

Company Profile

fater

Angelini Industries
P&G

Fater

Founded in 1958 in Pescara by Francesco Angelini, Fater is a major player in the market of home hygiene and personal hygiene products.

With more than 1,500 employees and a turnover of €989 million in the 2022-2023 fiscal year, Fater represents a unicum on the national and international scene.

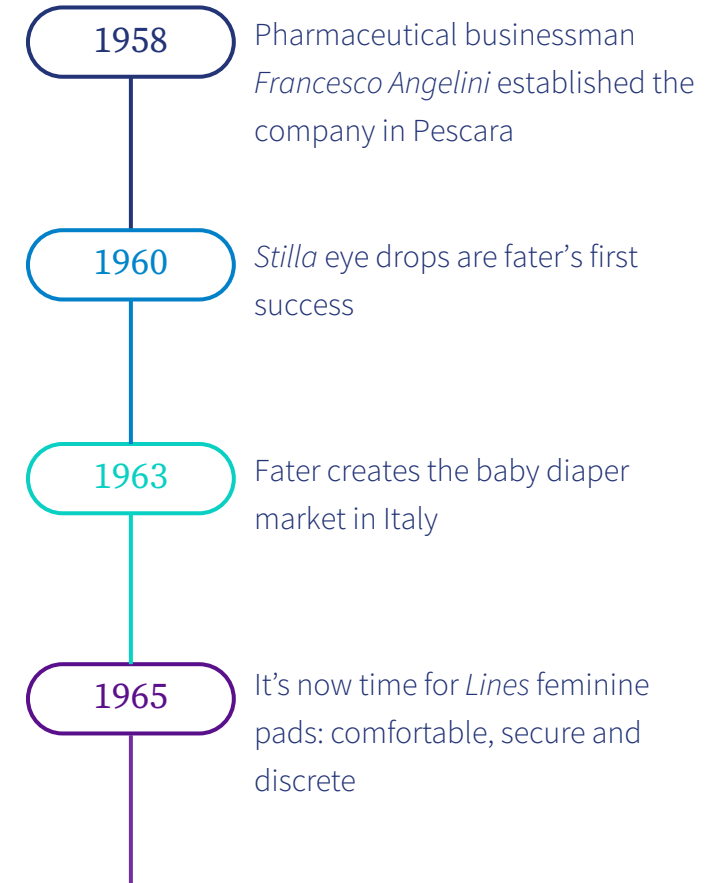
Fater is a business model that has been able to make the most of the two souls that compose it: the managerial and marketing culture of one of the largest multinational consumer goods companies, P&G, fused with the creativity and innovation of the best of Italian entrepreneurship, such as Angelini Industries.

Two complementary realities connected by common values that focus on people, consumers, employees and citizens.

