

	Letter of the Management	Ref : FR.MGT.17 Version : 02 Date : 14-03-2024 Page : 1 sur 1
	<b>Anti-Corruption Policy</b>	

### Our Mission :

SMTI is a company born from the will of its Founder to offer the best solutions in the field of international transport.

Our mission is to contribute to the success of our clients through services of the highest quality, competence, and objectivity; to offer them intellectual leadership and global solutions that will help them fully achieve their objectives.

In everything we do, we rely on partnership, teamwork, and integrity, thereby fostering the development of a world-class company in its field of activity.

### Our Goals :

To succeed in our mission, the General Management and all employees are required to respect the values and principles of our ethics and, through their behavior, to defend and preserve the respectability and image of SMTI, as well as the integrity of its economic and human assets.

We, therefore, aim to:

- Establish equity and human values within SMTI;
- Resolve the smallest doubts concerning ethical conduct and behavior within SMTI;
- Ensure the transparency and soundness of financial transactions ;
- Eradicate, or reduce as much as possible, all practices related to corruption in all its forms;
- Denounce all signs of corruption and ensure they are analyzed and dealt with in a way that eliminates them.

### Our Rules :

To achieve our expected objectives, we rely on:

- **Employee Responsibility** towards SMTI, their work, and their environment.
- **Compliance with sectoral laws**, OH&S laws (Occupational Health and Safety), environmental laws, and individual rights laws.
- **Strengthening External Relations** by preserving trust, disseminating the Code, maintaining constant awareness of security, and protecting SMTI's rights.
- **Confidentiality and preservation** of data belonging to SMTI, Third Parties, and individuals.
- **Prohibition of financial** and all forms of conflicts of interest (corruption, outside employment, personal relationships, etc.).
- **A safe, healthy, equitable**, and non-discriminatory work environment.
- **Financial transactions** must be clear, authorized, and justified.

**Mr. Bassem TRIMECHE**  
**General Manager of SMTI**