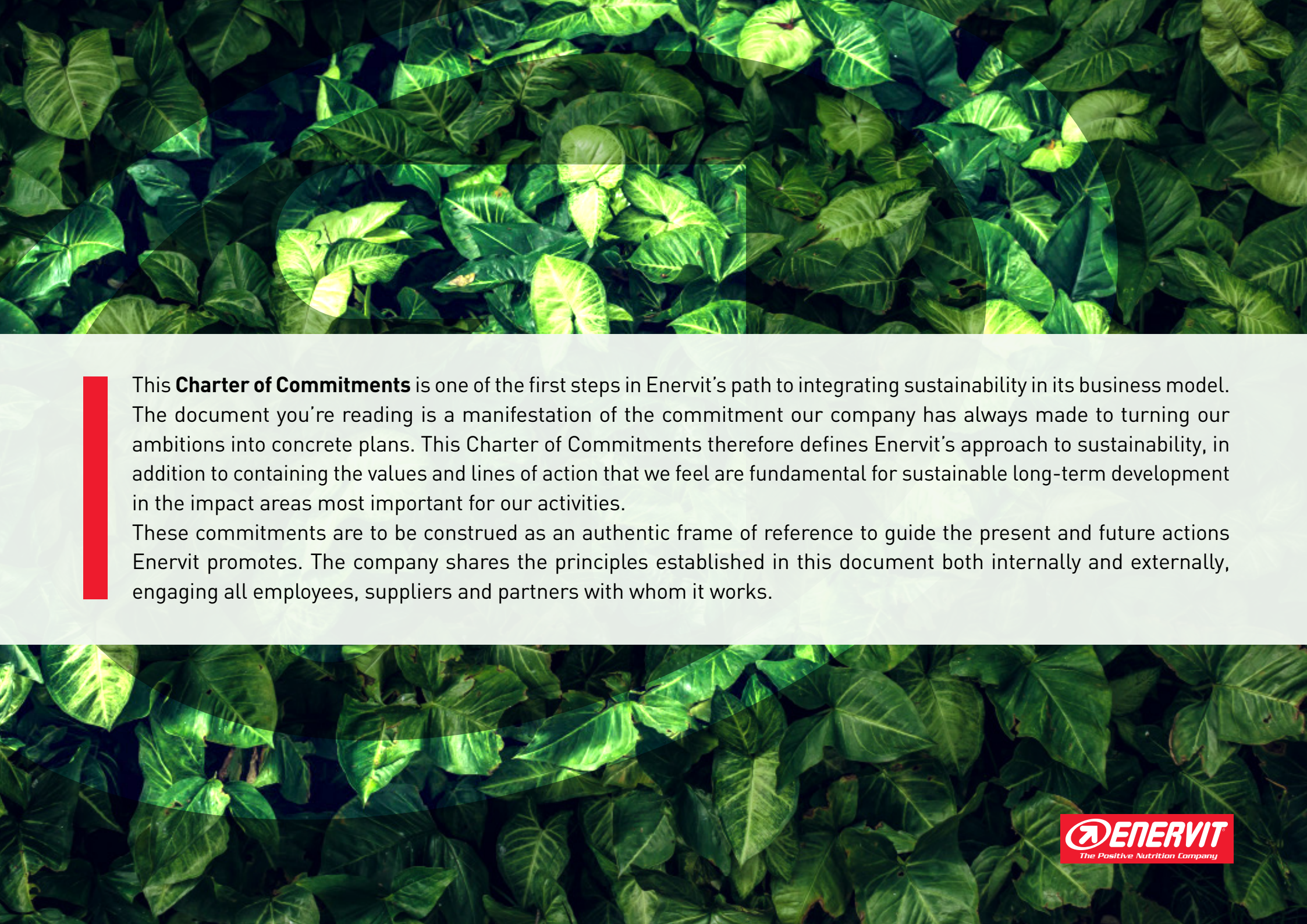


# Credible Sustainability



Charter of Commitments





This **Charter of Commitments** is one of the first steps in Enervit's path to integrating sustainability in its business model. The document you're reading is a manifestation of the commitment our company has always made to turning our ambitions into concrete plans. This Charter of Commitments therefore defines Enervit's approach to sustainability, in addition to containing the values and lines of action that we feel are fundamental for sustainable long-term development in the impact areas most important for our activities.

These commitments are to be construed as an authentic frame of reference to guide the present and future actions Enervit promotes. The company shares the principles established in this document both internally and externally, engaging all employees, suppliers and partners with whom it works.





