

Social Accountability Policy Statement

Personna International CZ s.r.o. is a Socially Responsible employer. The future success of the business depends upon its employees and the development of their skills, abilities and exhibition of the core values of the business. Therefore the management of Personna International CZ s.r.o. is committed to providing healthy and human working conditions for all employees.

It is the aim of the company that there shall be ethical, socially responsible working practices throughout the organization and supply chain:

- There will be no unethical practices of any kind – child labor, forced labor or discrimination.
- Safe and fair practices will be followed – remuneration, working hours, disciplinary, health and safety.
- Adoption of the social Accountability Management System will ensure compliance to the Social Accountability 8000 Standard.
- Structured, consistent review of the company's procedures and practises will ensure preventive and corrective actions are put in place to determine adherence to the policy and continuous improvement.
- Monitoring of our suppliers will ensure an ethical supply chain and demonstrates a commitment to providing the customer and consumer with an ethically produced product.

Signed:
Jan Beneš
Plant Director

Date: September 1, 2017