

HUMAN RIGHTS POLICY

We, PFNonwovens Holding s.r.o. 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 based on living wage
- 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, and any form of exploitative labor practices
- occupational safety and health,
- providing the maternal or parental leave
- reasonable working hours; flexible hours if possible
- two ways communication with all stakeholders

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.

PFNonwovens Group

PFNonwovens Holding s.r.o. (ID No.: 04607341), Hradcanske namesti 67/8, Hradcany, 118 00 Praha 1, Czech Republic
PFN International Services s.r.o. (ID No.: 11738014), Hradcanske namesti 67/8, Hradcany, 118 00 Praha 1, Czech Republic
PFNonwovens a.s. (ID No.: 06711537), Hradcanske namesti 67/8, Hradcany, 118 00 Praha 1, Czech Republic
PFNonwovens US Inc. (Delaware entity), 101 Green Mountain Road, Humboldt Industrial Park, Hazleton, PA 18202, USA
PFNonwovens Czech s.r.o. (ID No.: 25478478), Primeticka 3623/86, 669 02 Znojmo, Czech Republic
PFNonwovens LLC (Pennsylvania entity), 101 Green Mountain Road, Humboldt Industrial Park, Hazleton, PA 18202, USA
PFN – NW a.s. (ID No.: 26961377), Primeticka 3623/86, 669 02 Znojmo, Czech Republic
PFN – GIC a.s. (ID No.: 06423078), Primeticka 3623/86, 669 02 Znojmo, Czech Republic
PFNonwovens Egypt LLC (Reg. No. 52190), Plot No. O6,O8, Zone No. 3, Northern Expansions Area and its Extensions, Sixth of October City, Giza, Egypt
PFNonwovens RSA (PTY) LTD (Reg. No. 2016/278699/07), 6 Charles Matthews Street, Atlantis, Western Cape, 7349, Republic of South Africa