



Primatec Engineering

United Nations Global Compact
Communication on Progress
2022-2023



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

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CEO Statement on Support

Statement of continued support
by the Founder of Primatec

Sabeur Ajili

Founder of Primatec

To our stakeholders

I am pleased to confirm that Primatec 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,

A handwritten signature in blue ink, which appears to be 'S. Ajili', written over a faint horizontal line.

Mr. Sabeur Ajili
Founder , Primatec

Primatec at a glance

Name

Primatec Engineering

Foundation

2010

Location

Technopark of Sfax, Tunisia

CEO

Sabeur Ajili

Number of employees

450+

Activity

Development and testing of electronic controllers.

Primatec in Numbers



IT Engineers



Recently graduated

About Primatec

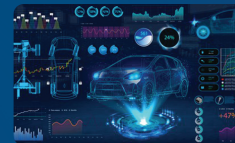
Our mission



Development of test
environment tools



Testing Complex ECUs
In-Vehicle Networks



Automotive Industry

Projects

BODY



BDC18, BCP21 and
ENS21 System and
Pre Integration test

SECURITY



Security, Ethernet Test
Suite, Product Etc

CONNECTIVITY



Gateways System
and Prototype Test

AUTONOMOUS VEHICLE



xPAD autonomous driving
Integration and ECU
System Test, Platform Test

CARSHARING



Car sharing DriveNow
3/4/5 Component and
Integration Test



Quality and security



Primatec's contribution to the SDGs

Primatec supports the United Nations Sustainable Development Goals (SDGs) program aiming to achieve a better and more sustainable future for all.



The 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

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

LABOR

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

ANTI-CORRUPTION

Principle 10

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

HUMAN RIGHTS



Human Rights

PRINCIPLE 1 Business 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. We are committed to ensuring that all our employees are treated fairly and with respect.

Implementation

In order to actively practice corporate social responsibility and conform to the international proclaimed human rights, Primattec treats its employees in a legal, fair, and friendly manner.

We provide equal employment opportunities to individuals that does not discriminate against an employee or applicant in terms, of their:

Race

Ethnicity

Color

Gender

Age

National origin

Handicap / Disability

Political beliefs

Marital status

Pregnancy status

Primattec's commitment to provide equal employment opportunities is the responsibility of every employee and we expect everyone to ensure that all decisions related to our business are based on merit, not discriminatory factors.

We create a diverse, open, and equal environment that does not violate human rights and provides a healthy and safe workplace that complies with the occupational Safety and Health regulations.

At Primattec, employees are free to communicate openly with the management without fear.

We provide multiple communication methods, including anonymous surveys and open discussions with HR and Management. As part of our commitment to education, we've established an internal academy whose role is to provide trainings to Primattec employees. According to our training process and career path, our collaborators are seeking not only technical trainings but also soft skills trainings in order to improve the knowledge and skills of their career development. As part of its contribution to supporting future generations, Primattec has committed to maintaining programs for trainees and fresh graduates by organizing industrial visits and participating in different job fairs and forums in different universities to provide the students with an opportunity to put theory into practice and learn about the professional life.

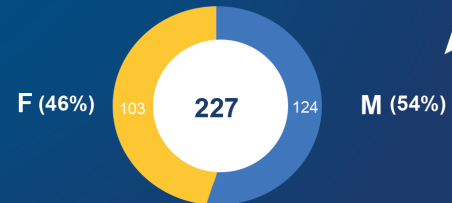
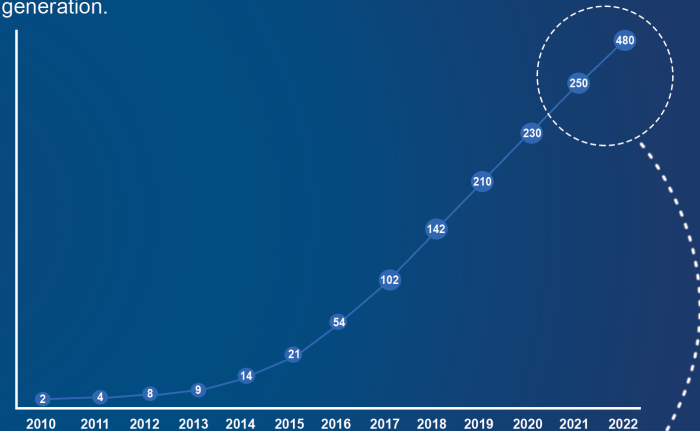


We've also signed a partnership with the private university IIT to enable students to continue their studies and work at the same time.



