p.a. SB commits annually to devote hours of training for its employees on food safety, good work practices and on safety, with the aim of eliminating the risk of workplace accidents.

Training is provided by in-house personnel with expertise in the subject matter, as well as by external personnel. The training plan includes: internal audits, training and workshops, coaching, group work activities, anonymous questionnaires for evaluation.

True to its mission and following the central role that the topic of sustainability occupies for the management of the company, during 2022 Il Mangiar Sano S.p.a. SB has identified an organization with which to ground a project aimed at increasing the individual skills of individual employees related to sustainability.

The project involves drafting a training plan that will enable the company's employees to acquire the skills necessary to survey the indices that attest to the company's sustainable development.

Aim: To arrive at drawing up the company's first sustainability report in 2024.

GOALS FOR 2023:

In 2023, Il Mangiar Sano S.p.a. SB is planning a training plan targeted by areas and skills, particularly on the topic of sustainability. The goal is for its employees to acquire new skills so as to make work processes more dynamic and efficient. The training plan will include individual meetings with external trainers and group meetings.

GOAL 6. Development of corporate welfare programs to bring a benefit economic and quality of life and health improvement to staff employee. The company, is therefore committed to pursuing the creation of the best possible conditions for attracting, growing and retaining people who share the corporate purpose pursued by the company.

Il Mangiar Sano S.p.a. SB, during 2022, implemented the following corporate welfare initiatives:

- Flexible working hours. In an effort to meet the family and personal needs of the employees working within the offices;
- Christmas voucher: to each employee, on the occasion of the Christmas holidays, the company gives a voucher worth € 200.00 to be used at a store specializing in organic food in the territory. The goal is to spread the culture of organic food and make people understand the importance of a healthy and proper diet.

- Wellness Convention. Il Mangiar Sano S.p.a. SB guarantees subsidized prices for its employees at a local gym, which offers fitness classes, access to the weight room and services specialists with nutritionists, osteopaths and personal care practitioners.
- Psychological listening desk: as announced among the goals, during 2022 Il Mangiar Sano S.p.a. SB has opened a free Listening Desk for all Collaborators. The company believes firmly that well-being in the workplace is an indispensable factor in ensuring the psychological and physical health of everyone, to foster a good organizational climate and to achieve the company objectives.

The desk is proposed as a time to listen to and interact with a psychologist who helps to rediscover one's psychological and emotional resources, in order to overcome the various problems that one is face in everyday life or at a particular time in one's work and personal life.

- As per its goals, for 2022 the company has signed an agreement with a local organization that deals with the compilation of Form 730. The goal is to provide its employees with a convenient and free service: it is in fact carried out directly in the company and there is no cost to be borne by the employee.

GOALS FOR 2023:

For 2023 Il Mangiar Sano S.p.a. SB plans to reconfirm all the initiatives and services already put in place in 2022.



GOAL 7. The priority use of the local dimension and small-medium sized enterprise in the procurement of agribusiness raw materials and products and services procured to contribute to the development of the local economy without compromising on quality and protecting the environment.

Il Mangiar Sano S.p.a. SB has established long-term collaborations with its suppliers, partnerships that guarantee the enhancement and strengthening of the circular economy; in this way it is guaranteed to all actors in the agribusiness chain a fair remuneration and all links in the chain of organic are strengthened, from the cultivation of the land, to the processing of the products to the distribution to the final consumer. The main objective is to support and enhance the value of Italian organic farms, which are the basis of the entire organic supply chain.

Along these lines, during 2021, the organizational and corporate reorganization operation was completed of the organic pasta factory A.S.T.R.A.BIO Srl, which involves the transfer of operational management to Il Mangiar Sano S.p.a. SB. Remaining within the corporate structure of the pasta factory is the Iris Agricultural Cooperative, a partner founder and strategic supplier of raw materials: the cooperative guarantees the 100% agricultural supply chain Italian, safety and traceability of products from field to table.

The synergy between Iris Soc. Coop. Agr. di produzione e lavoro P.A. and Il Mangiar Sano S.p.a. SB has also been strengthened with an agreement for the direct supply of organic raw materials from controlled supply chains controlled, such as durum wheat, chickpeas, lentils and many more to be used in the processing. The Iris Agricultural Cooperative works with short, certified and guaranteed supply chains so as to ensure complete traceability from field to table.

Again, with the aim of supporting and safeguarding Italian organic farms, Il Mangiar Sano S.p.a. SB has initiated additional supply chain agreements with Italian suppliers that, in addition to guaranteeing the origin of the raw materials, provide for the payment of a fair price commensurate with the quality of the raw material purchased.

Organic raw materials purchased in 2022 from our Italian supply chains:

- 308 tons of Semolina
- 163 tons of Rice Flour
- 51 tons of Chickpeas
- 45 tons of Tomatoes
- 391 tons of Wheat Flour
- 194 tons of Wheat Spelt Flour
- 41 tons of Whole Barley Flour
- 14 tons of Organic Corn Flour

Finally, to protect the quality of raw materials and finished products, the work carried out by the department of Quality Assurance within the company: food technologists carefully follow each stage of the production cycle, from the selection of the raw material supplier to the arrival of the finished product on the sales shelf.

Quality is certified through:

- Collaboration and long-lasting supply relationships with suppliers who have been in the organic business forever and
- with professionalism;
- Third-party certified agricultural supply chain control;
- More than 10,000 analyses/year carried out by accredited external laboratories on raw materials and product
- finished product;
- Product and process certifications to guarantee the food safety and quality of the
- consumer products.

GOALS FOR 2023:

The valorisation of supply chains, from a circular economy perspective, is for Il Mangiar Sano S.p.a. SB one of the long-term strategic objectives. Over the next few years, there is a goal to expand more and more the supplier network, strengthening more the purchase from Italian suppliers for all the raw materials for which this is possible. Projects are underway to increase the purchase of semolina and flours of Italian origin to meet domestic needs.

CONCLUSIONS

The issue of sustainability, from emission control to waste and waste production, from administrative transparency to the issue of occupational safety, is experienced by Il Mangiar Sano S.p.a. SB as an opportunity to be seized.

For one thing, sustainability is a value to be spent commercially: this is the case, for example, with the switch to compostable packaging for numerous products and the investment in research and equipment industry to replace plastic film with FSC®-certified cardboard cartons in all our snack packs.

Second, parameterizing the production of waste, scrap, and refuse, as well as CO2 production, helps us to identify areas or processes where we can improve. This is a different point of view from the economic one on the issue of efficiency: identifying work spaces to optimize, or materials to replace, as well as flexibility in working hours, are aspects that cannot be overlooked.

Lastly, a crucial aspect is the relationship with partners based on sustainability. When one finds oneself sharing common efforts, pursuing the same goals, the bonds between people and companies tighten, transcending supply relationships, technical specifications and business agreements. It is in this way that projects such as born projects such as the short supply chain and compostable packs.

When you manage to get companies, producers, international organizations, institutes research institutes, universities, a positive contamination is generated, bringing to the company experiences, notions, sometimes business opportunities, but above all, ideas.

Ideas are the engine of development, the lens through which to focus future prospects and, ultimately, the most valuable asset a company possesses.