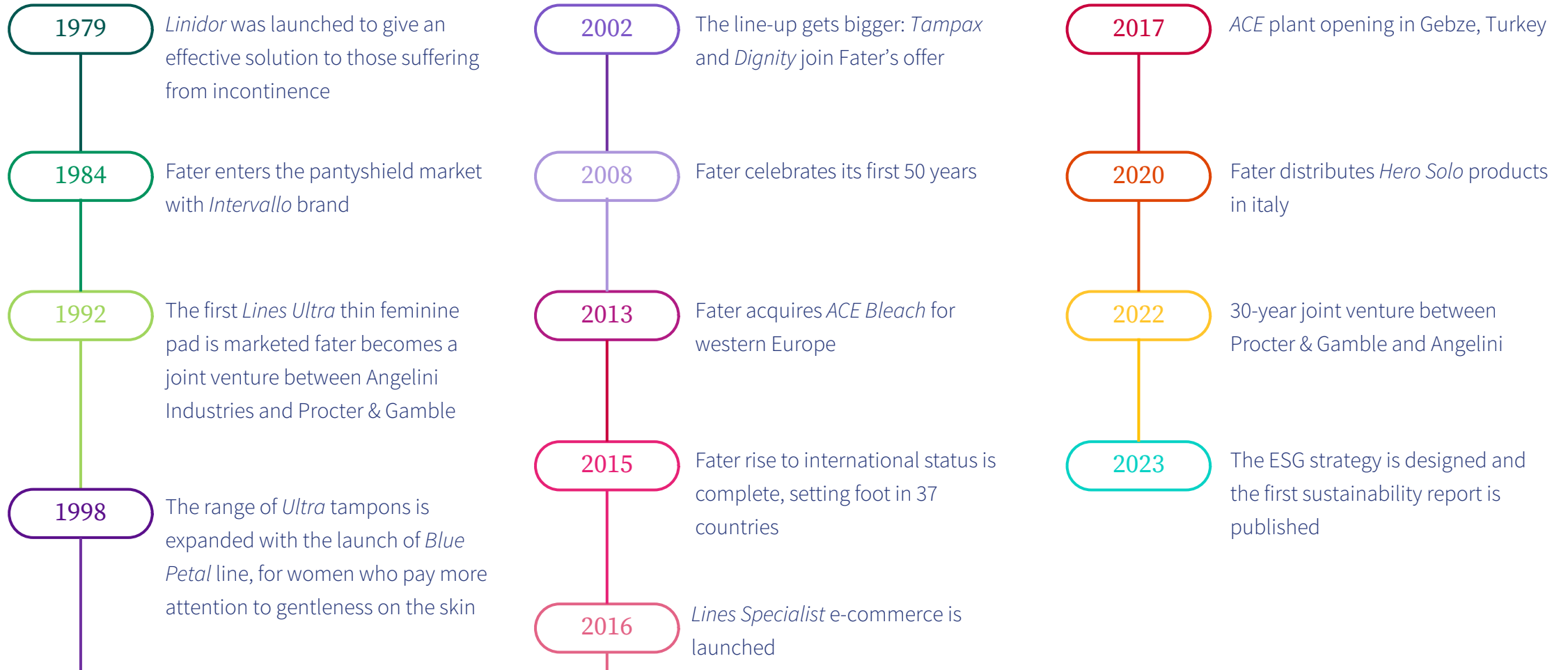


History

For more than 60 years, we have been experiencing the evolution of society, the change in customs and languages, and the growth of environmental and social awareness of citizens and consumers, **and we were able to anticipate these changes by constantly listening and keeping a strong focus on innovation.**



La storia



People First

We want to contribute to the happiness of people that work in Fater and the communities in which we operate. All this is "People First".

The first business strategy is People First, which is based on listening to the people who are at the center of everything we do. The ambition is for people to return to the office a little happier every day and to become its repeaters and amplifiers to the communities and consumers we serve with our products.

The constant dialogue with stakeholders has not only accelerated Fater's ability to innovate and be ahead of the times, meeting people's needs, but has also allowed the company to become, in every sector of its business, a reliable interlocutor towards partners, institutions and citizens.



People First

Listen

Listening represents the starting point of People First because active listening helps map the effectiveness of actions already taken and to guide future ones.

Surveys and focus groups are done periodically to better understand employees' needs and build targeted actions on the main ones.

Do The Right Thing

The pillar that guides all actions of Fater people to always direct them to do the ethically right thing.

Include

Pillar Include's priority is to make the company open to dialogue and ready to value our uniqueness. We contribute every day to building a work environment and society where everyone can express themselves freely and have equal opportunities. We believe in the value of each person and the richness of diversity that stimulates creativity and generates innovation. We measure with specific KPIs the concrete impact of actions in the area of inclusion in order to achieve the defined goals and continue on our journey.





Growth & Impact

It helps to make the most of and express everyone's talents. We have adopted a horizontal job rotation programme to foster skills development: in fiscal year 22/23, 40% of people in managerial positions changed jobs for a total of 241 changes, 20% more than in the previous fiscal year. It is also possible to activate pathways with qualified coaching to be at people's side and help them on their path to awareness and goal achievement.

Wellbeing

It looks after the wellbeing of Fater's people, their families and communities, aware that our impact cannot and must not stop at company boundaries. It takes care of them physically and mentally, relationally and financially.

Inspire

It aims to be continuously inspired and to pass on experience and knowledge within Fater.

Approximately every 40 days, a talk is organised with an external guest who conveys a new point of view on professional topics but also on everyday life, in order to always look at things with new eyes.