# Our Commitment to Sustainability

Dear friends,

Enervit was founded with the desire to create the perfect connection between energy and life. This ambition is what has inspired us over the years to build around Enervit a nutritional plan aimed at improving the quality of people's lives. Not only a business mission but also an environmental, social and governance (ESG) mission following the most significant sustainability initiatives and guidelines on an international scale, such as the 2030 Agenda and the Global Compact of the United Nations. Today, a sustainable transition is an objective for which there seem to be insufficient resources available, and each of us is called upon to actively contribute, promoting the continual search for new solutions. Enervit wishes to be at the forefront of this, and in order to do so we're actively committed to developing an approach to sustainability based on a series of concrete actions for the future and on three key factors for success.

**Efficiency**, by optimizing our processes, reducing their environmental impact, promoting the continual search for highly innovative solutions and rigorously selecting raw materials with the aim of gradually improving the quality of our products.

**Consensus**, by forming close, mutual connections with the communities in which we operate for greater socio-economic development and valorization of our lands.

**Reputation**, by being committed to certifications of quality, transparent communication and nutritional education so as to make Enervit a symbol of Positive Nutrition.

This is what has led to our approach, ambitions and lines of action, which we're committed to achieving so as to make a credible contribution to a sustainable transition and which we're proud to present here for the first time today.

**A sporting spirit is positive energy that elevates us.**

Kind regards,  
Pino and Alberto Sorbini



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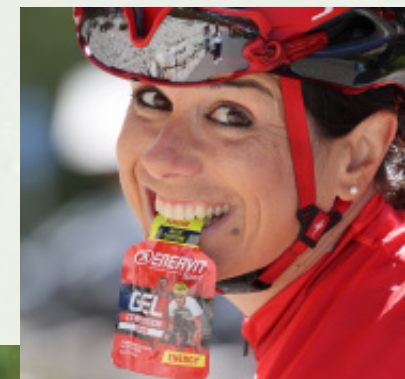


## Enervit - The Positive Nutrition Company

**Positive Nutrition** is part of our DNA. It has always guided our advancements in field research and deepened our passion for innovation. It drives us to study the lifestyles and eating habits of the populations that have learned to live better and longer. It allows us to anticipate the nutrition of the future. It leads us to formulate and produce ideal nutrition and supplement solutions for those who practice sports, those who are health-conscious and those who want to stay in shape.

All this with a specific objective: to help everyone improve the quality of their life.

Of Italian origins, we've always invested in our country and proudly bring our values abroad. Our unique experience inspires us to explore new markets, confident that we're offering high quality products. From conception to experimentation, from production to commercialization, every product is followed in-house. This attention is confirmed by the certifications we've earned: UNI EN ISO 9001 (for quality management), UNI EN ISO 14001 (environmental management) and BRC (food safety), IFOS, Friend of the Sea and ORIVO (omega-3 quality and sustainability), and BIO (organic). We also apply ISO 26000 guidelines for our organization's social responsibility.





# Our Brands

## SPORT, FITNESS & ACTIVE NUTRITION



The complete line of highly innovative supplements and functional bars designed to meet all nutritional supplementation needs before, during and after sport.



The complete line of high-quality supplements and protein bars that meets the specific needs of those who engage in functional training and intense muscle workouts.



The line that represents a breakthrough in the world of snacks, being both indulgent and functional, as well as rich in protein, low in sugar, gluten free and without palm oil. An extraordinary healthy snack!

## BALANCE & WELLNESS NUTRITION



The line of foods containing a 40-30-30 caloric ratio from macronutrients inspired by Barry Sears' Zone Diet®, and innovative omega-3 and polyphenol supplements. A reference point for those who want to live a balanced life, the lifestyle of those who love to care for their mind and body.



The line of snacks specifically formulated for those who are gluten-intolerant, a source of protein and fiber. Nientemeno snacks have been certified as gluten free by the Italian Ministry of Health and are permitted by the AIC (Italian Celiac Association) to bear the Crossed Grain Trademark.

## DIET NUTRITION



The line that for forty years has been there to help women lose weight and reach their objectives in health and physical shape. A protein-rich range of products from a wide variety of protein sources to accompany them throughout the day.



