Motivated by its desire to act in a responsible and sustainable manner, SBM-Tunisia integrates a voluntary approach to the implementation of a social management system according to the requirements of the SA8000 standard version 2014.

The objectives of this approach are based on the following axes:

* Continuously improve our working conditions (hygiene, health and social environment);
* Comply with applicable national and international legal requirements in social matters;
* Comply with our customers' social codes of conduct.

To achieve its objectives, SBM-Tunisia is committed to

* Prohibition of child labor and of any working condition deemed inhuman, exploitative, discriminatory or unhealthy and of any corrupt practice;
* Support and promotion of social assistance programs, social dialogue and consolidation of the Company's Societal Role;
* Strengthening of the practices of QHSE (Quality, Hygiene, Security and Environment) rules and measures, in particular those relating to the health axis in its curative and especially preventive dimensions;
* Continuing development and training, poly-skills, motivation and career development of our human resources;
* Establishment and promotion of a culture based on involvement, respect, communication, capitalization of knowledge and a healthy social environment;
* Selection and preferential partnership with suppliers and service providers required to offer products and services suitable with the ethical, environmental and safety aims of our company.

The Management of SBM-Tunisia undertakes to respect this policy, in addition counts on the collaboration of all his human capital and our external service providers (suppliers and subcontractors).

If the above present policy is not observed, any person may file their complaint in the complaints and suggestions box or report it directly to the company's Management.

***LA-CHEBBA, 27th of June 2022***

***The Manager: BOUBAKER Abdelaziz***