



MOLINO  
**Casillo**  
DAL 1958

IMPACT  
REPORT  
2023



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# Reading Guide

The Impact Report is the document, drawn up on an annual basis by the Impact Manager, in which Casillo S.p.A. Società Benefit (hereinafter also referred to as "Casillo" or the "Company" or the "Business") describes its actions in the pursuit of common benefit.

The content of the Report is governed by Article 1, paragraph 382 of Italian Law No. 208 of 28 December 2015, which provides that the Impact Report shall be attached to the corporate financial statements and include information on:

- a) the objectives, methods and actions carried out during the year by the directors in the pursuit of the aims of common benefit;
- b) evaluation of the impact generated using the external evaluation standard;
- c) the objectives that the company intends to pursue in the next financial year.

The aims of common benefit introduced in Article 4 of the Articles of Association represent the Company's commitment to operate responsibly, sustainably and transparently towards people, local areas, the environment and other stakeholders.

The term "impact" refers to the effects on people and the environment at an economic, environmental and social level, including those on human rights, as a consequence of business activities. Impacts represent the Company's positive or negative contribution to sustainable development.

Through this document, the Company intends to share its commitment as a benefit company with all stakeholders in a transparent manner, explaining the values that have always represented it, its sustainable business model, the methods of dialogue with its stakeholders, the main stages of its evolution into a benefit company, the objectives of common benefit set for 2023 and the actions put in place to achieve them, the impacts produced and the objectives and challenges for the future.

The Impact Report is divided into three chapters or sections. The first chapter describes the company and the stages of its transformation into a benefit company, focusing on the most relevant aspects in terms of corporate social responsibility and commitment to common benefit and sustainable development. The second chapter analyses in detail the objectives, methods of intervention and specific actions implemented during the year by the directors for each of the benefit purposes specified in the articles of association; in addition, targets for 2024 are indicated for each common benefit purpose. The third chapter reports the outcomes of the generated impact assessment generated by applying the external assessment standard.

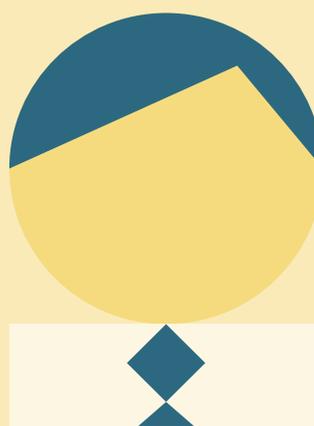
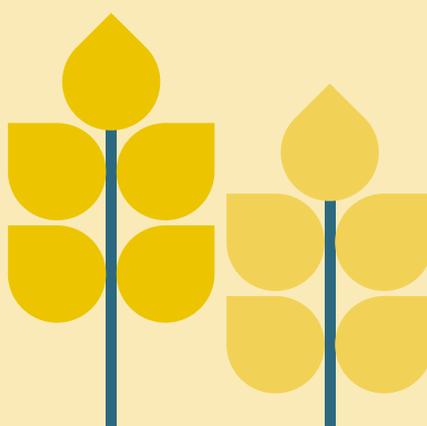
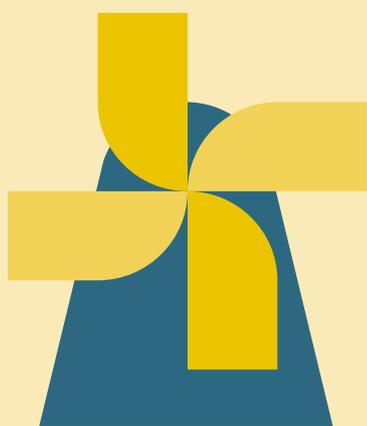
With regard to the standard of assessment, the Benefit Impact Assessment (BIA), a tool developed by the international non-profit organisation "B Lab", was used to prepare this Report. The BIA provides a rigorous, objective and comprehensive assessment of the social, environmental and economic impact produced, focusing on the Company's performance towards Governance, Workers, Community, Environment and Customers.

In addition, the Company's contribution to the 17 Sustainable Development Goals (SDGs) of the United Nations' Agenda 2030 is accounted for in this report, as part of the description of the activities carried out during the financial year in pursuit of the common benefit objectives.

The Annual Impact Report of Casillo S.p.A. Società Benefit is published on the company's website: [www.molinocasillo.com](http://www.molinocasillo.com).

CHAPTER 1

# CASILLO FOR THE COMMON BENEFIT



# 1.1 About us

Casillo S.p.A. Società Benefit (formerly Molino Casillo S.p.A. Società Benefit) is the main company of the Casillo Group, the corporate group headed by Casillo Equity Investments S.p.A., a world leader in the purchase, processing and marketing of wheat.

In particular, Casillo S.p.A. Società Benefit currently carries out activities attributable to the Industrial and Trading areas of the Casillo Group, which represent the main areas in which the Group operates. Due to its global prominence, Casillo S.p.A. Società Benefit can be considered a wheat market maker.

The registered office and headquarters of the company are located in Italy, in Corato (BA), Via Sant'Elia Z.I.

It should be noted that throughout the financial year 2023, Casillo S.p.A. Società Benefit carried out only the activities of the Industrial area attributable to the former Molino Casillo S.p.A. Società Benefit, described in more detail below, as the activities of the Trading area (wheat procurement and wholesale trade of cereals) in 2023 were carried out by the subsidiary company Casillo Commodities Italia S.p.A., subsequently merged by incorporation into Molino Casillo S.p.A. S.B. With regard to

this extraordinary transaction, essentially motivated by reasons of corporate reorganisation and administrative and financial streamlining, it should be noted that the merger by incorporation of Casillo Commodities Italia S.p.A. into Molino Casillo S.p.A. S.B. was approved by the Extraordinary Shareholders' Meeting of Molino Casillo S.p.A. S.B. on 27 September 2023. The deed of merger was signed by Notary Francesco Capozza of Corato on 21 December 2023, with effect from 1 January 2024. At the time of the merger, Molino Casillo S.p.A. S.B. changed its company name to Casillo S.p.A. S.B., expanding its corporate purpose to include the activities previously carried out by the merged company Casillo Commodities Italia S.p.A.

Therefore, the company's main activity in 2023 was the **production and sale to industry and retail of durum wheat flour and soft wheat flour.**

The production activity is carried out through the processing service entrusted to the subsidiary company Siner gie Molitorie S.c. a r.l., to which Casillo S.p.A. S.B. supplies the raw materials for processing, at 12 cereal milling plants, 10 of which are owned by the company.

The geographical location of the plants under management is shown in the diagram below:



The **production complex** headed by Casillo S.p.A. S.B., with its recognised technical-industrial know-how and its technologically advanced plants, is a benchmark of **excellence in the national milling sector**, almost all of which is represented by entities operating a single milling plant.

In addition, the company packages and markets wheat flour at its own plant in Corato (BA) and deals with the wholesale trade of cereals (durum and soft wheat) and flour (semolina and flours).

The company operates mostly in the domestic market and its products are aimed mainly at pasta factories, feed mills/livestock companies, and retailers. The company's main marketed trademark is the proprietary "Casillo" brand, which is licensed nationally, EU-wide and internationally.

Casillo S.p.A. S.B. holds controlling shareholdings in companies that perform activities in synergy with those of the company, as depicted alongside:

## Corporate structure

### Casillo S.p.A. Società Benefit



## Governance

The composition of the company's governance bodies is set out below.