# Our Certifications

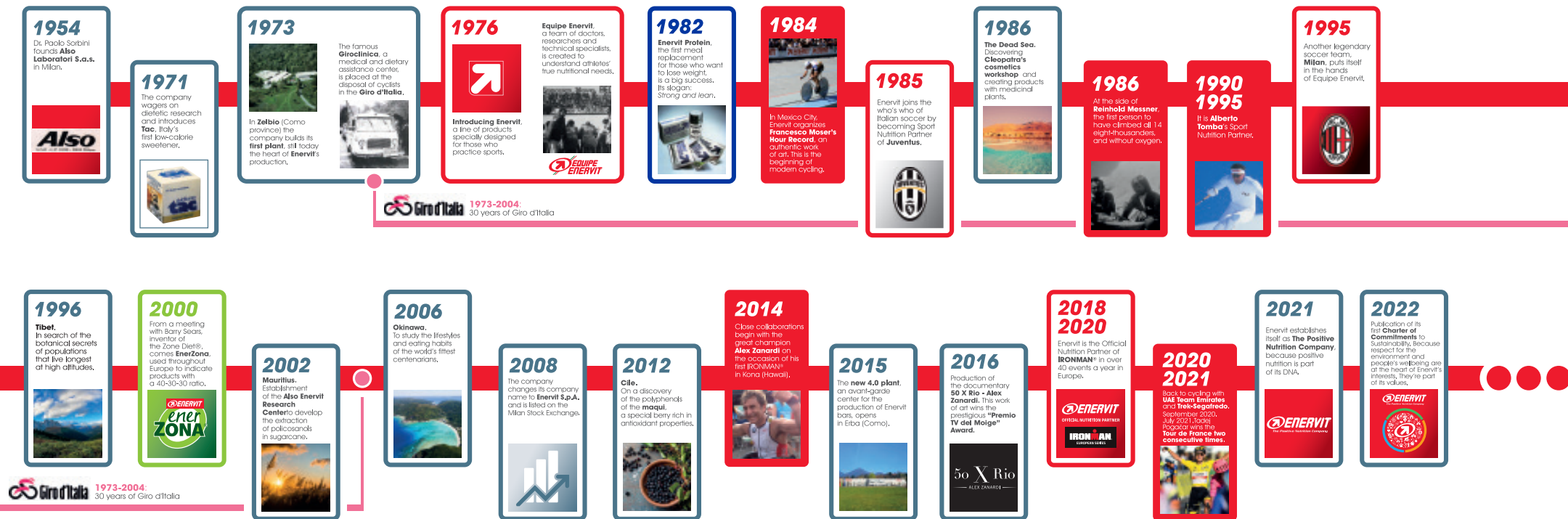


\*AIC applies to the Nientemeno line. Cologne List applies to some products in the Enervit Sport line.



# Our History

Each experience, an extraordinary adventure. And behind each adventure, the passion of those who have their eye on the future and their heart in the past.



# Summary



## The Environment

Those who love sports, like us, also love nature. There is an indissoluble connection between the wellbeing of the environment and the wellbeing of those who choose Enervit.

- 1. Minimize the consumption of resources** throughout the production line, promoting the reuse of materials and energy.
- 2. Contain emissions from our processes** through the production and acquisition of electrical energy from renewable sources to help mitigate the effects of climate change.
- 3. Search for sustainable packaging and shipping solutions**, from innovation in the materials used to the design of the finished product.



## People and Communities

Thanks to their knowledge, skills and abilities, our people are one of the essential ingredients in Enervit's competitiveness.

- 1. Foster the wellbeing of our people**, incentivize work-life balance, consolidate a trusting relationship to create a work environment that is growingly peaceful, positive and high-performance.
- 2. Promote the social development of our lands** by providing support to the communities and by backing associations.
- 3. Guarantee the protection of human rights and the quality of work** throughout our supply chain.



## Innovation and Transparency

The accessibility of information about our products' nutritional properties and quality can turn innovation into education.

- 1. Promote Positive Nutrition**, by providing our consumers with the tools needed to choose the products best suited to their needs.
- 2. Consolidate association activities** to promote transparency, scientific research, compliance with regulations and market dynamics.
- 3. Always ensure the quality of our products**, guaranteeing their safety through continual research and use of internationally recognized certifications.



# The Environment





# The Environment

## What It Means for Us at Enervit

A system can be considered efficient from an environmental standpoint when it achieves the same results while successfully consuming lower amounts of resources and improving its overall efficiency.

By adopting business models that are circular - i.e., that are capable of limiting the need for energy, raw materials and water by facilitating their recovery and reuse - a production activity can minimize its environmental impact, responding to the new needs of final consumers.

