

Société Chimique ALKIMIA
ALKIMIA Packaging
Les Salines de Tataouine

General Policy of Excellence

The **ALKIMIA Group**, composed of the **Société Chimique ALKIMIA** and its two subsidiaries **ALKIMIA Packaging** and **Les Salines de Tataouine**, aims to perpetuate its activities, develop them, diversify them and harmonize them while enhancing its image as a citizen and responsible Group, committed to Quality, Environment, Health and Safety at Work, food safety as well as good social and ethical practices.

Evolution in a Group organization requires changes from all staff:

- In ambitions, by being exemplary in its profession and in the relationship with all interested parties.
- At the level of practices, by working on a harmonization of operating rules, while keeping the specificities of each company in the Group.
- At the level of behaviour, since it is no longer accepted to reason individually but in a logic of team and process synergy, using innovative management methods and tools.

As part of this, we are committed to:

- Comply with Tunisian regulations and legislation, other requirements relating to our activity and the marketing of our products as well as the profession's Good Practice guides in terms of food safety.
- Respect the fundamental principles of human rights, labour and environmental standards, and the fight against corruption as well as the fundamental conventions of the ILO (International Labour Organization) defining the principles and minimum rights at work.
- Implement and maintain a process of continuous improvement of our performance, at all levels and in particular by diversifying the production.
- Take into account the needs of relevant stakeholders, including shareholders, employees, customers, external contractors, environmental associations and local communities.
- To protect the environment, by identifying and controlling significant environmental aspects, the health and safety of the personnel under our responsibility, by identifying hazards and controlling the associated risks.
- Protect our staff and sustain our economic and commercial relationships through social compliance.
- Provide staff with the necessary resources and training and develop a competency system in order to act effectively and be involved in the improvement process.

This commitment is reflected in each of the companies of the **ALKIMIA Group**;

In terms of Quality (according to the ISO 9001:2015 standard) by:

1. Determining and meeting our customers' requirements and expectations in order to increase their satisfaction.
2. Optimization of all resources, where possible.
3. Modernization of management tools.

In the field of food safety (according to ISO 22000:2018 / FSSCV5.1) and HALAL food compliance (according to NT 124.66:2020) by:

1. The prevention and/or control of biological, physical and chemical hazards of food STPP that may indirectly or directly affect the health of consumers.
2. The commitment that the components used in the manufacture of food STPP are HALAL.
3. The application of Prevention Programs to eliminate non-conformities and maintain zero food STPP recalls.
4. Carrying out a risk analysis according to the HACCP method, to be updated as often as necessary.

5. The implementation of a traceability system to guarantee the conformity and legality of the product throughout the chain.
6. The implementation of a **food fraud** and **food defense** system to ensure the safety, compliance and legality of our products and the introduction of the **food safety culture**.

In terms of the Environment (according to the ISO 14001:2015 standard) by:

1. Preserving air quality through emission control and reduction.
2. Reducing the volume of waste as much as possible while ensuring better management.
3. Optimization of energy and water consumption.
4. Regular monitoring of atmospheric and water discharges.
5. Control of accidental pollution by applying the necessary means of prevention.
6. The involvement of employees in actions relating to respect for the environment.

In the field of Occupational Health and Safety (according to ISO 45001:2018) by:

1. Strengthening prevention, in particular by raising awareness among staff and introducing working methods adapted to the most dangerous phases of activity.
2. The elimination of hazards and the reduction of OHS risks related to our activity.
3. Reducing the frequency and severity of accidents at work as much as possible.
4. Improving the atmosphere and providing safe and healthy working conditions, in particular by strengthening the protection of machinery, reducing dust and vapour emissions and by keeping the premises clean for the prevention of work-related injuries and pathologies.
5. The protection of the physical and moral integrity of employees, which is the responsibility of the company, whether they are inside its premises or on business trips.
6. The development of a process of consultation and participation of non-supervisory staff in order to foster a culture of prevention.

In Social and Ethical matters by (according to the SMETA 4 Pillars version 6.1 standard):

1. The deep and unwavering commitment to respect and promote nationally and internationally recognized human rights, including the prohibition of forced labour, ill-treatment of staff, discrimination, harassment, abuse and child labour.
2. Active engagement in the fight against all forms of corruption within the company and at the level of all stakeholders.

The **ALKIMIA Group's** Management Committee will regularly determine the main objectives, particularly in terms of Quality, Environment, Occupational Health and Safety, Food Safety, HALAL production, and Social and Ethics, ensure the implementation of the programs and monitor their results and effectiveness. It will ensure the gradual introduction of the requirements of other management systems such as ISO 50001 (Energy Management), ISO 26000 (Social Responsibility) and ISO 27001 (IT Security Management).

For my part, I undertake to be attentive to the respect of this Policy, to do everything possible to achieve it and I ask all the staff of the **ALKIMIA Group** to boost this approach and to contribute fully to it by demonstrating dedication and respect for our values of belonging, cohesion, credibility, excellence, innovation and creativity, employee involvement, social and environmental responsibility and transparency in order to raise our Group to the highest level and make it a model of success.

Tunis, 09 January 2023

**The Chairman and Chief Executive
Officer**

Ali MHIRI