### Board of Directors

Members	Date of appointment	Expiry date	Office held
Francesco Casillo	29/06/2023	Approval of the financial statements as at 31/12/2025	Chairman of the Board of Directors
Beniamino Casillo	29/06/2023	Approval of the financial statements as at 31/12/2025	Vice Chairman of the Board of Directors and Director
Pasquale Casillo	29/06/2023	Approval of the financial statements as at 31/12/2025	Director
Cataldo Piccarreta	12/01/2024	Approval of the financial statements as at 31/12/2025	Director
Carlo Tandoi	12/01/2024	Approval of the financial statements as at 31/12/2025	Director

### Board of Statutory Auditors

Full Members	Date of appointment	Expiry date	Office held
Daniele Terenzi	29/06/2023	Approval of the financial statements as at 31/12/2025	Chairman of the Board of Statutory Auditors
Saverio Petruzzelli	29/06/2023	Approval of the financial statements as at 31/12/2025	Standing Auditor
Riccardo Martiradonna	29/06/2023	Approval of the financial statements as at 31/12/2025	Standing Auditor

### Supervisory Body

Members	Date of appointment	Expiry date	Office held
Rosanna Vitone	27/05/2022	27/05/2025	Chairman of the Supervisory Body
Michelangelo Pascale	27/05/2022	27/05/2025	Member
Alessandro Perago	27/05/2022	27/05/2025	Member

### Legal auditing company

	Date of appointment/assignment	Expiry date	Activity carried out
EY S.p.A.	26/06/2023	Approval of the financial statements as at 31/12/2025	Audit of the separate financial statements

### Impact Manager

	Date of appointment/assignment	Expiry date	Activity carried out
Sebastiano Miscioscia	11/01/2024	Until removal	Impact Manager Benefit Company

## 1.2 Mission, vision and values

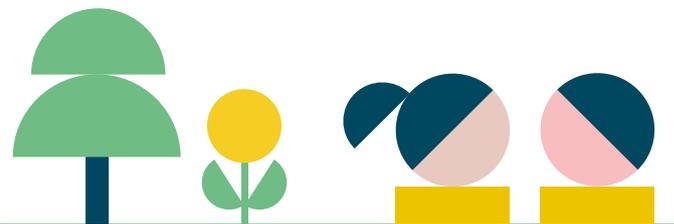
Casillo has always operated in respect of its founding principles, which identify product quality and safety and customer satisfaction as the main drivers of business growth.

These values, coupled with an approach to business centred on fairness, consistency, tradition, innovation and the relationship between man and the environ-

ment, constitute the strategic orientation of the Company, which, through the outlining of periodic objectives and targets, is constantly and tangibly committed to the realisation of a sustainable strategy, in line with the Sustainable Development Goals (SDGs) set out in the UN 2030 Agenda.

### Vision

The purpose of the Company is to satisfy demand for **products of the future**, through **innovation** and **expertise** matured over the course of its history. The passion for continuous innovation and commitment to the **sustainable development goals** are the lines of development that inspire and drive the business activities.



### Values

- **Correctness**
- **Consistency**
- **Tradition**
- **Innovation**
- **Central importance of people**
- **Respect for the environment**



### Mission

The Company's mission is based on fundamental aspects such as **raw materials selection**, **production process safety** and guaranteed **traceability** of the **end products** which, in association with the importance assigned to the **local area**, show how the Company intends to engage all its stakeholders, also in a series of social initiatives to promote relations between company and community.

**Research** and **innovation** are the inescapable drivers to understanding and satisfying **customer needs**, optimising industrial process **resources** and **eliminating waste**, yet also adopting a sustainable approach with **respect for the environment** in which it operates.

## 1.3 Transformation into a Benefit Company

By resolution of the extraordinary shareholders' meeting of 14 March 2023, the shareholders of Molino Casillo S.p.A. approved the transformation into a Benefit Company, following the project launched in 2021.

Benefit companies represent an evolution of the very concept of business, because they combine activities aimed at economic profitability and profit with actions focused on common benefit and social and environmental sustainability.

As a benefit company, Casillo has amended its Articles of Association to specify that it intends to pursue multiple common benefit purposes and operate in a responsible, sustainable and transparent manner in relation to people, local areas, the environment and other stakeholders.

In particular, the purposes of common benefit expressly indicated in the Articles of Association are:

- to guide a market evolution based on the improvement of human health and on the reduction of the environmental impact, through continuous innovation and investment in Research and Development, towards the full enhancement of raw materials, the reduction

of waste and the creation of products with improved nutritional aspects;

- to give back to the country the value that the Company itself generates, contributing to local development through public-private collaboration, the protection of the natural heritage and the promotion of a culture of excellence in the art of milling, to promote the growth of a dynamic ecosystem and consistent with the challenges of the future;
- to represent a point of reference for its people and those of the local community, favouring the expression of individual talents and uniqueness, with the aim of generating shared well-being and promoting the dissemination of a common culture of values, which starts with the example of the Company;
- to implement a progressive evolution of the business and operating model towards an economy with zero climate-changing gas emissions, in line with the European climate neutrality and national ecological transition objectives.

The project was conducted in cooperation with Nativa S.r.l. Società Benefit.



## 1.4 Appointment of Impact Manager

The transformation into a Benefit Company represented an important stage in the company's ongoing evolution towards sustainable development.

The modification of the company's purpose and the formal commitment to pursue multiple purposes of common benefit, operating in a responsible, sustainable and transparent manner towards its stakeholders, testify to the importance of sustainability issues in the mission and strategy of a company that has always been attentive to environmental issues, to the well-being of its employees and collaborators, and to the development of the region and local communities.

In order to comply with the obligations set forth in Italian Law No. 208 of 28 December 2015 (Article 1, paragraph 380), which regulates benefit companies in Italy, on 11 January 2024, the Board of Directors of the Parent Company Casillo Partecipazioni S.p.A. appointed Sebastiano Miscioscia (Group Chief Financial Officer) as **Impact Manager** for the obligations of Casillo S.p.A. as a Benefit Company.

The Impact Manager is the person entrusted with the functions and tasks aimed at pursuing the purposes of common benefit established by Casillo S.p.A. Società Benefit, in addition to those more specifically relating to the company's profits and savings, so that it can operate in a responsible, sustainable and transparent manner towards its stakeholders (people, communities, local areas and the environment, bodies and associations, etc.).

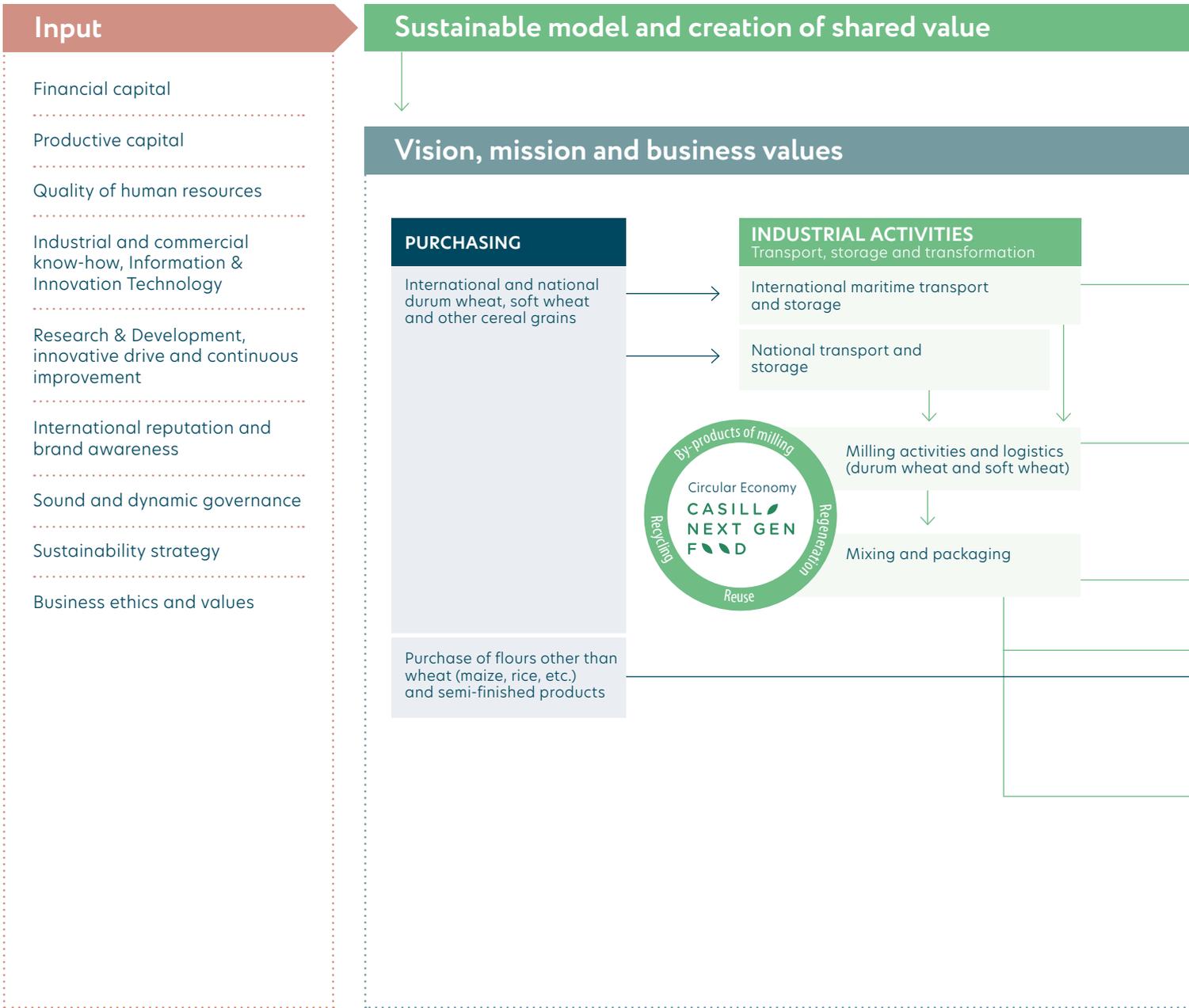
The Impact Manager verifies the balance, in company management, between the interests of the shareholders, the pursuit of purposes of common benefit and the interests of the identified stakeholders.