Research, technology and automation are some of the levers a company can use to develop solutions that contribute to the global challenges of containing and adapting to climate change.

## Why We Think It's Important



**Those who love sports, like us, also love Nature.** Our challenge in the upcoming years is to growingly respect and valorize the environment. The strength of the connection that unites the wellbeing of the natural environment and the wellbeing of our consumers - those who practice sports, those who are health-conscious and those who want to stay in shape - drives us to search for and develop solutions that are ever more sustainable. From reducing the impact of our production processes to finding new ways to responsibly dispose of packaging, our approach is characterized by a conviction: understanding and recognizing our weaknesses is the only way to improve.





# Our Commitment



## 1 Minimize the consumption of resources throughout the production line, promoting the reuse of materials and energy.

Enervit can rely on two production plants, located in the region of Lombardy's Como province: its historic plant in Zelbio, which has been operational since 1973, and the one in Erba, which was inaugurated in 2015 and was completed with the doubling of the production line in 2019.

We want to grow our production lines while constantly improving their connection to nature. Our most recent plant, for example, is at the center of the **Erba Verde** project, aimed at the development of sustainable industrial production, which will accompany the company in upcoming years. The project intends to place technology, digitization and automation at the service of the environment, reaching high levels of performance in terms of efficiency, increasing consensus of the local communities regarding sustainability. and consolidating Enervit's reputation as a responsible company. Some examples of the many initiatives that will allow for our plant in Erba to reduce its consumption levels and waste with different rates and impact levels are:



Plant in Zelbio



Plant in Erba

- the **recovery of by-products** from the production process through the **biomethane** energy chain;
- the recovery of heat thanks to the installation of systems in the refrigerating units allowing for a reduction of methane gas consumption levels by over **48,000 Nm3 per year**;
- the installation of a wastewater treatment facility with a capacity of over **2 million liters of water per year**;
- the study of the possible use of a method of cleaning the production lines using **dry ice**, which would help reduce wastewater and water consumption levels;
- the study of a cistern recycling system done through reconditioning activities that help avoid the use of around **20,000 kg of plastic every year**;
- the **renewal of pallets** that can no longer be used;
- the installation of water dispensers to avoid the disposal of over **70,000 bottles per year**.



# The Erba Verde Project

**2 Contain emissions from our processes** through the production and acquisition of electrical energy from renewable sources to help mitigate the effects of climate change.

We see our Erba plant as a laboratory, where every day we experiment with high-tech solutions to minimize the consumption of resources throughout the production process. The **Erba Verde** project allows us to evaluate different solutions for a more sustainable energy supply for the systems, with a view to limiting waste and valorizing as best possible the available resources.

This project entails the study of solutions that allow for the use of electrical energy from renewable sources, be they generated by on-site systems, such as solar panels, or by certified external supplies. This desire to use sources that are increasingly sustainable and innovative will allow us in the future to satisfy the plant's entire electrical energy needs.





# The Erba Verde Project



## 3 Search for sustainable packaging and shipping solutions, from innovation in the materials used to the design of the finished product.

We develop innovative packaging that meets the needs of athletes and all our consumers - inside and outside the home - as well as those of the environment.

Our commitment to packaging that is growingly sustainable and also ensures the quality of our product is furthered through:

- the **Forest Stewardship Council (FSC)** certification for cardboard packaging of all kinds;
- the adoption of **recycling instructions** that are transparent, precise, clear and easy to find on each product's packaging;
- the continual search for **packaging with low environmental impact** for our products, from the wrappers of the bars to the introduction of new openings for our gels that prevent their being discarded in nature.



**FSC-certified  
cardboard packaging.**



**RACCOLTA DIFFERENZIATA.**  
Verifica le disposizioni del  
tuo comune.

**BUSTA:**  
PLASTICA (PET 1)

**TAPPO:**  
PLASTICA (C/HDPE 90)

**Clear, precise, transparent  
recycling instructions.**



**Innovative openings  
that prevent their being  
discarded in nature.**





# People and Communities





# People and Communities

## What They Mean for Us at Enervit

As a whole, the company's internal and external knowledge, skills and abilities are a strategic lever that should be preserved and grown with time.

For this to happen, the wellbeing of the people and the lands in which it operates must be placed front and center, ensuring the protection of human rights, the safety of the workers and the valorization of their individual professionalism through ad hoc development plans.

To this end, defining roles and responsibilities in the area of sustainability allows us to promote and monitor the growth and enrichment of the people both inside the organization and throughout the supply chain.

