

Together for a sustainable and responsible future !

At Adwya, a major actor in the pharmaceutical industry in Tunisia and a proud member of the Kilani Group since 2022, we are committed to improving patients' quality of life by providing accessible, effective and safe healthcare solutions. This mission cannot be achieved without a **healthy, safe** and environmentally friendly workplace, which we consider an essential priority. Every action we take is part of a sustainable progress approach that benefits our employees, the community and the planet. Driven by a spirit of solidarity and collective responsibility, we strive for **EXCELLENCE** by implementing a QSE policy built around three fundamental pillars: **Quality, Safety and Environment** the driving forces of a high-performing, **inclusive** and **sustainable future**.

1. Let's unite for quality and inclusion!

Objective: Satisfy our customers and promote diversity within the company.

- We comply with **ISO 9001** standards and place great importance on **listening to our customers**, understanding their needs, and exceeding their expectations.
- We adopt an inclusive management approach by encouraging diversity, equity and equal opportunities at all levels of the company. Every opinion matters and contributes to our continuous improvement.
- We encourage **INNOVATION** and collaboration by integrating solutions that meet societal challenges while ensuring optimal performance.

2. Let's prioritize safety and well-being at work!

Objective: Ensure a safe and healthy work environment where the health, safety and well-being of every employee are protected.

- By applying the principles of **ISO 45001**, we reduce occupational risks, ensure the safety of our employees and promote a culture of **workplace well-being**.
- We firmly believe that safety is everyone's responsibility. Each team member plays a key role in protecting the physical and mental health of their colleagues, thereby creating a **supportive** and **respectful** work environment.
- Ongoing **awareness** and training initiatives are implemented to ensure that every employee has the resources needed to work safely and comfortably.

3. Let's respect the environment and commit to society!

Objective: Reduce our environmental footprint while contributing positively to society.

- In accordance with **ISO 14001**, we minimize our environmental impact by **reducing emissions** and optimizing the use of natural resources.
- We believe that **every action matters**: reduce, reuse, recycle. We implement innovative solutions to minimize waste and preserve the environment for future generations.
- As a responsible company we ensure that our activities have a positive impact on **the local community** by supporting **ethical** and **solidarity-based** initiatives that benefit society as a whole.

Our Concrete Commitments:

1. Continuous Improvement and Social Engagement:

We are committed to complying with legal obligations and stakeholder requirements, and to continuously improving the quality of our products and services. At the same time, we ensure that our actions also benefit society by supporting social and environmental causes.

2. Training and Awareness:

We believe in interactive **training** and **awareness programs** to empower every employee to play an active role in our QSE policy. **Playful learning methods** are used to reinforce responsible and collaborative behavior, ensuring that quality, safety and environmental protection become shared reflexes.

3. Partnership and Collaboration:

We work hand in hand with our **partners** and stakeholders to ensure a responsible, transparent and **ETHICAL** value chain, that contributes to the creation of **shared value** through consultation and participation processes.

At Adwya, our QSE policy is dynamic, evolving and driven by the commitment of all our teams. Every idea counts, every action has an impact. With **PASSION**, ethics and **creativity**, we are building every day a safer, more supportive and more sustainable future for our employees, our customers, society and the planet.

"A responsible future is built together, day by day."

The General Manager

