



OUR PHILOSOPHY

SPREAD OVER

36 Commitments

FOR MORE THAN 35 YEARS, VITAMONT, A VISIONARY AND COMMITTED COMPANY, DEVELOPED PRODUCTS FOLLOWING A SINGLE PHILOSOPHY: ORGANIC +.

"For nature to go on being bountiful we must protect it and maintain the quality of our farmland - and in this way we ourselves will consume more responsibly."

THIS SENTENCE, AT THE TIME PRONOUNCED BY ALAIN BRUGALIÈRES, FOUNDER OF THE BRAND, REMAINS A REAL CREDO FOR VITAMONT.

IN ORDER TO AFFIRM ITS DESIRE TO OFFER "ORGANIC +" PRODUCTS, VITAMONT HAS SET ITS OBJECTIVES, DIVIDED INTO 5 MAJOR PILLARS: RESPONSIBLE GOVERNANCE, HEALTHY PRODUCTS THAT RESPECT HUMAN HEALTH, PRESERVE GLOBAL RESSOURCES, REDUCE OUR CLIMATE IMPACT, AND GROW OUR CIVIC AND SOCIAL CONTRIBUTIONS.

RESPONSIBLE GOVERNANCE

- 1 Strengthen our **responsible purchasing** and set up **long-term contracts** with our suppliers
- 2 **Pre-finance harvests** from fruits and vegetables producers if necessary
- 3 Increase our **fair trade purchases** : about 1/3 of our sold references are fair trade
- 4 Maintain a **customer and supplier listening** (field survey, service rate tracking, etc.)
- 5 Maintain the **actions carried out** by the **Ethics Committee**
- 6 Keep you regularly informed about our **CSR actions** via **social networks** and **our website**
- 7 **Inform our employees about the company's strategy** : information meetings, in-house newsletter, management review, etc.



HEALTHY PRODUCTS THAT RESPECT HUMAN HEALTH

- 8 **Look after the well-being of our consumers** by guaranteeing citric acid free beverages and nitrite salt free ready-to-eat dishes
- 9 Produce **100% organic products** on site
- 10 Maintain a **moderate sugar content** in our drinks and nectars
- 11 Offer a **varied recipe** to cover **specific diets** : vegan, gluten-free, reduced sugar...
- 12 Strengthen the **food safety** of raw materials thanks to an **audit of 100% of our strategic suppliers**
- 13 Maintain a **substantial analysis budget, carried out by an external laboratory**, to confirm the safety of **our products**
- 14 Pursue our **CSR approach**, evaluated and certified by **Eco-cert** and **BioEntrepriseDurable**



PRESERVE GLOBAL RESOURCES

- 15 Continue to **save water**
- 16 Continue to **save energy** (installation of LED lights, solar panels...)
- 17 Maintain a **bulk offer** allowing the **reuse of bottles**
- 18 Guarantee 100% of our recipes **without palm oil** to fight against deforestation
- 19 Continue our **partnership agreement with the Birds protection league** (LPO)
- 20 **Setting up partnerships** with the Recyclerie for cardboard boxes recovery
- 21 Implementation of **returnable bottles** for our range of pure juices and lemonades
- 22 Installation of **recycling stations for plastic film** protecting bottles



AGIR pour la
BIODIVERSITÉ



Reuse of process water to
clean machines

REDUCE OUR CLIMATE IMPACT

- 23 **Limit our industrial wastes** and increase the share of recycled wastes (glassine, plastic film)
- 24 Maintain the **eco-design of our packaging** : recyclable, unbleached, carbon-neutral kraft bricks
- 25 All of our products have **metal caps** and we prefer the use of **plastic free packages**
- 26 Favoring **French sourcing** : **50% of our fruit and vegetables varieties are of French origin, and 30% of our products come from fair-trade channels**
- 27 Promoting **green mobility** : **89% of the commercial fleet** already uses **hybrid vehicles** : 100% of our vehicles will be hybrid by 2025



Our sales team is trained in eco-driving with hybride vehicles

GROW OUR CIVIC AND SOCIAL CONTRIBUTIONS

- 28 **Initiate** and support **new social practices** : communication, reporting and performance
- 29 Maintain **2% of the salary expenses for training** : 25% more than required by regulations
- 30 Pursue our **CAP health and security approach**
- 31 Maintain **partnerships with ESATs**
- 32 Continue **sponsorship with environmental organizations** (Fermes d'Avenir, ANPER TOS, etc.) through the 1% for the planet
- 33 Provide a **platform for Terre de Liens** through our partnership
- 34 Support **local and national associations** (1001 rêves, Restos du cœur, school and retirement homes, Secours populaire, etc.)
- 35 Improve the **ergonomy** of workstations **in the factory as well as offices**
- 36 **Offer** all employees one **CSR day** per year