Besides, as part of our commitment to education, we are renewing our engagement with the young talent of today that will shape the world of tomorrow. With partnering with the red Crescent, we provided school supplies to 110 pupils in need.

Additionally, with the employment of 227 fresh graduates in the current economic crisis, we are proud to offer these opportunities to this generation.







Measurement of Outcomes

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

The objective was 100 schoolbags, thanks to the primattecians, we managed to distribute 110 school bags and school supplies to students in needs.



This year was very busy for our committee of forums since we participated in several events in many universities

Event Name	Date	Universities
PYFAC 08	12/11/2022	
ENETCOM Forum	19/11/2022	
ENIM Forum	23/11/2022	
ENSI Forum	24/11/2022	
ISIMS Forum	30/11/2022	
ENISO Forum	07/12/2022	

Human Rights

PRINCIPLE 2

Make sure that they are not complicit in human rights abuses

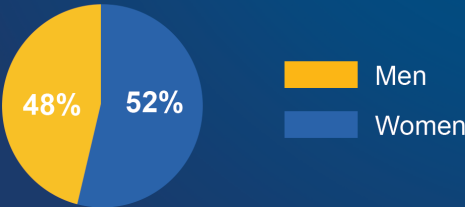
Assessment, Policy and goals

Primatéc is committed to treating employees with integrity and respect as clearly provided for in our policies and practices to address the risk of discrimination, and harassment. To that end, we comply with all global and national human rights policies and laws.

Implementation

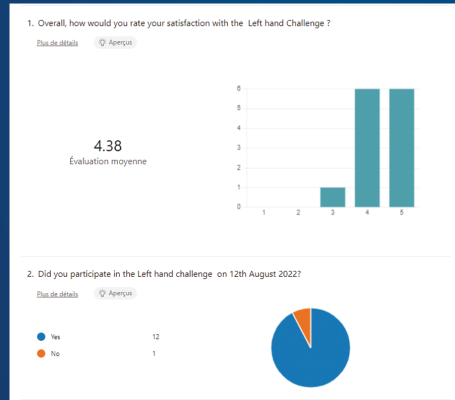
Respect for human rights is a fundamental value. Everyone at Primatéc is responsible for creating and maintaining a respectful workplace. The differences are considered assets that make our company stronger. At Primatéc, we strive to respect and promote human rights. Workers are treated fairly, equally and are paid according to applicable wage laws (including minimum wage and overtime). As a signatory of the UN Global Compact, Primatéc is reasserting its conviction that diversity is a strength, and its responsibility is to boost an inclusive workplace culture. In that we employ 480 employees from different regions from Tunisia where 52% are women and 48% are men.

We understand that we have a fundamental role in promoting equal opportunities and an environment that reflects these efforts will enable us to become increasingly better. In that, on Tunisian National Women's Day this year, we celebrated our cleaning staff.



Human Rights

Further, knowing that we are different is what strengthen us, that's why we celebrate the left handers day.



Measurement of Outcomes

The cleaning staff were very happy with their gifts. Concerning the left-hand day, we received positive feedback, and our collaborators were very thrilled with this initiative.



Left Hand Challenge

LABOR

3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



8 DECENT WORK AND ECONOMIC GROWTH



17 PARTNERSHIPS FOR THE GOALS



Labour

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

Assessment, Policy and goals

Primatéc recognizes and respects our employees' right to freedom of association in that we launched on the 22nd of June 2021 our advisory committee.

Implementation

Since its implementation, the advisory committee has met every 3 months.

Furthermore, in a way to reduce stress levels and boost our overall health and wellbeing, Primatéc encourages employees to fit their hobbies into the working place by forming clubs in the workplace.

