



United Nations Global Compact Communication on Progress

2021

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This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

Communication on Progress (COP)

Period covered by our COP: From January 2021 to December 2021



Statement of continued support by The Chief Executive Officer

Sabeur Ajili

CEO & Founder of Primattec

TO OUR STAKEHOLDERS

I am pleased to confirm that Primattec Engineering reaffirms its support of the 10 Principles of the UN Global Compact in the areas of human rights, labor, environment and anti-corruption.

In this communication on progress, we describe our actions to continually improve the integration of the global compact and its principle into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely Yours

Sincerely yours,

A handwritten signature in blue ink, appearing to read 'S. Ajili', written over a horizontal line.

Mr. Sabeur Ajili

Chief Executive Officer, Primattec

PRIMATEC AT A GLANCE

Name: Primatec Engineering

Foundation: 2010

Location: Technopark of Sfax, Tunisia

CEO: Sabeur Ajili

Number of employees: + 350

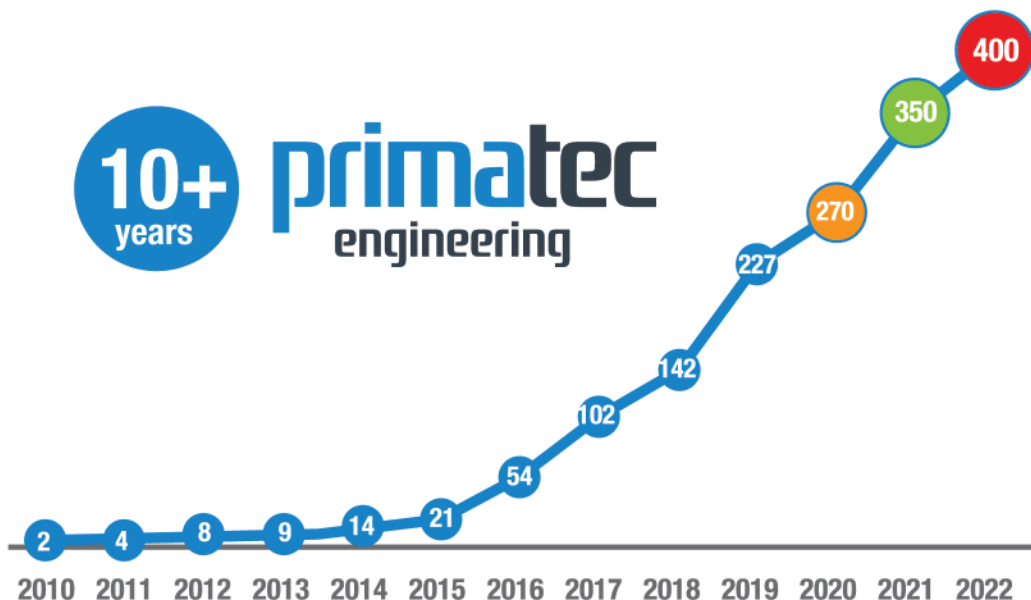
Activity: Development and testing electronic controllers.



PRIMATEC IN NUMBERS

10+
years

primatec
engineering



IT Engineers



Recently graduated

OUR MISSION



Development of test environment and tools



Automotive Industry



Testing complex ECUs In-Vehicle Networks

PROJECTS



BODY

BMW BDC18, BMW BCP21, ENS21 System and Pre Integration Test



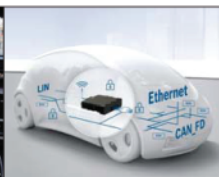
CARSHARING

DriveNow 3/4/5 Component and Integration Test



AUTONOMOUS VEHICLE

BMW xPAD autonomous driving Integration and ECU System Test, Platform Test



CONNECTIVITY

Gateways System and Prototype Test



SECURITY

Security, Ethernet Test Suite, Products Etc.



QUALITY & SECURITY



Corporate Social Responsibility Policy

Our Commitments and priorities: As we are aware of the footprint we leave as a company, our CSR policy becomes an integral part of our strategy. Today, we are committed to make social responsibility a code of conduct for the development of our company. Therefore, we have defined our commitments and priorities towards the 5 pillars of our CSR policy.



Responsible governance and professional ethics

- Improve the company's management system.
- Clearly define the responsible dimension of the system.
- Being organized by taking into account the relationships with various stakeholders.
- Anchor ethics and maintain them on a daily basis.



Environmental footprint

- Ensure responsible energy and raw material consumption as well as the impact of the end of life of the raw material elements of computer systems (hardware) including recycling.
- Promote innovation among employees to participate in the search for concrete solutions to the current environmental challenges.



Quality of life at work

- Offer excellent working conditions.
- Go through various actions ranging from providing a pleasant workspace for the development of a strong sense of belonging to the company.
- Maintaining a good and healthy work-life balance.