To perform the tasks assigned to the Impact Manager, a working group was set up, involving the Organisational Function and the Sustainability structure, within the Group's Central Finance & Process Department. The Impact Manager, together with the Sustainability Function and the newly established ESG Committee (operational as of 2024), the latter both operating at company level for the parent company, testify to the tangible strengthening of corporate and group governance with regard to sustainability issues and common benefit purposes.

The Impact Manager, together with the aforementioned working group, undertakes to: (i) prepare a **strategic planning of the purposes of common benefit**, as set out in the Articles of Association (including specific objectives, activities and indicators); (ii) draw up a **quantitative and qualitative assessment of the Company's social and environmental performance** ("**Generated Impact Assessment**"), using an external assessment standard with specific requirements; (iii) prepare the **Annual Report** (known as "Impact Report") in order to report on the impact generated by the Company and to represent the progress achieved with respect to the specific objectives set, as well as future objectives for subsequent years.

In carrying out the commitments undertaken, the Impact Manager ensures that all relevant corporate functions are involved in achieving the common benefit purposes as well as the specific objectives planned, supports the directors in the activities to balance the interests of the shareholders and those of the subjects directly or indirectly impacted by the Company's activity, and ensures the transparency of the results of the generated impact by publishing them on the Company's website.

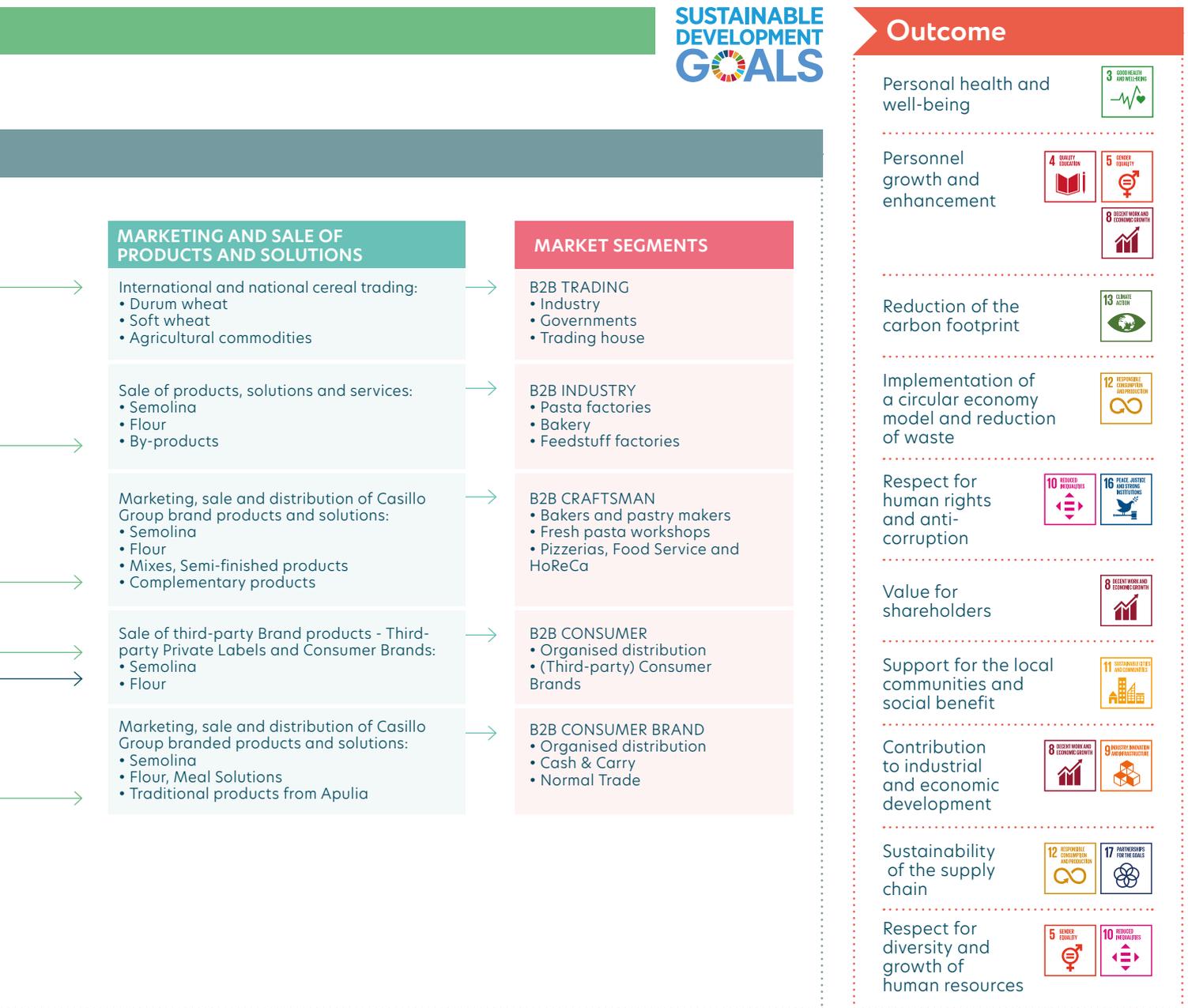
# 1.5 Sustainable business model



## Process for the creation of shared value



Casillo's approach to sustainable development is reflected in a business model that integrates business inputs, activities and processes, and outcomes in terms of stakeholder impact. Below is a diagram of the business model and the shared value creation process.



Process for the creation of shared value 

**External context**

Customer/consumer focus on product quality and safety



Land consumption

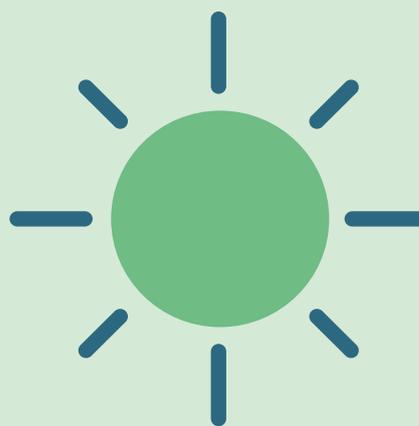
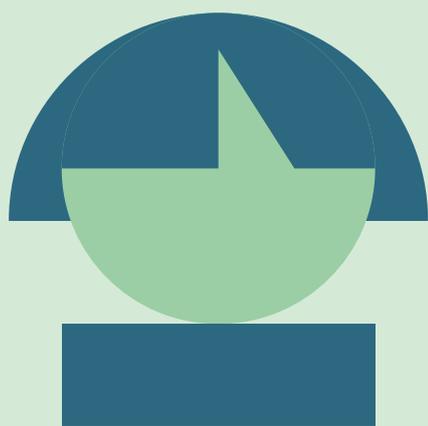


Social inequalities



CHAPTER 2

# THE PURPOSES OF COMMON BENEFIT



## 2.1 Social and environmental benefits from continuing innovation and research and development

### Purposes of common benefit

To guide a market evolution based on the improvement of human health and on the reduction of the environmental impact, through continuous innovation and investment in Research and Development, towards the full enhancement of raw materials, the reduction of waste and the creation of products with improved nutritional aspects.