Governance

CDA	Executive Committee	General Manager and Chief Operating Officer Fater spa
<div><div>Giovanni Ciserani</div><div>President</div></div>	<div><div>Christian Eihausen</div><div>Member of the EC</div></div>	<div><div>Antonio Fazzari</div><div>GM&COO</div></div>
<div><div>Christian Eihausen</div><div>Vice-president</div></div>	<div><div>Massimo Marin</div><div>Member of the EC</div></div>	
<div><div>Antonio Bruno</div><div>Director</div></div>		
<div><div>Nicola Lopez</div><div>Director</div></div>		
<div><div>Massimo Marin</div><div>Director</div></div>		
<div><div>Francesca Sagramora</div><div>Director</div></div>		

Presence

1,554

Employees, +3%
compared to FY 21/22

Ca. 15%

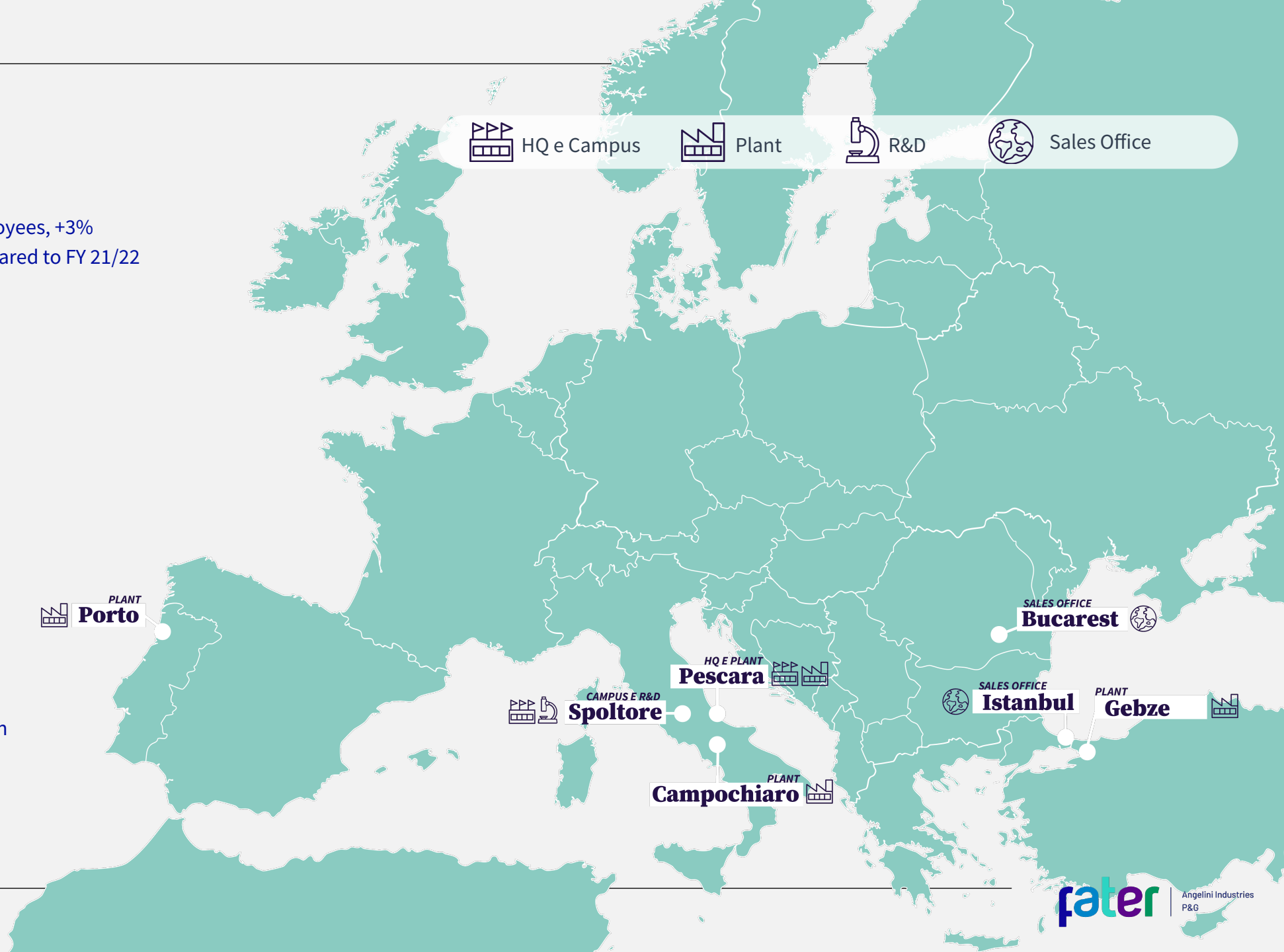
Under 30

+50%

More than 50% of Fater's
population is between 30
and 50 years old

70

Researchers and technicians
working in Technology Innovation



Highlights

989 millions euro turnover in FY 22-23 (+8% vs FY 22-23)

3% of revenues invested each year in innovation



232 suppliers for production activities, **78% of which** were assessed according to environmental and social criteria considered for SA 8000 certification



51% of local suppliers for production, compared to the location of the factories



4.5 billion pieces produced each year by the Pescara plant (Lines, Pampers, Lines Specialist); **136 million bottles** produced every year by Campochiaro (Ace) plant



Among the top performers for more than 40 Personal & Home Care customers surveyed by Advantage Insights in 2023.