Customer relationship and satisfaction

- Ensure transparency, quality and security to customers.
- Promote and assure the safe and responsible use of products and services.
- Be the leader in quality of service for the activity in terms of respect for privacy and data security.



Contribution to education

- Host intern students specialized in the field of activity.
- Promote education, learning, cultural activities and heritage preservation.

Chief Executive Officer
Mr. Sabeur AJILI



THE GLOBAL COMPACT 10 PRINCIPLES

HUMAN RIGHTS

Principle 1: - Businesses should support and respect the protection of internationally proclaimed human rights

Principle 2: - Make sure that they are not complicit in human rights abuses

LABOUR

Principle 3: - Businesses should uphold freedom of association & effective recognition of the right to collective bargaining

Principle 4: - The elimination of all forms of forced and compulsory labour

Principle 5: - The effective abolition of child labour

Principle 6: - Eliminate discrimination in respect of employment and occupation

ENVIRONMENT


Principle 7: - Businesses should support a precautionary approach to environmental challenges

Principle 8: - Undertake initiatives to promote greater environmental responsibility

Principle 9: - Encourage the development and diffusion of environmentally friendly technologies

ANTI-CORRUPTION

Principle 10: - Businesses should work against all forms of corruption, including extortion and bribery





HUMAN RIGHTS

PRINCIPLE 1: Businesses should support and respect internationally proclaimed human rights.

Assessment, Policy and goals

Primattec Engineering reaffirms its support for the Universal declaration of human rights. Its head office is located in Sfax, Tunisia and we abide by the Tunisian legal requirements of human rights like maternity leave. We are committed to ensuring that all our employees are treated fairly and with respect.

Implementation

At Primattec, we encourage diversity and inclusion, in that our recruitment process is based on skills and competencies and not race, colour or gender.

We have drafted up a GDPR Policy guideline document to make our employees aware about the importance of their personal data protection.

Besides, we have partnered with many students' clubs and associations like IEEE the largest technical and professional association in the world for sponsoring many educational events.

Also, we were an official partner with Red crescent committee Thyna in many campaigns like Ramadan Iftar and back to school.

We encourage our employees to report any violence, bullying or health risk to our RH responsible.

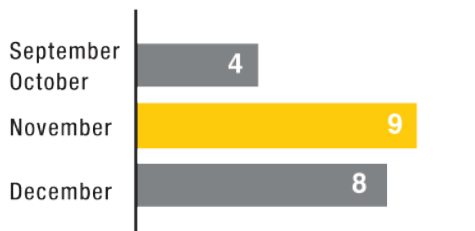
Further, we have conducted an anonymous online survey on 30 November 2021 that will be always available to report any workplace problems in case someone can't bring their complaints to their supervisors or HR responsables.

Measurement of Outcomes

In the past year Primattec has not been subject to any investigations, legal cases or incidents involving Human Rights violations.



Date	Number of attended forums	University
September October	04	  
November	09	      
December	08	      



Our Objectives

* To participate in 10 events

Our Performance 2021

* We exceeded our target of a 50%

PRINCIPLE 2: Make sure that they are not complicit in human rights abuses.

Assessment, Policy and goals

Internal follow-up and both internal and external revision focus on securing compliance to national laws, rules and regulations which in turn is meant to prevent any violations of Human Rights abuses.

Implementation

In order to comply with all applied rules and regulations, we have subscribed to a regulatory monitoring dashboard created by the company Prévention plus to get all insights about the new laws and regulations and have an overview about our conformity level.

Women play an important role at Primatéc; we have 170 women and 161 men [statistics of 08th November 2021].

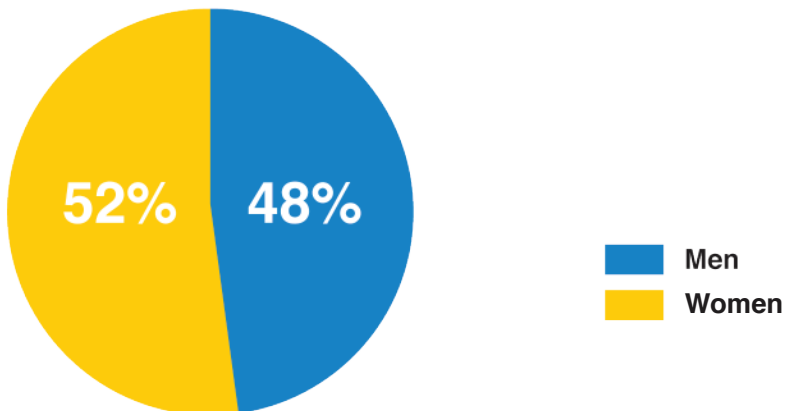
Women are celebrated on several occasions, 8th March, 13th August and women 's day.