## Why We Think They're Important



The people who work with us in the company are the energy that allows us to fuel a principally **in-house** business model. Thanks to them we formulate new products to offer, optimize production, work toward the responsible management of the supply chain and consolidate Enervit's reputation on the market.

We consider it a priority to improve the quality of our people's lives by promoting positive nutrition and an active lifestyle. But also by making our plants ever safer and more comfortable, making them become reference points for the communities we enter, to allow our employees to contribute to the development of the lands of origin.



# Our Commitment

- 1 Foster the wellbeing of our people**, incentivize work-life balance, consolidate a trusting relationship to create a work environment that is growingly peaceful, positive and high-performance.



Vasaloppet

## A sporting spirit is positive energy that elevates us.

Those who work in the company with us are at the center of this ambition. This means they're all key players in the products and services we offer, taking an active part in the testing and development phase.

We give our collaborators the possibility of cultivating their sporting passions by offering them the support of expert athletes. We make available to them advice and practical examples so they can improve their nutritional behavior and place greater attention on nutrition and supplements. We encourage them to take part in Enervit's most important sporting events and competitions, such as the Maratona dles Dolomites, which since 1987 has taken place every year in Alta Badia; the Nove Colli and the Vasaloppet, which is been held in Sweden and is the most famous long

distance cross-country skiing race in the world.

What's more, with the aim to promote all-around wellbeing for our resources and their families, day after day we are committed to supporting parenting and to valorizing our employees' children's right to study. Since 2021, in order to promote work-life balance, the company has allowed each employee the chance to both alter their work schedule and use paid leaves so as to better balance their work and their private lives. In collaboration with union representatives, for a number of years now, we have also created a Welfare Fund to incentivize a commitment to studying among youths attending university, high school and middle school, and to curb preschool costs. Those who work with us have at their disposal supplementary healthcare and insurance covering occupational and non-occupational accidents.



The Endurance Team at the Maratona dles Dolomites



# Our Commitment



## 2 Promote the social development of our lands by providing support to the communities and by backing associations.

With the inauguration of the Erba plant in 2015, our company succeeded in offering an opportunity to workers in the area - young and old - who, due also to the country's socioeconomic conditions, found themselves on the margins of the labor market. They therefore joined our team, and, where necessary, were given on-the-job training in new working methods.

While building the plant, we had signed a competitiveness agreement with the region of Lombardy, which led to a more than 21% increase in our hiring of permanent workers and marked the beginning of a growth and specialization program that's still in effect today.

Our commitment leads us to expand our attention beyond our workers and look at communities that are even physically distant from us. For this reason, we've chosen to:



Cooperative Selyn (Sri Lanka)



Obiettivo 3

- work with local associations on the creation of materials supporting the sporting events we sponsor. One example is our collaboration with Selyn, a cooperative from Sri Lanka, certified by the World Fair Trade Organization (WFTO), that for the Maratona dles Dolomites 2022 created sustainable ecological bags;
- sustain Obiettivo3, the project conceived by Alex Zanardi to involve and support disabled athletes;
- support, as Official Partner, the CNSAS (Italian national alpine and speleological rescue corps);
- donate our surplus food to the Banco Alimentare food bank and sustain the Giornata Nazionale della Colletta (national food drive day);
- involve local associations in informational and training activities.



# Our Commitment



## 3 Guarantee the promotion of human rights and the quality of work throughout our supply chain.

We've always placed the utmost attention on respect for our employees and the quality of work, making a commitment to conveying this to all our suppliers.

For this reason, we decided to earn certifications that attest not only to the highest quality of the raw materials we acquire, but also to the application of practices that ensure the valorization of the workers used by our external suppliers.

We've also chosen to take inspiration from the main international standards and make the protection of human rights part of the key criteria in our supply chain's selection and monitoring process.



# Research & Development

Innovation and Transparency





# Innovation and Transparency

## What They Mean for Us at Enervit

**Respect for the consumer** is a priority for a company that intends to act responsibly in the market. This requires not only ensuring a continual search for avant-garde solutions, but also a constant commitment to making communication ever more transparent and in line with the directives laid out by international regulations. Those who consume a product must have access to all the information about its nutritional properties, quality and safety.

Transparency is a key point in turning communication into an effective lever through which to stimulate consumers' nutritional education.

## Why We Think They're Important



**Scientific research, quality and innovation** are among the key words that have always guided Enervit's commitment in the market.

We believe that reaffirming the value of transparency and fair competition today is more a priority than ever, especially when people's wellbeing is at stake.

