

CHENCHOU, le 20/02/2021

Out of respect for the Tunisian law in force and in line with our ethical trade initiative and in order to avoid all problems and obstacles resulting from non-compliance, we all decided, in partnership with all the intervening parties, to develop a unified vision that makes the real estate rights of individuals and groups among the centers of our interests because we believe that the right to real estate ownership is a fundamental right and that respect for rights and freedoms is an indivisible whole and should be one of the main axes of any project within our company.

To achieve this, the progress methodology of this vision, especially its strategic objectives, must be clear and adopted by all :

- ✓ *Respect the real property rights of natural and legal persons.*
- ✓ *Respect for free, prior, informed and legal consent for the use of land.*
- ✓ *Preventing any kind of illegal land acquisition.*
- ✓ *Respecting what was stated in land lease contracts and acting accordingly.*
- ✓ *Not to overexploit the lands and change their legal character.*
- ✓ *Respect the natural diversity of lands and protect them from pollution and desertification.*
- ✓ *Achieving appropriate, serious and effective communication with all interesting parties and making it a daily work method for resolving related problems.*

The regular follow-up of objectives and monitoring of all indicators allows us to self-assess and draw up a development program for work methods and management.

Personally, in my capacity as the manager of **Zina Fresh** Company, undertake to implement this policy and to regularly monitor the achievement of the objectives and undertake to put all the necessary resources to achieve the desired objectives on time.

I have also appointed **Mr. Riadh Haj Ahmed** and delegated to him all powers in order to address all breaches that may arise on the occasion of this policy.

I urge all employees to work together, to respect and implement all the principles set forth in this policy.

The manager :

Mr. Mohamed Majid ZARROUK