In the upcoming months we intend to add new texts in our internal code of conduct about universal declaration of human rights. We will also contact associations of handicapped to recruit more adequate candidates to our activity.

Measurement of Outcomes

Primatéc is composed of 52% women and 48% men

PRIMATEC COMPOSITION





National Women's Day



National Women's Day





LABOR



PRINCIPLE 3 : Businesses should uphold freedom of association & effective recognition of the right to collective bargaining

Assessment, policy and goals

Primatec Engineering support the UNGC principles on labour standards in addition to the local laws on labour rights like freedom of association & effective recognition of the right to collective bargaining.

Implementation

- The Advisory committee took place on the 22nd June 2021 and its final composition was communicated on 15th July 2021 (as shown below). We've also established the SST committee.

Company Management Representatives	Employees Representatives
President + 5 permanent members	5 permanent members + 5 alternate members

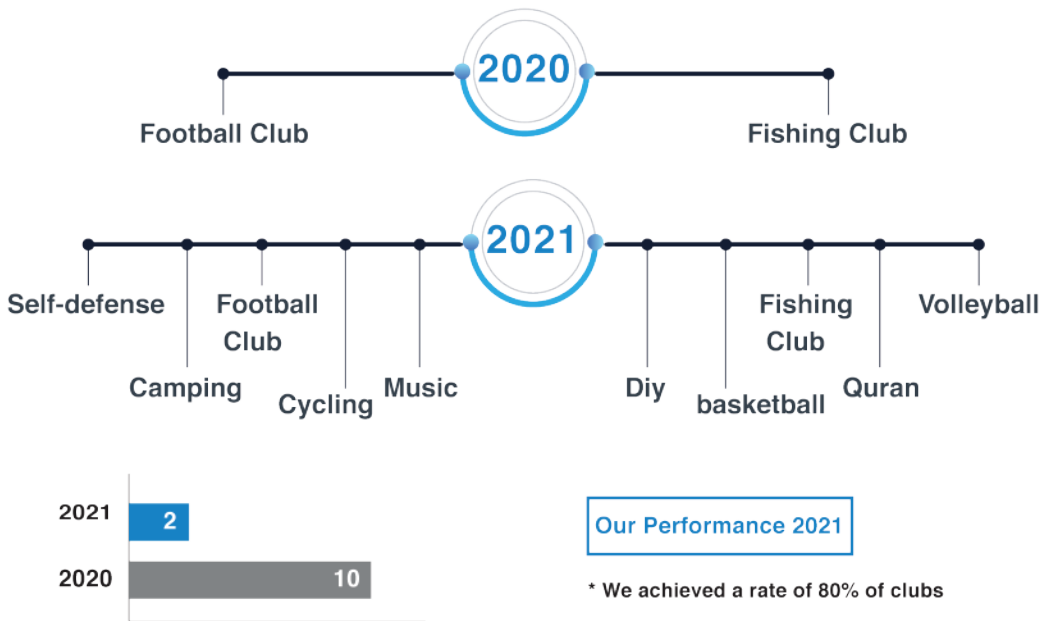
- In a way to reduce stress levels and boost our overall health and wellbeing, Primatec encourages employees to fit their hobbies into the working place.

Measurement of outcomes

The Advisory committee is intended to meet every 3 months while the SST committee every 2 months.

By hosting clubs in Primatec, employees build strong, long-lasting relationships and become part of the company's culture.

Employees are now more motivated and the number of clubs is increasing everytime.



LIFE @ PRIMATEC



PRINCIPLE 4: The elimination of all forms of forced and compulsory labour

Assessment, policy and goals

At Primattec Engineering labor is freely given and employees are free to leave the firm in accordance with the established Tunisian law.

Implementation

Our core working hour is 40 hrs per week 8 hours per day from Monday to Friday.

We've established an internal ERP to record attendances of all employees to avoid any forms of extra hours.

In our ERP System you will have a balance of extra and missing hours. Every employee knows that the balance should be 0 and there's no compensation for extra hours.

Every employee at Primattec possesses a copy of his contract while the conditions of work are written.

At Primattec office, we've established a game room inside the building to let employees change the atmosphere when they feel bored or overloaded and all employees have access to this room even during work.

From time to time, we organize team building activities.

LIFE @ PRIMATEC



Measurement of outcomes

Every month, our HR Team have records about employees' attendances.

Until now, no one has complaint about non conformity between what is written in the employment contract and the reality.



LIFE @ PRIMATEC



PRINCIPLE 5: The effective abolition of child labour

Assessment, policy and goals

Primatec Engineering never employs people under 16 since we are adhered to minimum age provisions of Tunisian labor laws and regulations since according to our activity 90% of our employees are university graduates.

Implementation

The youngest employee at Primatec was born on 09/12/1997 and hired on 01/07/2021.

