

VITAMONT : A COMMITTED COMPANY

1 - RESPONSIBLE GOVERNANCE

- Strengthen our **responsible purchasing and set up longterm contracts with our suppliers**
- **Pre-finance harvests** from fruit producers if necessary
- Maintain our fair trade purchasing : **30% of our products are certified Fair Trade**
- Maintain **customer and supplier listening** (field survey, service rate tracking...)
- Continue and strengthen the **work of the Ethic Committee**
- Keep you regularly informed of our **CSR actions** via social networks and the website
- **Informing employees** about the Company's strategy : information meetings, in-house newsletter, management review etc...

2 - HEALTHY PRODUCTS THAT RESPECT HUMAN HEALTH

- Produce **100% organic recipes**
- Ensure the health of our consumers bu guaranteeing the **absence of citric acid** in our drinks
- **Continue to lower the sugar content** of our beverages and nectars
- Maintain a **substantial analysis budget** to assert the safety of our products
- Guarantee **palm oil free** recipes
- Continue our CSR approach, assessed and approved by **Ecocert** and **BioEntrepriseDurable**
- Offer a variety of recipes to cater for **specific diets** : Gluten Free, Vegan, Lactose Free, Sugar Free, Low sugar

3 - PRESERVE GLOBAL RESOURCES

- Continue to **save water**
- Continue to **save energy**
- Methanization of organic waste after production : apple residue, carrot...
- Guarantee 100% of our recipes without palm **oil to fight against deforestation**
- Continue our **partnership agreement with the League for Birds Protection (LPO)**
- Starting a partnership with the «Recyclerie» to **re-use cardboards**
- Launching **re-usable bottles** for our Pur Juice 1L. range ad well as our large format drinks
- **Installation of recycling terminals** for plastic covers protecting bottles

4 - REDUCE OUR CLIMATE IMPACT

- Limit our industrial wastes and **increase the share of recycled wastes**
- Maintain the **ecodesign of our packagings** : recyclable, unbleached and carbon neutral kraft cartons
- All of our products have metal or recycled lids, and we prefer the use of plastic free packagings.
- Prioritize Made in France : almost 50% of our fruit and vegetables varieties are of French Origin and 30% of our products are Fair Trade certified
- **100% of our commercial fleet uses electric or hybrid vehicles**

5 - GROW OUR CIVIC AND SOCIAL CONTRIBUTIONS

- Initiate and support new social practices : communication, reporting and performance
- Maintain 2% of the salary expenses for training, **which is 25% more than regulations in place**
- Maintain our **CAP Security** approach
- Setting up several **partnerships with local ESATs** (Help through Work Establishment and Service)
- Continue **sponsorship with environmental organizations** (Fermes d'Avenir, ANPER TOS, etc..) through 1% for the planet
- **Maintain our partnership with Terre de Liens**
- **Support local and national associations** (1001 rêves, Restos du coeur, écoles et maisons de retraites, Secours Populaire, etc.)
- Improve ergonomic workstations within the factory and offices
- Offer all employees a **CSR awareness day per year**