

HUMAN RIGHTS POLICY

We, PFNonwovens a.s. and its subsidiaries, hereby declare that we observe the principles and internationally recognized human and other rights as described in the laws of Czech Republic, incl. the principles and rights which were implemented into Czech law based on the United Nations Universal Declaration of Human Rights (UDHR) and the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, throughout our global operations, such as

- specific legal protection of the employee status,
- satisfactory and safe working conditions for performance of work,
- fair remuneration for an employee,
- proper performance of work by an employee in accordance with his employer's justified interests,
- equal treatment of employees and prohibition of their discrimination,
- freedom of association, protection of the right to organize and collective bargaining
- prohibition of forced and child labour,
- occupational safety and health,

etc.

We also recognize gender, cultural, ethnic, racial and religious equality, do not tolerate any form of discrimination and guarantee the same rights, responsibilities and opportunities to all employees regardless of race, color, religion, sex, sexual preference/orientation, citizenship, marital status, national origin, age or disability.

In addition, we also hereby encourage our suppliers and other cooperating companies to adopt similar commitments within their businesses.