### Objectives 2023

In the financial year 2023, the company committed to achieving these objectives:

Description	Objective 2023	Stakeholders
<b>SiMBA R&amp;D project</b>	Conclusion of the SiMBA research and development project for the creation of a prototype flour with nutraceutical properties to reduce the symptoms of Metabolic Syndrome.	People, Scientific Community, Research Organisations and Universities
<b>Circular economy and industrial innovation through Casillo Next Gen Food</b>	Completion of the Casillo Next Gen Food project for the evolution of the market based on the improvement of products, for the benefit of human health, and with effects in terms of reducing environmental impact.	People, Clients, Environment
<b>Academic research</b>	Contribution to scientific research and industrial innovation from SiMBA and Casillo Next Gen Food projects.  Publication of scientific articles.	Researchers and the Scientific Community, Research Organisations and Universities, Human Resources
<b>Academic research</b>	Funding for a research doctorate.	Researchers and the Scientific Community, Research Organisations and Universities, Human Resources
<b>Scientific-industrial partnership in the Agritech Project</b>	Progress in the Agritech Project to establish the <i>National Research Centre for Agricultural Technology</i> in cooperation with universities and organisations.	Scientific Community, Research Organisations and Universities

## Activities in 2023 and procedures for pursuing the common benefit

### SiMBA Project

The **SiMBA Project** (Sindrom Metabolic Blockchain, Agrifood) started in 2019 with the initial aim of harnessing by-products from milling, and then evolved into the creation of a major prototype food product for the treatment of a clinical condition with high risk and distribution to the population. The project ended in December 2023.

The project is part of the “FCS HORIZON 2020” NOP Business and Competitiveness Tender (Project no. F/200044/02/X45 - CUP B6812000180005 COR: 2550107) and focuses on the production of a **flour with nutraceutical properties to alleviate the symptoms of Metabolic Syndrome**. The term Metabolic Syndrome or MetS, also known as Insulin resistance syndrome, X syndrome or Reaven syndrome) does not identify a single pathology but rather a set of risk factors linked to conditions that increase the possibility of developing brain and cardiovascular diseases and diabetes, affecting about 40% of the world population (based on a study by M.G. Saklayen, 2018).

According to the principles of nutraceuticals, “a food can be considered functional if its beneficial influence on one or more functions of the body is sufficiently demonstrated, in addition to suitable nutritional effects, to the extent of being relevant to a state of well-being and health or for the reduction of the risk of a disease” (Diplock et al., British Journal of Nutrition, 1999).

The flour, the key element of the project, was obtained from a mixture of semolina and other ingredients acquired from the processes of selection, extraction and separation of nutraceutical compounds, starting from some milling fractions consisting of bran and wheat germ. The nutraceutical ingredients consist of wheat germ oil, de-oiled wheat germ and wheat fibre.

The nutraceutical flour obtained was used to produce a **prototype dry pasta, tested "in vivo" on a population of about 300 patients at the Bari General Hospital**, suffering from Metabolic Syndrome and in a sub-population of patients suffering from Major Psychiatric Disorders (Schizophrenia and Bipolar Disorder) undergoing treatment with antipsychotic drugs, who have a higher risk of developing MetS than the general population.

The origin of raw materials and their quality were



traced with **blockchain** and virtual coach technology, which was also employed to obtain information about the palatability and sensoriality of the product.

The results of the experimentation of the consumption of pasta obtained from the nutraceutical flour of the SiMBA project were significant and highlighted, among other things:

- 1) the effectiveness of the flour in reducing the symptoms of MetS compared to an ordinary pasta in a double-blind trial lasting three months;
- 2) the clear and significant improvement in the lipid profile, with particular reference to the plasmatic levels of total and HDL cholesterol;
- 3) benefits in the population of patients with MetS from psychotropic drugs (periaortic fat thickness).

The results of the clinical trial have led to the objective awareness that the consumption of foods produced with this nutraceutical flour can have **significant and multiple positive effects on health**.

## Casillo Next Gen Food

The **Casillo Next Gen Food Project** has a common matrix with the SiMBA Project, i.e. the idea of enhancing the by-products deriving from milling by extracting their precious ingredients, while differentiating them to focus on industrial development, applying a **circular economy model**. In this sense, the by-products (normally intended for use in animal husbandry) acquire a new value in terms of reuse and recycling, making it possible to **reduce waste**.

For the development and industrialisation of this **important circular economy project**, Molino Casillo S.p.A. Società Benefit has established an ad hoc, wholly-owned company called Casillo Next Gen Food S.r.l., which is fully integrated, both in industrial terms and in terms of operations and management, with the parent company.

# CASILLO NEXT GEN FOOD

It is the *food tech* company of Casillo S.p.A. Società Benefit that researches, develops and produces food ingredients with high added value starting from fractions of wheat germ and bran, by-products of durum wheat milling.



### Opportunity

Germ and wheat bran (by-products of the milling industry) are well known for their nutrients (soluble fibre, arabinoxylans, high quality proteins, antioxidants, vitamin E, polyunsaturated fatty acids); however, they have technological limitations that have prevented their adoption on an industrial scale linked to the alteration of fats (exponential increase in acidity over short periods of time).

### Solution

Casillo Next Gen Food has developed an industrial process to select fractions rich in durum wheat germ, limit the alteration of fats in these fractions, extract fats in the shortest possible time and not affect the bioavailability of proteins and fibres in order to obtain ingredients rich in stable proteins and fibres and related to further processing.

### Industrialisation

- Pilot plant in 2022.
- Start of construction of the plant in 2022.
- Completion of plant construction in 2023.
- Creation and training of a team 12 staff specialised in management, as well as an ad-hoc production manager.
- Start of production in 2024.





The new plant, the only one of its kind, is directly connected to the 5 milling plants of the Casillo S.p.A. Società Benefit at the Corato site and allows the production of wheat germ oil directly from the milling process, within only 60 minutes of grinding the grain. This timing maximises the quality of oil and nutrients such as protein and fibre, offering unparalleled quality and total control of the production chain.

These ingredients can be used for a variety of purposes: to strengthen flours and semolina (resulting in more nutritionally balanced and better performing flour), for the production of oil for food use, as confectionery production and for cosmetics (wheat germ oil is well known in cosmetics as a natural emollient and antioxidant). The process and the resulting products are the subject of an industrial patent application, filed in June 2022.



Confirming its commitment to sustainability, the company is subjecting products to **LCA analysis (life-cycle assessment)**.

The Casillo Next Gen Food project represents an important case of **open innovation**; the idea started as a research project at the beginning of 2021 and involved Italian universities and research centres for two years through effective collaboration. The results of these collaborations led to no less than **7 scientific publications** in 2023, with more papers to be published in 2024.

Moreover, believing in and strongly supporting scientific research and technology transfer to the business, the company also subsidised **an industrial research doctorate** carried out by the University of Molise, partly funded by the NRRP (National Recovery and Resilience Plan) under point "C1. Sustainable agriculture and circular economy". The PhD started in 2022 and lasts three years. It involves one year of work at Casillo Next Gen Food on dry fractionation and fermentation technologies, as well as the isolation/concentration/enrichment of biomolecules. The PhD student is currently carrying out research activities at the University of Copenhagen.

## Agritech

The focus on research and technological advancement also characterises the **Agritech Project**, aimed at setting up a **National Research Centre for Agriculture Technologies** as part of the NRRP. The national research centres provide the Hub & Spoke form, where the Hub (implementing party) coordinates the activities of the 9 various Spokes (executing parties), reports on the activities and acts as the point of contact of the Ministry of Education, Universities and Research (“MIUR”). The Federico II University of Naples is the hub and candidate, while the company participates in 2 spokes:

### S8: Circular economy

New models of circular economy in agriculture through waste valorisation and recycling.

### S9: Food traceability

New technologies and methodologies for traceability, quality, safety, measurements and certifications to enhance the value and protect the typical traits in agri-food chains.

The research institutes involved are: Federico II University of Naples, University of Bari, CNR - National Research Centre, University of Tuscia, University of Siena, Alma Mater Studiorum of Bologna, University of Padua, University of Milan and University of Turin.