Fater brands are among the top 5 in the ranking of brands operating in the home hygiene and personal care products market by value of products sold (Source: IRI sellout March 2023 - GDO + Drugstores + Discount)



Fater's brands are among the most chosen products by Italian families: **in Italy, 3 out of 4 Italian households have at least one of Fater's products**

(Source GFK, dDecembre 2023)

3 out of 4



Over **one million users** use the Pampers App (gJune 2023)





Sustainability in Fater

EVERY DAY MATTERS

Every day Matters

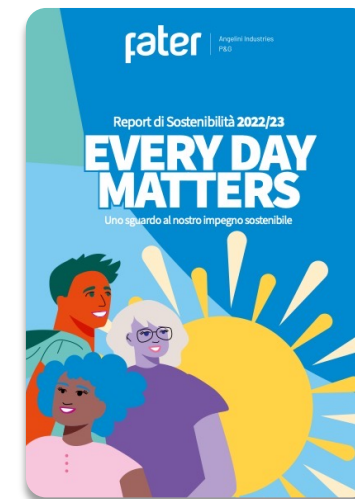
“We work for a better tomorrow by protecting what matters, every day.”

Sustainability at Fater is a fundamental element of the business strategy, to support the growth of the present and future value of the company and its brands, through a multi-stakeholder approach.

Fater's focus on these issues began in the 2000s, with the first environmental sustainability and welfare projects. Starting from 2020, Fater developed an overall vision of sustainability and took an organic approach to Corporate Sustainability, adopting an organizational structure and decision-making, planning and monitoring processes with respect to the given objectives of the Paris Agreement.

in 2023 the company has developed its sustainability ambition that designs the path of empowerment of each employee, every day, for a better tomorrow.

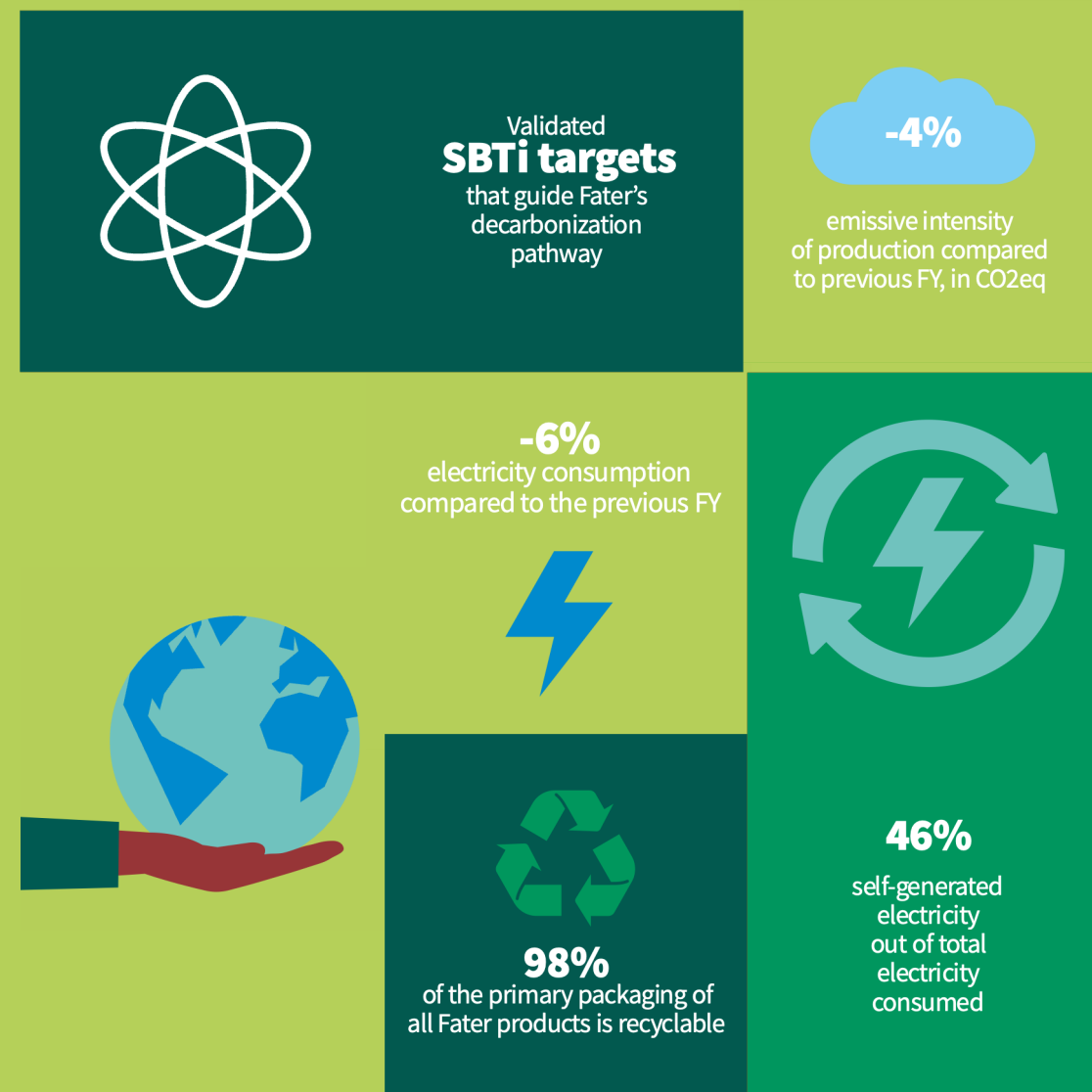
Fater's Based Target Initiative was validated by SBTi in the fiscal year 2022/23.