Measurement of outcomes

Based on our recruitment process, our Recruitment team verify age before recruiting.

Principle 6: Eliminate discrimination in respect of employment and occupation

Assessment, policy and goals

Primatec Engineering institutes company policies and procedures which make qualifications, skill and experience the basis for the recruitment, placement, training and advancement of staff at all levels.

Implementation

Primatec employs from different Tunisian regions, from north to south of Tunisia.

To keep pace with the fast changing and innovative technologies, Primatec Academy is providing professional training programs, providing our talents with the opportunity to build a successful career and acquire a lifelong set of consulting skills. Those trainings involve soft skills, certifications and others.

Measurement of outcomes

Primatec keeps up-to-date records on recruitment, training and promotion that provide a transparent view of opportunities for employees and their progression within the organization. According to the employee distribution table our employees are from 14 different regions.

EMPLOYEE BACKGROUND %



Sfax



Gabes



Sousse



Monastir



Mahdia



**Tunis &
Bizete**



Kairouan



Gafsa



Nabeul



**Tozeur &
Tataouin**



Kasserine



Sidi Bouzid



**Beja &
Kef**

The academy is going to launch an e-learning platform in 2022 to train more people in Primattec.

Our Objectives

100%

Of Software testers ISTQB certified

Our Performance 2021

80%

we reached a compliance rate of 80% on global requested ISTQB training at the end of 2021

Our Objectives

100%

Top Management Team Leaders, Group leaders, leadership training certification

Our Performance 2021

100%

we reached a compliance rate of 100% on global requested Leadership training at the end of 2021



ENVIRONMENT



PRINCIPLE 7: Businesses should support a precautionary approach to environmental challenges

Assessment, policy and goals

Our activity is not polluting however, we make sure to protect the environment.

Implementation

We are taken serious strides to align ourselves with the UN Global Compact goals. Last year, we started by announcing we are going paperless. Therefore, all training materials and payslips are provided electronically. By continually encouraging employees to use innovative technology, the company made wide effort that has paid off environmentally as well as economically.

Cutting electricity at weekends helped also reduce energy consumption. Furthermore, ensuring all unnecessary lights are turned off when not in use and many other small changes have helped make our company more environmentally friendly and also more socially conscious. We tend to reduce CO2 emissions at Primatex by offering carpooling services for employees and bicycles in case they need rides.

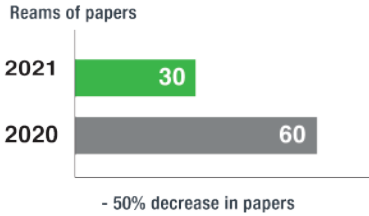
Besides, in December we have started our waste Management system by placing waste containers in order to sort waste at first place and an awareness memo to all employees. In meantime, we've contacted some suppliers for recycling plastic bottles.



ENVIRONMENT

Measurement of outcomes

We decreased our use of reams of paper by 50% in 2021



In 2023, we will continue to decrease our use of papers and focus our efforts on becoming 100% paperless.

The challenges of 2021 have helped us recognise that there is more work to be done and we are increasing our efforts to set and achieve strong targets.

In that, we intend to provide statistics in 2022 regarding our waste management system, energy consumption and CO2 emissions.

PRINCIPLE 8: Undertake initiatives to promote greater environmental responsibility

Assessment, policy and goals

Primattec undertakes key initiatives to promote environmental responsibility.

Implementation

Maintaining a clean and hygiene workplace is one of our ultimate objectives especially after the COVID-19 pandemic. For this reason, we employ 4 cleaning staff, and we distribute hydroalcoholic gel everywhere in the company to minimize COVID-19 infection. We employ a gardener to take care of the garden where our employees can take their pauses.

Measurement of outcomes

Hygienic and green environment along with comfortable working atmosphere reduced employee's stress.



PRINCIPLE 9: Encourage the development and diffusion of environmentally friendly technologies

Assessment, policy and goals

Primatec encourages the development and diffusion of environmentally friendly technologies.

Implementation

Primatec's new headquarters has been manufactured and built in an environmentally friendly way. We use an exposed air conditioning system which has advantages on energy efficiency.

Measurement of outcomes

An energy audit was carried out on 02/15/2019 by experts from the National Energy Management Agency (ANMA) in relation to the construction of the new headquarters.





ANTI-CORRUPTION

PRINCIPLE 10: Businesses should work against all forms of corruption, including extortion and bribery

Assessment, policy and goals

Our Company commit to pursuing and where appropriate implementing all anti-corruption measures. We do not tolerate any form of corruption, bribery or extortion, complicit or otherwise.

Implementation

Currently, Primatec has no written policy relating to anti-corruption. We will document and implement a company policy before the next COP.

Measurement of outcomes

Policies have to be documented and communicated in 2022.