## Objectives 2024

Description	Objective 2024	KPI/metrics	Stakeholders
<b>Circular economy and industrial innovation through Casillo Next Gen Food</b>	Start of production of Casillo Next Gen Food integrated plants for market evolution based on product improvement, benefiting human health, and with effects in terms of reduced environmental impact.	Yes/No	People, Clients, Environment
<b>Circular economy and industrial innovation through Casillo Next Gen Food</b>	LCA (life-cycle assessment) analysis concluded for Casillo Next Gen Food products to quantify potential impacts on the environment and human health.	Yes/No	People, Clients, Environment
<b>Scientific-industrial partnership in the Agritech Project</b>	Progress in the Agritech Project to establish the <i>National Research Centre for Agricultural Technology</i> in cooperation with universities and organisations.	Yes/No	Scientific Community, Research Organisations and Universities
<b>Scientific research</b>	Contribution to scientific research and industrial innovation by publishing scientific articles.	At least 2 scientific publications in academic journals	Researchers and the Scientific Community, Research Organisations and Universities, Human Resources
<b>Scientific research</b>	Funding for a research doctorate.	Yes/No	Researchers and the Scientific Community
<b>Code of conduct for suppliers</b>	Preparation of a specific ESG (environmental, social and corporate governance responsibility) evaluation procedure for its suppliers.	Yes/No	Suppliers
<b>Green procurement policy</b>	Introduction of a specific company policy for green procurement through the inclusion of additional categories (e.g. cleaning, electronics, fleets, food or catering, landscaping, meetings and conferences, office supplies, paper, product raw materials).	Yes/No No. of additional categories	Suppliers, clients
<b>Partnerships with universities and research centres</b>	Strengthen and increase the number of collaborations on R&D, technological innovation and the circular economy with universities and research centres.	No. of partnerships launched	Business partners

## 2.2 Shared value and collaboration with public institutions

### Purposes of common benefit

To give back to the country the value that the Company generates, contributing to local development through public-private collaboration, the protection of natural heritage and the promotion of a culture of excellence in the art of milling, to promote the growth of a dynamic ecosystem and consistent with the challenges of the future.



### Objectives 2023

In the financial year 2023, the company committed to achieving these objectives:

Description	Objective 2023	Stakeholders
<b>Public-private partnership for the development of the region</b>	Progress of structural works for the Agrifood Hub (research and training centre, conference centre, lecture rooms) to be returned to the region.	Local community, Schools, Research Organisations and Universities, Local Authorities
<b>Promoting the culture of excellence in the art of milling</b>	Enhancement of a historical building in the town of Corato (BA) for the future creation of an academy and research centre focusing on milling art.	Local community, Research Institutions and Universities, Local Organisations, Public Administration
<b>Public-private collaboration for the Cecibizzo Forest</b>	Partnership with the Municipality of Corato and the Alta Murgia National Park for the securing and protection of the Cecibizzo Forest.	Local community, Research Institutions and Universities, Local Organisations, Public Administration
<b>Participation in common objectives</b>	Candidature of the Cecibizzo Forest within the <i>Parks for the Climate</i> programme initiated by the Ministry of the Environment and Energy Security.  Obtaining funding for the enhancement of the site.	Local community, Research Institutions and Universities, Local Organisations, Public Administration
<b>Social support to local communities through the Vincenzo Casillo Foundation ETS</b>	Support for the activities of the Vincenzo Casillo Foundation aimed at pursuing social objectives and supporting the local community.	Local communities

## Activities in 2023 and procedures for pursuing the common benefit

### Agrifood Hub

The **Agrifood Hub** project aims to restore a historic building in the town of Corato, home to the former Basile mills and pasta factories, giving it new life and making it an **Innovation Hub**, as a **research and training and conference centre, and teaching classrooms** with all the necessary facilities for optimal use of the centre.

The project includes **knowledge-intensive activities** that will be hosted in the upgraded infrastructure, pursuing the innovation objectives identified by the NRRP

2021-2027, which will **benefit the local business system** through the **transfer and sharing of knowledge and technologies**.

The initiative was co-financed with NRRP resources as part of the **"Ecosystems of Innovation in Southern Italy"**. Casillo S.p.A. Società Benefit is a partner of the ATS (Temporary Association) established with the following parties:

**Proposer**



**Partners**




**UNIVERSITÀ DEGLI STUDI DI BARI ALDO MORO**



**UNIVERSITÀ DEL SALENTO**



**COLDIRETTI PUGLIA**



**Higher Institute Oriani - Tandoi**



**Comune di Corato**

During 2023, building renovation works began: demolition and preparation of the walls, preparation of the construction site with offices, changing rooms and assembly of two cranes, construction of the foundations for the assembly of the new structures.



## Cecibizzo Forest

The Cecibizzo Forest (about 150 hectares in size) located in the heart of the Apulian Murgia (in the area of Corato) has been in a state of total neglect and abandonment for many years. Through a **public-private partnership** and following an agreement between the company and the institutions, a common path was set in motion so that the objective of **protecting the natural heritage** and allowing the community to enjoy it could be achieved.

The **Cecibizzo Forest has been "adopted" by Casillo S.p.A. Società Benefit and the Municipality of Corato, and forestry work** has begun for the maintenance and enhancement of local natural resources. Private action, combined with the commitment of public actors, allows for mutually reinforcing and organised work on forest management and related bureaucratic tasks. The enhancement of natural resources is part of the company's ecological and environmental sustainability objectives. In addition, the Cecibizzo Forest was nominated under **Parks for the Climate**, the new energy efficiency programme proposed by the Ministry for the Environment and Energy Security, receiving funding to secure the forest site.

The ministerial initiative is in keeping with the aim of the partnership between the company, the Municipality of Corato and the Alta Murgia National Park to **make the forest usable by the community**, including through its inclusion in the network of national park forests.

This initiative was discussed at a conference, held in the conference room of the Casillo plants. The meeting was organised in collaboration between the company and the *Department of Soil, Plant and Food Sciences* (Di.S.P.A.) at the University of Bari and was also aimed at promoting and publicly disclosing forms of partnership between public and private entities that would lead to important results in terms of enhancing the value and enjoyment of environmental assets.



Related links



## Supporting local communities through the Vincenzo Casillo ETS Foundation

The most important **projects and initiatives with social and community support purposes** are conducted by the **Vincenzo Casillo ETS Foundation**, financed by Casillo S.p.A. Società Benefit.

The Foundation provides support and assistance to citizens and other Third Sector organisations with which it cooperates, in order to create an active network capable of promoting the development of the region through its areas of intervention relating to the provision of scholarships, support for education, support for entrepreneurial training and start-ups, and support for social work.

In 2023, Casillo S.p.A. Società Benefit provided the Vincenzo Casillo ETS Foundation with a contribution of €400,000, in addition to granting further support in the form of rebates on supplies of foodstuffs (semolina and flour) subsequently donated to needy people (worth about €12,000).

The Company's economic contribution was used by the Foundation to implement numerous initiatives and projects with a social purpose, appropriately described in the Foundation's Social Report 2023 and published on its website.



Vincenzo Casillo Foundation



## Objectives 2024

Description	Objective 2024	KPI/metrics	Stakeholders
<b>Public-private partnership for the development of the region</b>	Progress of structural works for the Agrifood Hub (research and training centre, conference centre, lecture rooms) to be returned to the region.	Yes/No	Local community, Schools, Research Organisations and Universities, Local Authorities
<b>Pro-bono community services</b>	Offering pro-bono community services, in order to direct their efforts in creating value for the region.	Yes/No No. of pro-bono community services offered	Local communities
<b>Public-private partnership</b>	New partnerships initiated between the company and public entities for projects of collective interest.	No. of new partnerships	Local community, Schools, Research Organisations and Universities, Local Authorities
<b>Support for the Apulia Agribusiness Academy Higher Technological Institute</b>	Increased support for training activities carried out by Agribusiness Higher Technological Institute.	Yes/No	Students, Local Community, Local Authorities
<b>Social support to local communities through the Vincenzo Casillo Foundation ETS</b>	Continue to support the activities of the Vincenzo Casillo ETS Foundation aimed at pursuing social objectives and supporting the local community.	Economic contribution $\geq$ €300,000	People, Local Communities

## 2.3 Development and welfare of human resources and local communities

### Purposes of common benefit

To represent a point of reference for its own people and those of the local community, favouring the expression of individual talents and uniqueness, with the aim of generating shared well-being and promoting the dissemination of a common culture of values, which starts with the Company's own example.