Our goals for the UN 2030 Agenda

EVERY DAY CLIMATE PROTECTION

Fater considers respect for the environment as an important factor in making decisions, planning and in business processes and is committed to monitoring and reducing the environmental impacts resulting from its operations, combining care for the environment with innovative and safe products developed to respond to new market needs.



Our goals for the UN 2030 Agenda

EVERY DAY BETTER SOCIETY

«People First» is Fater's main strategy to give every person working in the company the best possible experience. The ambition is to unleash and enhance the talents of everyone, helping to create a climate of trust and happiness that can also cross company boundaries and reach customers, consumers and citizens.


1.554

People as at 30 June 2023,
+3% vs previous FY


Zero

severe injuries for
employees and
non-employees
in the FY 2022/23 and
zero occupational
diseases in the last
three years

78%

Satisfaction level from
an internal survey for
FY 2022/23

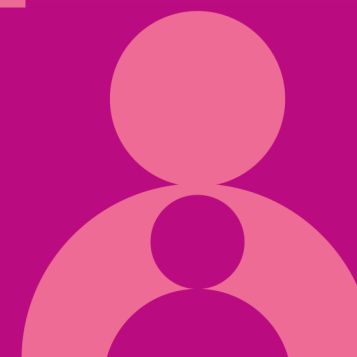

Up to 3,000€

the maximum yearly value
of the kindergarden bonus,
effective from January 2023

Extended to

3 months

the paternity leave in
addition to the 10 days
mandated by the law,
eligible for same-sex
families too


