

The Sawa logo is written in a white, cursive script font on a solid orange rectangular background.

**Hedvika Bartosova**  
CEO  
Korunni 108  
101 00 Prague | Czechia | Europe

---

## Principles of Employee rights

**Date :**  
16st April 2024

In keeping with our goal of providing branded products and services of superior quality and value that improve the lives of consumers everywhere, now and for generations to come, we are equally committed to improving the lives of our employees. Sawa Europe's brands and people are the foundation of our success. We are focused on improving the lives of consumers now and for generations to come, and the people of Sawa Europe bring these values to life.

At Sawa Europe, we strive to foster a work environment of mutual trust. An important part of our commitment to our employees is our Employee Rights Policy, which supports our PVP and respects international labor standards. Our employees hold themselves and others accountable for working honestly in an environment of mutual trust, acting as leaders and business owners, and competing fairly with a passion to win. Sawa Europe is committed to creating a work environment that encourages open communication and assists employees in reporting potential violations. Any retaliation or retribution is contrary to our values of honesty and trust, and such behavior simply will not be tolerated.

Sincerely,

A handwritten signature in black ink that reads "Hedvika Bartosova".

**Company Name :**  
Sawa Europe s.r.o.

**Company Address :**  
Korunni 108  
101 00 Prague  
Czechia | Europe

**Contacts :**  
M : info@sawa.cz  
W : www.sawa.cz