### Objectives 2023

In the financial year 2023, the company committed to achieving these objectives:

Description	Objective 2023	Stakeholders
<b>Company welfare</b>	Update on Corporate Welfare activities.  Establishment of benefits and scholarships for employees' family members.	Human Resources, Local Community
<b>Development of human resources</b>	Policy for personnel selection and career advancement.	Human resources
<b>Human resources training</b>	Provision of non-compulsory training for at least 700 hours.	Human resources
<b>Induction and training for new recruits</b>	Carrying out induction and training activities for new recruits.	Human resources
<b>Stable employment for trainees</b>	Convert 80% or more of traineeships into employment contracts with recruitment.	Human resources
<b>Anti-corruption system and monitoring</b>	Annual training on the anti-corruption system, as set out in the <i>Anti-Corruption Policy</i> .	Human Resources, Employees, Administrators
<b>Whistleblowing Policy</b>	Implementation of the <i>Whistleblowing Policy</i> for the anonymous reporting of wrongdoing by employees, collaborators, professionals.	Human Resources, Collaborators, Suppliers, Administrators
<b>Transparency</b>	Open communication of financial performance to employees and local communities through publication of the Sustainability Report and communication of social and environmental impacts.	Human Resources, Community
<b>Attracting young talent and training students</b>	Implementation of curricular traineeships at universities.  Activation of alternating school-work programmes with local secondary schools.  Training for Apulian schools.	Secondary school and university students

## Activities in 2023 and procedures for pursuing the common benefit

The Company is guided by the values contained in its **Code of Ethics** aimed at guaranteeing all those who interact with the Company **conditions that respect personal dignity** and **the absence of discrimination or conditioning**. For this reason, financial performance is communicated openly to employees through the social and environmental impact report, in a transparent manner to all stakeholders.

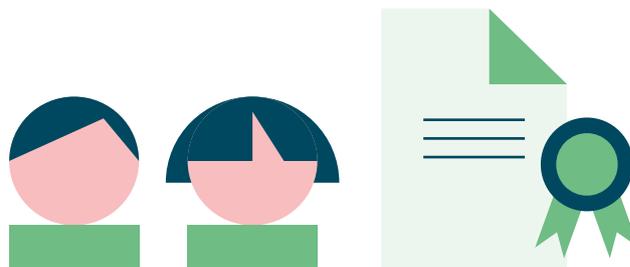
These principles are complemented by a particular **focus on the well-being of its employees** and **the protection of diversity** in full awareness of the central importance of its people. As a result, the Company operates through a number of dedicated initiatives, practices and policies, striving to ensure a healthy and inclusive work environment aimed at fostering both personal and professional growth, including through gender equality.

In 2023, the Human Resources Function was involved in the implementation of important projects in the field of research and selection, training and corporate welfare. In addition, **4 resources that had started a period of training and mentoring in previous years were offered stable employment in 2023**, achieving the planned target of converting 80% of previously initiated traineeships.

The Company's interest and support for the world of work have enabled it to reassert its willingness to set up curricular and extracurricular internships, aimed at placing young school leavers and recent graduates in the company to be trained in the field.

In addition to this is a consolidated and planned corporate welfare system; in fact, in 2023 the *Corporate Welfare Plan*, now in its fourth year, provided for a series of benefits, specifically through *Corporate Benefits Agreements* and *Scholarships* (22 disbursed in the year) aimed at providing support and proximity not only to employees but also to their families.

In 2023, 100% of workers, both full-time and part-time, received the bonus.



The company has formalised feedback and whistle-blowing mechanisms, as well as direct reporting lines to address workers' concerns and improve business practices; worker reporting/input mechanisms are reviewed at least once a year, with workers themselves participating in the process. In addition, annual training is provided on the anti-corruption system, for which an *Anti-Corruption Policy* exists and is shared among all workers and business associates to report any incidents attributable to the anti-corruption system. Regular reports on the programme are presented at least once a year to the relevant internal and external stakeholders (through workshops, CEO announcements, newsletters or other).

Moreover, in 2023, in compliance with Italian Legislative Decree No. 24/2023 on whistleblowing, a specific **company policy** was prepared in order to structure an appropriate and effective **whistleblowing system**, useful for reporting any situations occurring within the company.

The company has a **policy of encouraging promotions and internal selection for high-level positions** (e.g. by first publishing announcements of open positions internally). This attention to the personal and professional growth of its human resources also led to many training chapters in 2023 characterised by greater focus and customisation of training.

For 2023, **non-compulsory vocational training was provided for a total of 787 hours**. The training opportunities covered the following courses:



In order to involve its employees and strengthen their skills, the company provided two courses "How to achieve goals" and "Critical thinking".

Training for the younger generation through the **induction of new employees** was also added to this.

**Training for local schools:** with a view to integrating school and the world of work, marketing and sales topics were focused on with students from technical and/or business schools, in consultation with the teachers, while laboratory and quality topics were addressed with students from chemical and biotechnology schools. All visiting students had the opportunity to see the production process live through a guided tour of the packaging plants and mills located in Corato.

**Other activities carried out** with and/or for the benefit of human resources:

- Cassetta delle Idee (project aimed at rewarding resources who, through their creativity, wish to improve and innovate, have "produced ideas and projects" on any organisational, process or work aspect). In 2023, 18 "ideas" were analysed, bringing out insights on various topics (e.g. sustainability, welfare, work organisation, engagement, etc.);
- Blood donation days;
- Project for the integration of workers from war zones;
- Access to financial facilities (e.g. approval for salary-backed loan, extension of types for severance pay advances, agreements with credit institutions);
- Access to secure parking, gym, company bar, nutritionist, psychological support.

## Objectives 2024

Description	Objective 2024	KPI/metrics	Stakeholders
<b>Work flexibility</b>	Increasing work flexibility in order to improve workers' well-being, take into account their family needs and strengthen life-balance.	Yes/No  >50% workers	Human resources
<b>Company welfare</b>	Updating Corporate Welfare activities for the benefit of employees.	Yes/No	Human resources
<b>Company welfare</b>	Guaranteeing access to scholarships to all family members of employees, who apply for them.	Yes/No	Human Resources, Local Community
<b>Human resources training</b>	Provision of non-compulsory training for all categories of employees.	At least 800 total hours per year	Human resources
<b>Diversity, equity and inclusion</b>	Strengthen corporate commitment to Diversity, Equity & Inclusion issues through the identification of a corporate figure/structure responsible for diversity, equity and inclusion in the work environment.	Yes/No	Human Resources, Governance
<b>Diversity, equity and inclusion</b>	Calculate and analyse the Gender Pay Gap index in order to measure any gender pay gap by employee category and identify future courses of action.	Yes/No	Human Resources, Governance
<b>Diversity, equity and inclusion</b>	Personnel selection with a focus on: <ul style="list-style-type: none"> <li>- including in all job searches a message affirming the company's commitment to diversity, equity and inclusion;</li> <li>- using organisations or services that work with people from under-represented communities.</li> </ul>	Yes/No	Human Resources, Local Communities
<b>Stable employment for trainees</b>	Converting traineeships into employment contracts with recruitment.	>50% of traineeships started in the year	Human resources
<b>Attracting young talent and training students</b>	Implementation of curricular traineeships at universities.  Activation of alternating school-work programmes with local secondary schools.  Training for Apulian schools.	Yes/No	Secondary school and university students

## 2.4 Emission reduction and ecological transition

### Purposes of common benefit

To implement a progressive evolution of the business and operating model towards an economy with zero climate-changing gas emissions, in line with the European climate neutrality and national ecological transition objectives.