Over 90

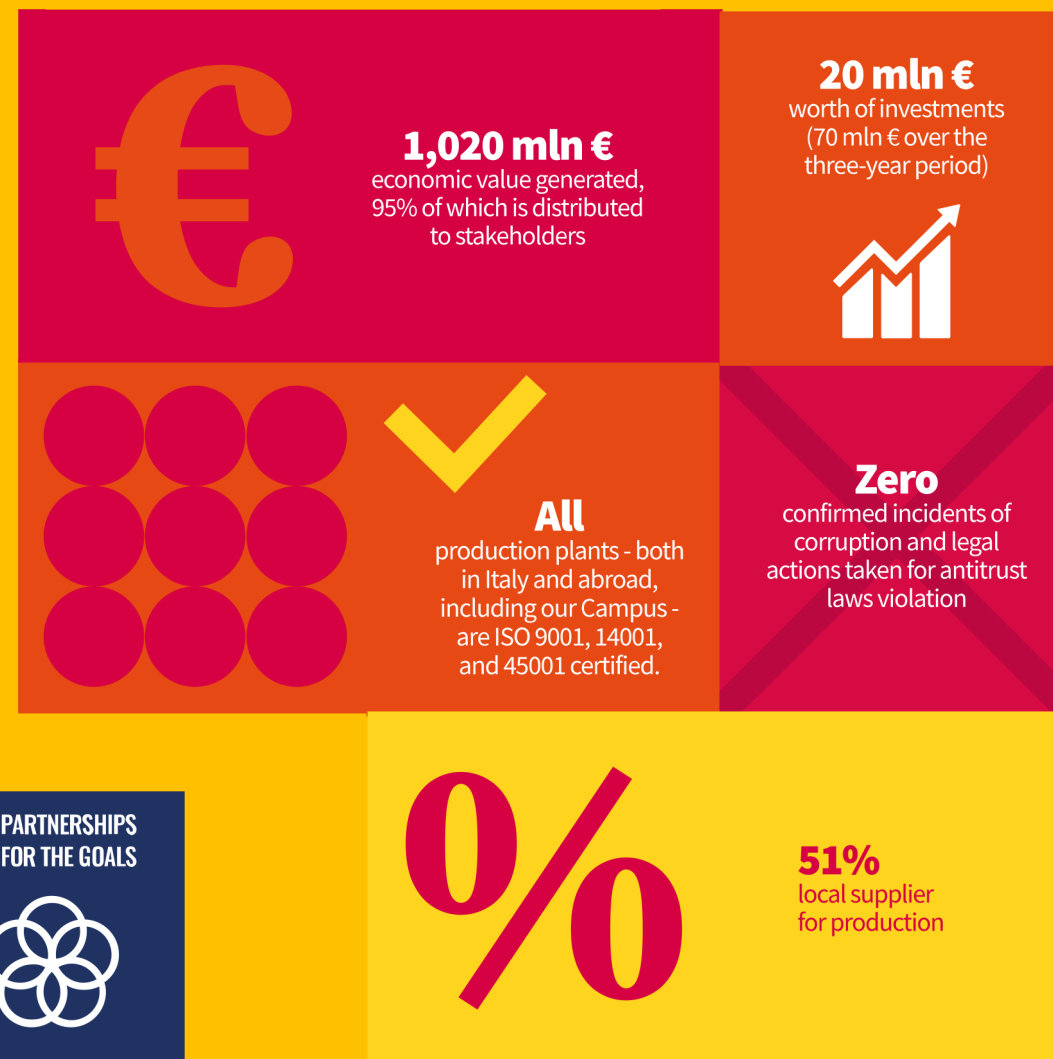
total training hours received
on average by each employee,
equal to over 11 working days

Our goals for the UN 2030 Agenda

EVERY DAY BETTER SOCIETY

Fater has a Governance Team led by the CFO (Chief Financial Officer) and consisting of representatives from all business functions, which analyzes the compliance with laws and regulations and suggests any necessary interventions to the Leadership Team.

The Governance Board – a select committee consisting of the CFO, Legal and HR (Human Resources) – analyzes potential risks and implements the strategies set up to mitigate them, involving the departments concerned. In fiscal year 2022/2023 we established a specific compliance plan aimed at reinforcing all business areas on compliance based on five pillars: Culture, Organization, Policies, Training, Audit.



The background is a vibrant, abstract composition of overlapping geometric shapes in various shades of blue and teal. The shapes include large circles, semi-circles, and rectangular blocks, some of which are semi-transparent, creating a layered, dynamic effect. The colors range from a bright cyan to a deep, dark blue.

Brand

Lines

"Lines is committed to building a world free from gender stereotypes and discrimination where every woman can be herself."



Lines

To make this purpose concrete, Lines has made a commitment to women and has decided to take the field by collaborating with WeWorld to fight violence, which represents the degeneration of gender discrimination, and which unfortunately still has many cases in Italy.

LINES contributed to the opening of the "Women's Spaces" (Bologna in 2021 and Pescara in 2022) which welcomed and supported 550 women from 2021 to 2023. In addition, aware that violence against women is a cultural problem, Lines has promoted the "UNCOMFORTABLE QUESTIONS @SCHOOL" program, which has reached over 100,000 students to date.



