

Chenchou on January 01, 2021

As a contribution from us in achieving the goals of the historical revolution of freedom and dignity that embodied the will of the Tunisian people to finally break with tyranny and build a modern state based on respecting human rights, guaranteeing private and public freedoms, enshrining the values of justice, equality and citizenship, combating poverty, discrimination, exclusion and marginalization in all its forms and preventing cruel or inhuman treatment Preserving the union rights and freedoms of both parties in employment relationship, supporting the spirit of initiative and the freedom of legitimate economic activity.

And out of our desire to respect the basic rights of workers, among foremost which is the right to work with total freedom to leave it after being informed of this, the right to work decently, the right to adequate training, the right to occupational health and safety and comprehensive social protection in order to achieve social stability and peace in the occupational environment.

Believing in the need to respect working hours and not to exceed them and the right to wages that guarantees a decent living and not to deduct from it as a disciplinary measure, as well as providing an employment contract subject to the applicable law with the enjoyment of social security,

Aware of the right of the child to an appropriate living environment and not to be recruited or exploited under any circumstances,

Realizing the importance of dialogue and consultation in establishing advanced working relationships, in a way that contributes to achieve the common interests of all parties within the Zina Fresh Company,

And in order to effectively contribute to the success of the social project process within our company on the basis of dialogue and consensus on various files and alternatives.

We, as the general manager of Zina Fresh Company, decided to strive to achieve the aforementioned principles and objectives and everything that would push towards setting a unified vision to make the human being in general and our worker in particular and his basic rights among the axes of our interests, because we believe that human resources are the main element in production within Zina Fresh and that ensuring human rights should be an integral part of any development program within our company.

To achieve this, our policy and directions must be accepted, shared and adopted by all, as well as compliance with pre-agreed legal regulations is an essential element of success.

Regular follow-up of the goals and monitoring of all indicators of good social practices as a daily way of working in Zina Fresh Company will allow us to self-evaluation and to overcome all problems and then to make outstanding progress.

I, personally commit to implement these policies and practices and to regular monitoring and pledge to put in all the resources necessary to achieve the desired goals on time.

And according to this declaration, I appoint **Ms. Saida Fatnassi**, who, despite her other responsibilities within the Human Resources Department, will have all responsibility and authority to respect the foregoing and apply all national and international laws and standards related to human rights, Including the Ethical Trade Initiative and resolve all issues and problems related to it.

I urge all employees to assist **Ms. Saida Fatnassi** in her new duties and to work together, to respect and implement all the principles set forth in this Declaration.

THE MANAGER : Mr. MOUHAMED MAJID ZARROUK