### Objectives 2023

In the financial year 2023, the company committed to achieving these objectives:

Description	Objective 2023	Stakeholders
<b>Actions for the energy and production efficiency of plants</b>	Revamping plants to improve energy performance, reduce consumption and emissions.	Environment
<b>Increased energy production from renewable sources</b>	Expansion of existing plants and/or construction of new plants for the production of electricity from renewable sources, with benefits in terms of reducing climate-changing emissions.	Environment
<b>Energy Management Systems (EMS)</b>	Monitoring energy consumption through Energy Management Systems (EMS) for energy optimisation.	Environment
<b>Compulsory Energy Audits (CEA)</b>	Third-party audit aimed at assessing interventions related to: reduction of consumption, self-production of renewable energy, optimisation of the building-plant system and reduction of energy costs and environmental impact.	Environment
<b>Calculating the Corporate Carbon Footprint</b>	Analysis of emissions from company activities (Scope 1, Scope 2, Scope 3).	Environment
<b>Training on environmental issues for workers</b>	Training of workers on social and environmental aspects relevant to the company or its mission.	Human Resources, Environment

## Activities in 2023 and procedures for pursuing the common benefit

### Energy efficiency and emission reduction

In order to achieve the sustainable development goals, the Company operates in compliance with Italian regulations and those of the regions where it is present, to protect the environment and present and future populations from impacts originating from its production processes. For this reason, it has implemented a series of actions to:

prefer the use of **energy from renewable sources** with low environmental impact

**report** on environmental topics **in a clear and transparent manner**

**raise awareness** in the communities on environmental topics

Carrying out a very energy intensive activity, such as milling, the company has made an active commitment in 2023 to curb energy consumption from fossil fuels and related climate-changing emissions.

In fact, in 2023, there was a significant increase in electricity produced from renewable sources, given by the commissioning, in January 2023, of the **new photovoltaic plant in Ortona (CH)** and the **upgrading of the photovoltaic plants in Modica (RG) and Corato (BA)**, in April and June of the same year, respectively. These extensions **increased the capacity of the Modica plant by 1 MWp and 4.8 MWp for the Corato plant.** The energy produced in the 2023 financial year was generated through the existing **8 renewable energy power plants**, 7 of which are photovoltaic and 1 hydro-electric.

As a result of these measures, the Company's **energy consumption** in 2023 was **534.1 MWh**, equivalent to **1,922.6 GJ**.

In compliance with the regulations for energy-intensive businesses, all Casillo S.p.A. Società Benefit production sites are equipped with **Energy Management Systems (EMS)** to pursue energy optimisation objectives with the aid of a continuous monitoring system for energy consumption.

The topic of energy efficiency is central to the Company's industrial investments and has been integrated into a broader strategic programme of technological innovation projects aimed at achieving the goals outlined

in the country's *Industry 4.0 Programme*. The Company has worked towards:



applying the **technological standards** and **efficiency solutions** consolidated in previous years at the main plants to peripheral plants



executing **constant improvement actions** targeted at maintaining and enhancing performances, achieved through the plant revamping plan implemented from 2012

These interventions resulted in important benefits for the Company's energy balance, enabling it to record not only an **improvement in energy performances** but also a **reduction in CO<sub>2</sub> emissions**.

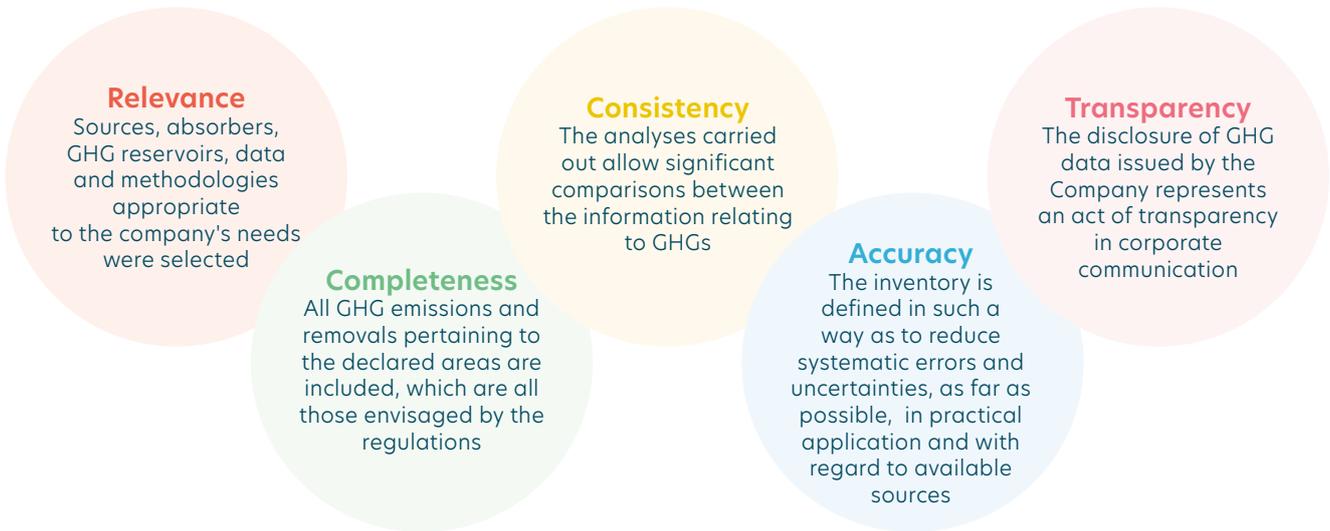


**energy requirements of Corato plants from renewable sources**

## Carbon footprint

In 2023, the Company implemented a specific process for calculating and monitoring greenhouse gas (GHG) emissions in terms of CO<sub>2</sub> equivalent, which is the unit of measurement that expresses the impact on global warming of an amount of GHG compared to the same amount of carbon dioxide.

The calculation of emissions, drawn up according to the **ISO 14064-1:2018** standard, is based on the following drafting principles:



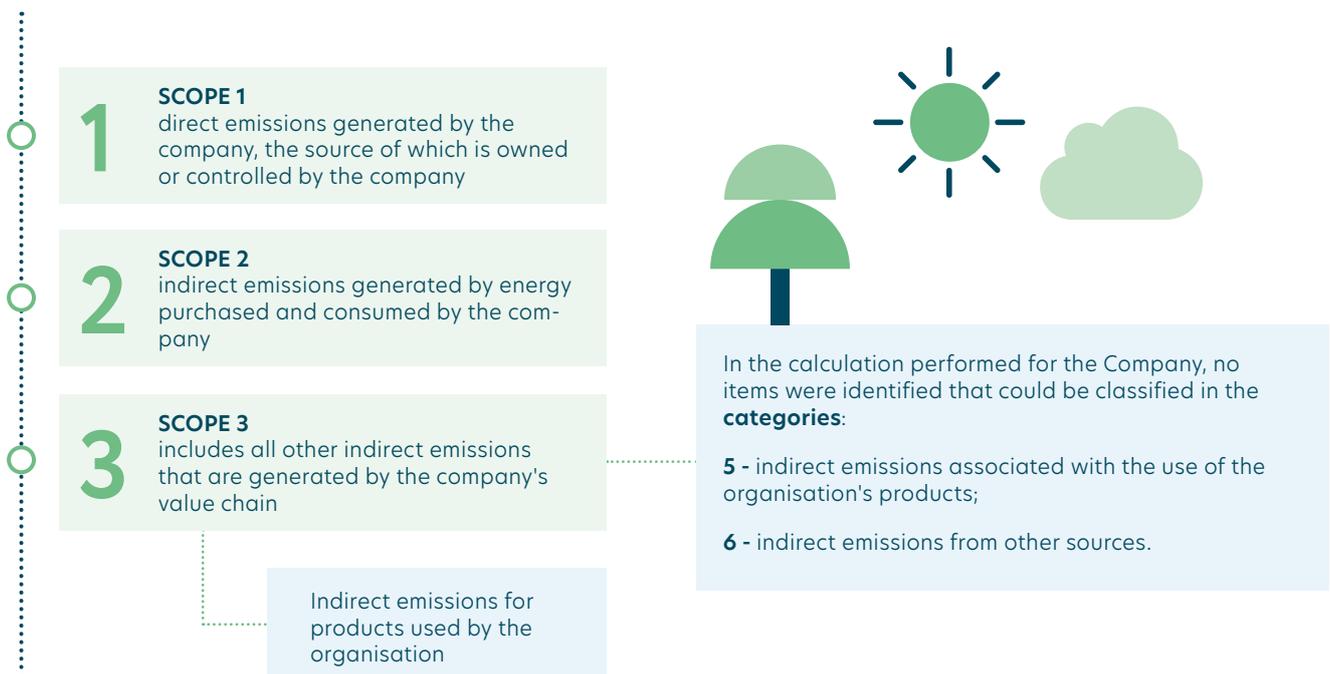
The Company took steps to:

- identify the **GHG emissions associated with its activity**;
- divide **emissions** into the categories **defined by the UNI EN ISO 14064-1 standard**;
- **include** in the quantification the **"other indirect emis-**

**sions"** (Scope 3) representative of the activities carried out, in order to **make a complete and detailed analysis** of the business situation.