2020	2021	2022
Fishing Club	Football Club	Fishing Club
Football Club	Fishing Club	Football Club
	Music	Camping
	DIY(Bricolage)	Music
	Quran	Quran
	Cycling	Cycling
	Self-defense	Volleyball
	Volleyball	Basketball
	Camping	Fitness club
		DIY(Bricolage)
2 CLUBS	8 CLUBS	10 CLUBS

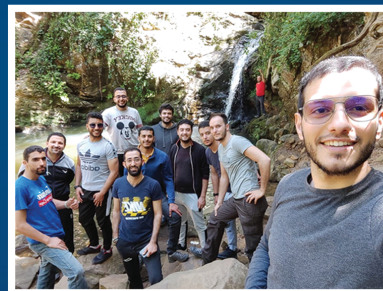
Measurement of Outcomes

The last meeting of the Advisory committee was held on 24th November 2022.

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



DIY(Bricolage) CLUB



CAMPING CLUB



Labour

PRINCIPLE 4 The elimination of all forms of forced and compulsory labour**Assessment, Policy and goals**

We maintain a workforce that meets internationally recognized standards for the non-use of forced labor. At Primattec, employee's rights are protected through clear communication channels and a friendly workplace.

Implementation

At Primattec, we maintain labor-management relations by holding at least one employee general meeting and satisfaction survey among employees every year.

After the covid-19 pandemic, we've established the work-from-home policy that gives employees the opportunity to enjoy a more flexible work schedule and setting. The home office and flexi time become part of our employee benefits package. These variables lead to a healthier work-life balance and higher employee morale. As a result, many of Primattec employees are working from home.

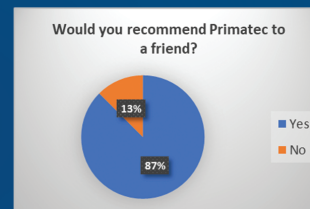
Besides, all Primattec employees benefit from regular medical follow up from the first year of employment and with their immediate family have access to advantageous medical insurance.

As part of our commitment to work -life balance, we've created a teambuilding process to enable all employees enjoy teambuilding activities with their team members.

Regarding the medical visit, 85% of the total number of employees made their medical follow up.

Measurement of Outcomes

During the last general meeting that was held on 01st April 2022, 70% are satisfied with their direct superiors and more than 80% will recommend Primattec to a friend.



The future goal: enhance employee satisfaction and listen to the feedback of employees.



Labour

Furthermore, 90% of the total number of employees benefited from the teambuilding activities.



PRINCIPLE 5 The effective abolition of child labour

Assessment, Policy and goals

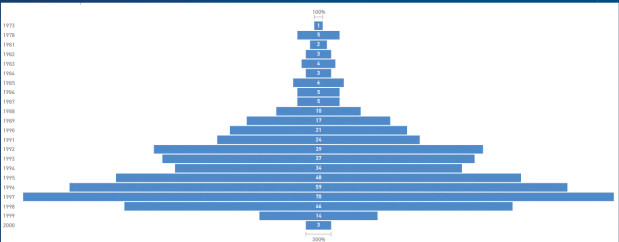
Child labor remains a serious problem in certain parts of the world, and Primatéc is committed to doing its part to eliminate child labor. We also follow provisions of Tunisian labor laws and regulations and prohibit employment of anyone under the age of 16. In addition, we do not use or tolerate forced or slave labor.

Implementation

According to our activity 90% of our employees are university graduates.
The youngest employee at Primatéc was born on 2002 and hired on 15 September 2022

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

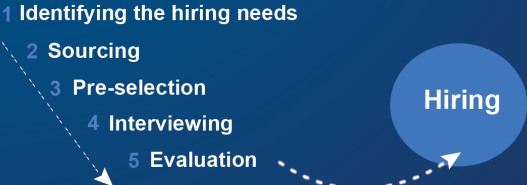
Primatéc has an equality policy to fulfill recruitment requirements.

Implementation

Since 2020, we have implemented an integrated management system that fulfills the requirements according to ISO 9001:2015 and ISO 27001:2015.
The implementation of a non-discriminatory recruitment process promotes equal opportunities for all applying candidates. An integration process for the new joiners is set up to welcome them in good conditions and integrate them into their work.

Measurement of Outcomes

We are officially certified ISO 27001 and working on being certified ISO 9001. We do everything we can to eliminate discrimination in respect of employment and occupation. According to the employee distribution table our employees in 2022 are from 14 different regions.
We have a report system where we record, and document all received applications. No discrimination has been reported during 2022.



ENVIRONMENT



Environment

PRINCIPLE 7

Businesses should support a precautionary approach to environmental challenges

Assessment, Policy and goals

Primatéc supports a precautionary approach to environmental challenges. We show our commitment through our company-wide efforts to reduce our energy, waste, gas emissions, and by publicly reporting on our progress.

