

## **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.

Primeticka 3623/86 669 02 Znojmo Czech Republic	tel.: +420/515 262 411 fax: +420/515 262 511 www.pfnonwovens.cz	<b>PFNonwovens Czech s.r.o.</b> ID No.: 254 78 478 VAT No.: CZ699001108	<b>PFN - GIC a.s.</b> ID No.: 064 23 078 VAT No.: CZ699001108	<b>PFN - NW a.s.</b> ID No.: 269 61 377 VAT No.: CZ699001108	<b>PFN - NS a.s.</b> ID No.: 277 57 951 VAT No.: CZ699001108	PFNonwovens International s.r.o. ID No.: 292 49 708
The companies are registered in the Commercial Register of the Regional Court in Brno under No.:		C 51762	B 7827	B 4312	B 5236	C 68333
PENonwovens a.s., Hradcanske namesti 67/8, Hradcanv 118.00 Prague 1, Czech Republic, ID No.º 06711537, registered in the Commercial Register of the Municipal Court in Prague under No. B 23154						

PFNonwovens a.s., Hradcanske namesti 67/8, Hradcany, 118 00 Prague 1, Czech Republic, ID No.: 06711537, registered in the Commercial Register of the Municipal Court in Prague under No. B 23154 PEGAS NONWOVENS EGYPT LLC, PIOt No. 06,08 in Zone No. 3 at the Northern Expansions Area and its Extension, Sixth of October City, Giza, Arab Republic of Egypt, registered in the Commercial Registry in Cairo under No. 52190

PFNonwovens RSA (PTY) LTD, Mazars House, Rialto Road, Grand Moorings Precinct, Century City, Cape Town, Western Cape, Republic of South Africa, 7441, registration No. 2016/278699/07