LINES
SPECIALIST

TAMPAX

1963

Fater creates the baby diapers market in Italy

Thanks to an original and impactful communication that has as its protagonist PIPPO, the iconic blue hippopotamus, Lines enters the hearts of Italian families, first with the Carosello and then with commercials, telling the continuous innovations of its products

1965

It's time for Lines feminine pads: comfort, safety and discretion

Taking advantage of the know-how acquired with the materials and production techniques of baby diapers, Fater developed the first feminine sanitary pads, also in this case paving the way for a new sector and breaking down existing cultural and psychological barriers

Lines

Lines specialist: lines' commitment to normalizing incontinence.

Many incontinent women do not live their condition normally and need to be supported in feeling at ease also thanks to specific and innovative products that guarantee them discretion and maximum protection. For this reason, Lines Specialist, which has always been looking for the best absorbent protections for those suffering from urinary incontinence, today more than ever is committed to promoting the normalization and acceptance of this problem, often a source of embarrassment for those who live with it.

This is precisely the goal of the new "-PAUSA +TE" campaign, through which Lines Specialist emphasizes all the positive aspects of menopause and describes it as a time of greater awareness, freedom and safety for all women. A moment in which to be even more yourself, freeing yourself from the burden of that "less", still too often experienced as a taboo, and rediscovering instead the many "mores" that this phase can give.

In this regard, Lines Specialist has decided to collaborate with *Fondazione Onda - National Observatory on Women's and Gender Health* and its specialists, for the creation of a dedicated portal able to offer women the right support to experience menopause in a positive way.

1984

Fater enters the pantyshield market with Intervallo brand

1992

The first ultra-thin feminine pad is born

Fater is the first company to launch ultra-thin sanitary napkins in Italy

2015

The new Lines Specialist incontinence line is born

2023

Lines Seta Ultra with interlocking wings is born

Pampers

The arrival of a child changes everything. And no parent is really prepared: you feel so imperfect, full of doubts. But children don't need perfect families, they need love: a place where everyone can feel welcomed, cared for and understood. This is our idea of family: growing together, supporting you on the most beautiful journey of life, embracing every challenge and change that will come. Because with love we change.

Pampers



To make concrete its commitment to supporting parenting, Pampers has started a partnership with Heart4Children to offer activities and content to help families in the path of raising a child.

In this regard, it has developed the "Pampers Village" project, a digital platform within the **Coccole Pampers APP**, which offers useful services and content to mothers and fathers who have to face the difficulties of everyday life in managing children, with expert advice and thanks to the sharing of experiences between parents. **To date, the Coccole Pampers APP has over 1,000,000 users and represents an extraordinary case history in the Italian panorama of Digital Business Transformation.**

1963

Fater creates the baby DIAPERS market in Italy

At the time named Lines

1977

Italy's first baby underwear diapers arrives

ACE

"We stand by all those who think that the garden in front of the house, the neighborhood square, any public space deserves the care and respect we dedicate to our home. We want to make our contribution to promoting a new culture of cleanliness, in which we can all team up and take care of our common spaces. Because if our neighborhood is cleaner and more well-kept, it will be nicer to meet and experience it together. ACE. Cleanliness that unites."



Ace, to make its purpose concrete, supports the **Retake Association in the redevelopment of urban spaces**, with the aim of raising awareness among citizens towards the care of their cities and public spaces, with the same attention they have for their home. **Through the "Let's take to the streets" project**, in 2022 ACE reached 11 Italian cities and involved over 1500 people in the recovery of squares, gardens and street furniture to return them regenerated to the full usability of citizens. The project, which continued in 2023 with an even more educational slant, involved as many as 500 schools in a competition thanks to the partnership with La Fabbrica: girls and boys were asked to report their "spaces of the heart" to be redeveloped and propose concrete ideas aimed at their improvement. There were 4 winning schools and 4 stages in the cities to which they belong - Rome, Pescara, Milan and Palermo - in which over 1100 people took part: the goal was to leave a legacy to the schools, so that these "Places of the Heart" can continue to be cared for even later.

2013

Fater acquires ACE bleach for Western Europe

as part of the strategic initiatives aimed at supporting the company's growth and development, Fater spa acquired the ACE brand from Procter & Gamble with the aim of transforming it from a bleach-oriented brand to a mega brand in the household cleaning and hygiene sector. Fater thus became an international company, entering the Western European markets with the ACE and NEOBLANC brands and with new production plants in Italy and Portugal

fater

Angelini Industries
P&G