Implementation

We believe that it's our responsibility to preserve and protect our planet so, we need to be more aware of the problems facing our planet and do our part to protect it. That's why on many occasions we tend to keep our collaborators informed and raise their awareness about environmental issues. On Oceans Day for example, we screened the documentary film "Plastic Ocean" in the canteen. We had also encouraged wearing in blue. It was intended to remind us that the oceans are indispensable for life on Earth and to raise awareness on recycling plastics.

As a responsible company, we recognize that plastic waste is an increasing threat to the rich biodiversity and ecosystems within our blue planet. Therefore, we did our bit to improve things by partnering with Baya association to provide them with plastic bottles for Recycling before they reach the ocean.

Besides, on Mother's Day and with World Environment Day, it was a great time to raise awareness on sustainable behavior to be able to leave future generations an intact planet and perspectives for the future.

We offered symbolic gift of flower Kalanchoe pots to all the mothers with motivational messages to spread love and positivity. At Primatéc, we encourage environment-friendly habits so that more people adopt them to create a sustainable tomorrow.

To make our colleagues aware that we all have a role to play when it comes to ecology, we create a greener workspace. With potted plants in the workspaces and a garden where our collaborators have breaks and conduct meetings in the fresh air, the workplace becomes happier and the collaborators more aware of the environmental challenges.



Measurement of Outcomes

We document the number how much plastic was sent to the association. In 2022, we achieved a waste recycled rate of 350 kg for recycled plastic waste and with the money earned, Baya association helped some people.



The photos below show some of the greener workspaces that we have implemented in Primathec.



PRINCIPLE 8

Undertake initiatives to promote greater environmental responsibility

Assessment, Policy and goals

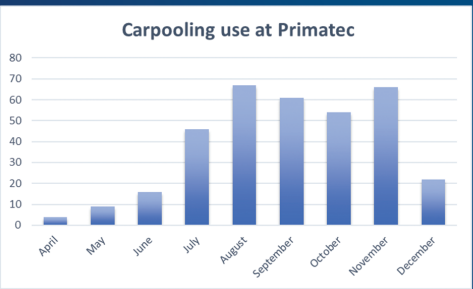
We undertake key initiatives to promote greater environmental responsibility.

Implementation

Working from home not only let our collaborators work from any place they want but also fundamentally reduce the number of office commutes, which means lower transportation emissions, fewer real-estate requirements, and reduced greenhouse gas from office heating and cooling systems. Additionally, we have implemented the carpooling services to reduce the CO2 emissions.

Measurement of Outcomes

We have a reservation system where we record the carpooling use at Primathec.



PRINCIPLE 9

Encourage the development and diffusion of environmentally friendly technologies

Assessment, Policy and goals

As a company we recognize the importance of environmentally friendly technologies. We have our own policies in place to reduce our environmental footprint and make a positive impact.

Implementation

In our office, we installed double glazed windows to save energy used for heating and lower our electricity consumption by using energy-saving LED lights. Internally, there is always awareness notices about environmental work to raise staff awareness of eco-responsible actions (like switching off lights and appliances, recycling, etc.). Reduction of our ecological footprint by adapting working-from home and Videoconferencing when possible.

Measurement of Outcomes

Primathec has never been involved in any legal cases or other events related to environment.

ANTI-CORRUPTION

16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



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.

We prohibit an employee from offering or giving a financial or other benefit to gain an improper advantage or for inducing or rewarding someone for a decision to retain or obtain business. It also prohibits employees from requesting, agreeing to receive or receiving a financial or other benefit from someone to induce the employee to do something improper on his or her behalf.

Implementation

Actions implemented on the purchasing side:

Consultation of several suppliers with identical input data
Choice of suppliers from a defined and regularly evaluated panel, objective, and choice according to quality, deadlines, services and certifications.

At Primattec, we don't deal with suppliers who are suspicious or perform illegally.

Further, the recruitment and selection of our future collaborators is based on merit and not through paying bribes.

We hold an open-door policy to ensure that any employee has access to any of the company directors in case they suspect any breaches of our Ethical Policy or other violation.

Measurement of Outcomes

Primattec has not been involved in any legal cases or other events related to corruption and bribery.



Together to the Excellence

www.primatec.tn