



Human Rights Policy



2025

Table of Contents

Preface.....	2
1. Context:.....	3
2. Our Values :.....	4
3. Scope of Application :.....	4
4. Our Commitments:	5
5. Implementation and Monitoring:	5
6. Responsibility:.....	6
7. Communication and Transparency:	6

Preface

At **SMTI**, we firmly believe that economic performance can only be sustainable when it is rooted in the fundamental respect for human rights.

As a key player in international transport, we operate at the heart of a global supply chain involving numerous stakeholders, across diverse economic, social, and cultural contexts. This reality places a special responsibility on us.

This **Human Rights Policy** reflects our commitment to preventing any risk of human rights violations, to actively promoting a culture of ethics and respect, and to acting responsibly towards our employees, partners, and local communities.

Our commitment is clear: to integrate human rights into our daily practices, decisions, and business relationships. This policy serves as a reference framework for all our teams and sets the standards expected of all our partners.

We rely on the engagement of each and every one of us to ensure its effective implementation.

This Human Rights Policy consolidates and complements aspects relating to human rights that are already covered by other SMTI policies and guidelines, including:

- Code of Ethics and Conduct
- SMTI CSR Policy
- Quality, Health, Safety and Environment Policy
- Anti-Corruption Policy

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1. Context:

SMTI operates in the international freight transport sector, a cornerstone of global trade. This sector ensures the movement of goods across continents, connecting producers and consumers through a complex network of stakeholders: shipping companies, airlines, freight forwarders, port operators, road carriers, and customs authorities.

As a logistics company managing a significant volume of shipments, SMTI works daily with partners worldwide, in a multicultural and multi-jurisdictional environment that exposes us to considerable risks.

→ Our exposure to risks is twofold:

- **Internally**, through our direct responsibility towards our employees, particularly in areas such as labor rights, equal opportunities, workplace safety, and dignity in everyday work.
- **Externally**, through our role as a buyer, contractor, and coordinator of an extended value chain involving actors with varying levels of maturity regarding respect for human rights.

→ Our responsibility within the value chain:

SMTI recognizes that its responsibilities do not stop at its own walls. As a purchasing, contracting, and logistics coordinating company, we have both an influence and a duty of vigilance over the social practices of our suppliers, subcontractors, and partners.

This includes:

- Respecting international human rights standards throughout our logistics chain.
- Detecting and preventing risks of abuse or exploitation within our tenders, contracts, and business relationships.
- Promoting a responsible growth model that places people at the center as a driver of sustainable performance.

→ A policy to Act, Prevent, and Progress.

Faced with these realities, **SMTI affirms that respect for human rights is an essential condition for its legitimacy, resilience, and long-term development.**

This policy aims to:

- Embed a culture of ethics, respect, and inclusion at all levels of the company.
- Structure our prevention and remediation actions in response to identified risks.

- Define a clear framework of expectations for our partners, both in Tunisia and internationally.
- Contribute positively to the **United Nations Sustainable Development Goals (SDGs)**.

2. Our Values:

SMTI's Human Rights Policy is grounded in our core values, which guide our decisions and relationships on a daily basis :

- **Customer Focus:** Respecting human rights strengthens the trust and satisfaction of our clients.
- **Human Capital:** Our employees are our primary asset; their well-being, safety, and rights are central to our strategy.
- **Innovation and Creativity:** We encourage new approaches to improve workplace quality of life and the social impact of our activities.
- **Ambition:** Being exemplary in respecting human rights reflects our commitment to progress and excellence.
- **Responsible Company:** We fully embrace our role in society and act in favor of sustainable, equitable, and respectful development.

3. Scope of Application :

This policy applies to:

- All SMTI employees across all sites and branches.
- Our business partners, logistics service providers, freight forwarders, and other suppliers.
- Our clients, subcontractors, and contractors throughout the entire value chain.

4. Our Commitments:

SMTI is committed to respecting, promoting, and protecting human rights in all its operations, in accordance with international standards, including the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the fundamental conventions of the International Labor Organization (ILO). More specifically, we commit to:

- Prohibit all forms of discrimination, including those based on race, nationality, ethnic origin, religion, age, gender, sexual orientation, or any other status.
- Ensure safe and decent working conditions, in compliance with local legislation and international best practices.
- Prevent forced labor and child labor, including within our suppliers and partners.
- Prohibit all forms of harassment—whether moral, sexual, or professional—and guarantee a respectful and inclusive work environment for everyone.
- Respect freedom of association and the right to collective bargaining for all employees.
- Protect the privacy and personal data of our employees, clients, and partners
- Minimize the social and environmental impact of our activities, particularly in ports, warehouses, and transit zones.

5. Implementation and Monitoring:

The implementation of this policy relies on a structured and participatory framework designed to ensure its effectiveness across all SMTI activities.

- **Training and Awareness:**

All employees, regardless of their level of responsibility, receive regular training and/or awareness sessions tailored to their roles to understand human rights issues.

These sessions help strengthen ethical vigilance, promote best practices, and foster a corporate culture based on respect and responsibility.

- **Risk Assessment:**

We conduct regular assessments of human rights-related risks, both internally and throughout our value chain. This includes identifying risk areas, evaluating suppliers, and analyzing geopolitical or social contexts that may generate negative impacts.

- **Reporting Procedure:**

A secure and anonymous reporting system is available to all employees, partners, and stakeholders. It allows the reporting of any suspected human rights violations without fear of retaliation. These reports are handled with diligence, confidentiality, and in accordance with principles of fairness.

- **Monitoring and Audits:**

We carry out internal and external audits to evaluate the effective implementation of this policy. Social and compliance indicators are regularly monitored, and results are shared with management and relevant stakeholders. Each audit results in an action plan aimed at continuous improvement.

- **Data-Driven Management:**

We implement key performance indicators (KPIs) related to human rights (e.g., percentage of evaluated suppliers, percentage of trained employees, number of reports processed, etc.).

- **Participation in Sectoral Initiatives:**

We encourage participation in sectoral initiatives or inter-company coalitions (e.g., Global Compact, ethical logistics initiatives, etc.).

6. Responsibility:

The implementation of this policy is the responsibility of the Sustainable Development Department, supported by General Management, and in coordination with the HR, Commercial, Operations, and Procurement teams.

7. Communication and Transparency:

This policy is accessible to all our employees, partners, and clients, and is publicly available on our website.

It is subject to an annual review.