Because of this we constantly focus on the development and improvement of our products, but not only that. We also aim to innovate our means of communication, focusing on how best to express our products through different channels, so as to educate our consumers and consolidate over time the trusting relationship that connects us to them.



# Our Commitment

- 1 Promote Positive Nutrition** by providing our consumers with the tools needed to choose the products best suited to their needs.

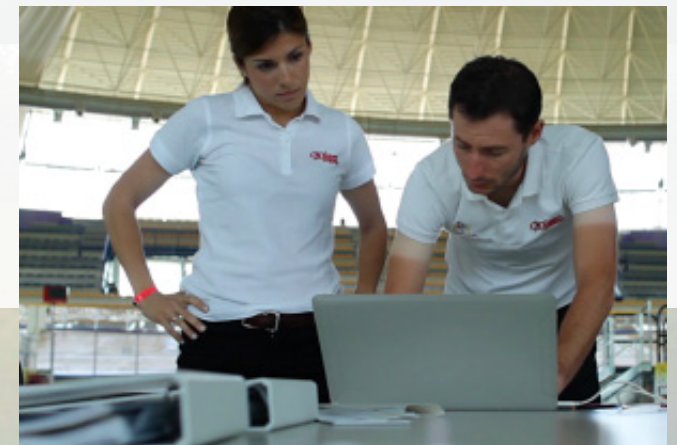


**In 1976 came the introduction of Equipe Enervit.** a team of doctors, researchers, biologists and nutritionists which for over 40 years has stood alongside athletes and champions, continuing to write the history of sports diets and supplements.

Today, Equipe Enervit still works in close contact with Enervit's Research and

Development Center on the conception and development of innovative products, envisioned to follow a modern nutritional strategy that aims at achieving optimum performance.

This close collaboration allows us to employ all the abilities acquired over the years in free initiatives and conventions dedicated to nutrition, such as one-to-one consulting sessions for consumers at pharmacies and gyms, or seminars at which practical advice is provided on how to follow a well-balanced diet with Enervit products.







# Our Commitment



## 2 Consolidate association activities to promote transparency, scientific research, compliance with regulations and market dynamics.

Enervit promotes the adoption of good market practices, fostering dialogue around the topics of transparent communication and fair competition, and leveraging on the spread of scientific knowledge. Day after day, we adopt and develop a labeling system that is immediate, clear and transparent, capable of bringing out our nutritional claims and valorizing our offer of a “clean”, healthy product of excellent quality.

As a member of the Unione Italiana Food, we’re committed to consolidating the regulation of the relationships between participating companies, consumers, the scientific and healthcare world, non-profit organizations of social utility, and firms in the sector.

We’re also at the forefront with the European Specialist Sports Nutrition Alliance (ESSNA) for the protection and valorization of products with high quality protein content.

Our partnership with these associations is a further guarantee of our transparency and respect toward our consumers.



# Our Commitment

## 3 Always ensure the quality of our products, guaranteeing their safety through continual research and use of internationally recognized certifications.



Both of our production plants, in Zelbio and Erba, have earned certification from the **Global Standard for Food Safety (BRC)**. This certification is one of the most widespread standards regarding food safety on an international level and is recognized by the **Global Food Safety Initiative (GFSI)**, whose main aim is to strengthen and promote food safety throughout the supply chain.

The standard applies to food processing and preparation companies and identifies elements at the basis of an efficient management system, focusing on the quality and safety of the products. The criteria assessed include the adoption of best practices, an HACCP system and a documented quality management system; the monitoring of workplace, product, process and personnel standards; the existence of appropriate specifications for the ingredients, the finished product, the intermediary products, the monitoring of suppliers, the positioning of the site, as well as the accumulation, collection and disposal of waste materials.

In addition, to ensure the best possible quality of our Omega-3, we're part of the Global Organization for EPA and DHA Omega-3. GOED represents the world industry of EPA and DHA omega-3. By being a member of the association, we commit to adhering to the standards of the GOED Monograph\* and volunteer to undergo the consequent inspections. Their mission is to increase the awareness of the importance of EPA and DHA consumption and to ensure that the companies belonging to the association produce quality products that consumers can trust.



\*Further information available at: <https://goedomega3.com/goed-monograph>



# Our Collaborations



UNIVERSITÀ  
DEGLI STUDI  
DEL MOLISE



Fondazione Paolo Sorbini  
per la scienza nell'alimentazione







## Charter of Commitments 2022