The emission categories considered according to the GHG Protocol are as follows:

## GHG emission source categories reported:



The Company's intention is to analyse its activities and related emissions in ever greater detail in order to take real action on the most relevant impacts. For this reason, **the complete Scope 3 was considered** for 2023 (including raw materials, packaging, travel by ship, employee travel, home-work trips, other materials and services purchased by the IT area, etc.), with additional detail on indirect emissions for products used by the Company.

The following graph shows the complete calculation of Scope 1, 2, 3 emissions for the year 2023 (first full year of calculation).

Total emissions for the **year 2023** are **1,091,590.4 tCO<sub>2</sub>eq.** broken down by emission source categories as follows.

**Graph** GHG emissions year 2023 (tCO<sub>2</sub>eq.)

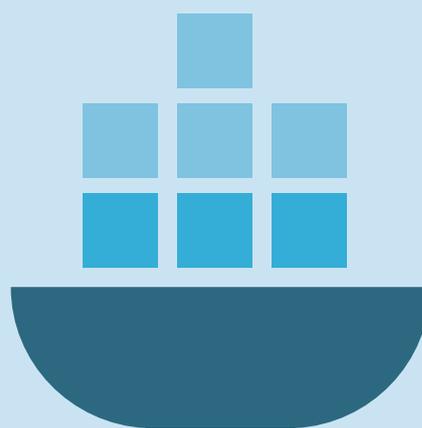
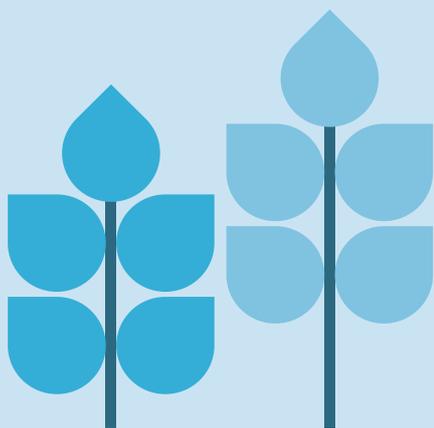
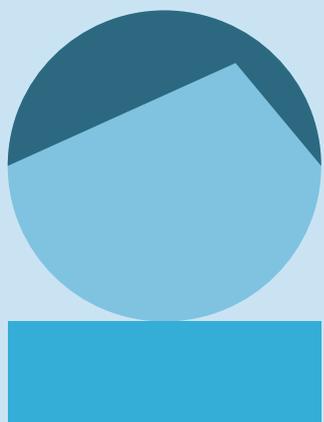


## Objectives 2024

Description	Objective 2024	KPI/metrics	Stakeholders
<b>Actions for the energy and production efficiency of plants</b>	Revamping plants to improve energy performance, reduce consumption and emissions.	Yes/No	Environment
<b>Increased energy production from renewable sources</b>	Expansion of existing plants and/or construction of new plants for the production of electricity from renewable sources, with benefits in terms of reducing climate-changing emissions.	Yes/No MWh installed	Environment
<b>Calculating the Corporate Carbon Footprint</b>	Full carbon footprint (Scope 1, Scope 2, Scope 3) in order to monitor emissions, refine strategies and reduction targets.	Yes/No tCO <sub>2</sub> eq.	Environment
<b>Reducing indirect emissions</b>	Reduction of indirect GHG emissions in Scope 2 through the implementation/operation of electricity generation from renewable sources.	Yes/No % reduction in GHG emissions	Environment
<b>LCA Products</b>	Third-party product life-cycle assessment (LCA) to quantify potential impacts on the environment and human health, and identify potential actions for improvement.	Yes/No No. of products submitted for analysis	Environment

CHAPTER 3

# GENERATED IMPACT ASSESSMENT



The Generated Impact Assessment is an essential activity for analysing and measuring how the actions implemented have an impact on people and the environment, in order to identify areas for improvement and related targets.

In order to comply with legal obligations and report on its generated impact, Casillo S.p.A. Società Benefit uses the external BIA (Benefit Impact Assessment) standard, a rigorous impact measurement tool developed by the non-profit "B Lab".

## Overall B Impact score

The *Benefit Impact Assessment* (BIA) requires that the Impact Assessment focuses on the following areas of evaluation:

- Governance;
- Workers;
- Community;
- Environment;
- Customers.

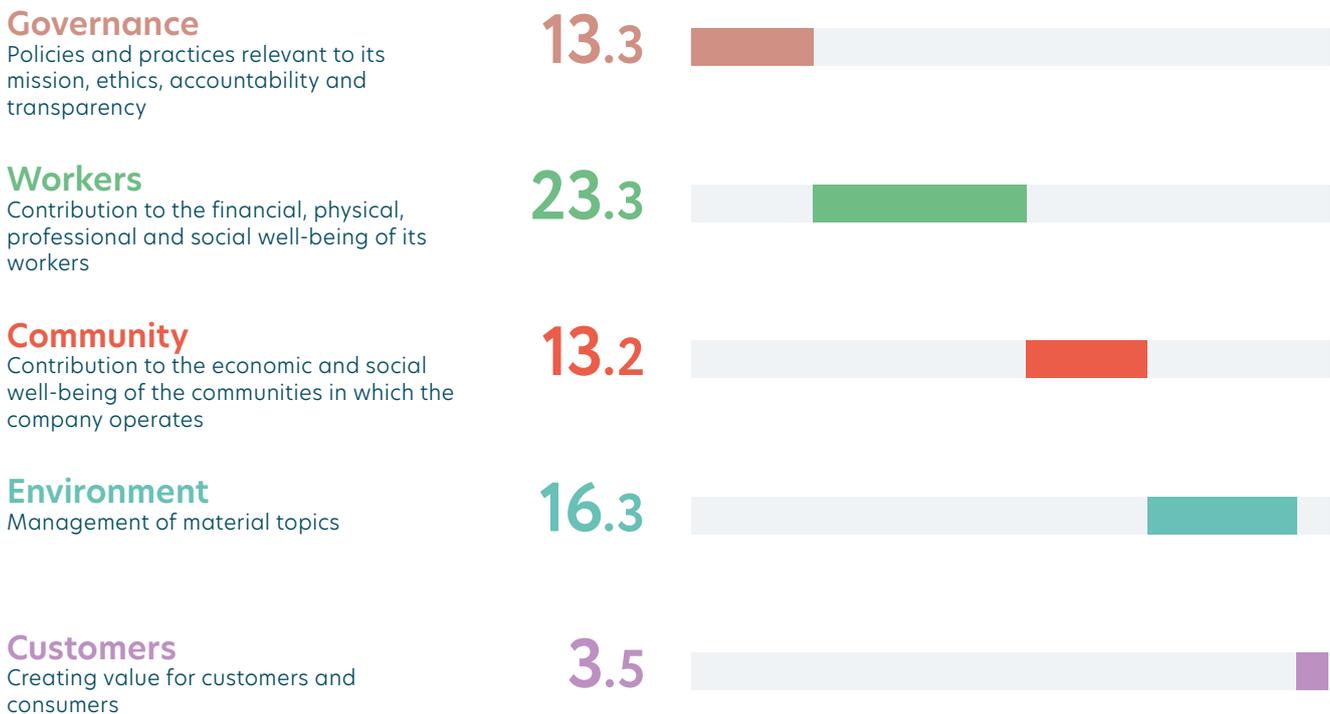
This methodology makes it possible to assess how the business model can affect the ability to positively address current environmental and social challenges by measuring the impacts of the products and services offered by the Company.

On the basis of the impact self-assessment through BIA, Casillo S.p.A. Società Benefit obtained an **overall score of 69.8**.

# 69.8

## B Impact Score 2023

The following is a summary of the results achieved in the 5 evaluation areas:



Currently, the Company is in the process of defining the improvement plan for 2024 for each assessment area, with identification of the specific actions to be implemented.

The action plan is in keeping with the 2024 objectives and actions in the programme of the 4 areas of common benefit, described above.





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