

## Statement of non-use child labor

FRUJO, a.s. fully implements all legal and ethical employment practices, especially in the employment of minors.

FRUJO, a.s. does not participate in the illegal employment or exploitation of children.

Frujo a.s. standardly require from suppliers (suppliers of goods, raw material and service suppliers), that they practice their work in accordance with these principles.

### FRUJO, a.s. commit to:

1. Ensure, that no person under the age of eighteen years is employed at the workplace. The exception is occasionally brigades of persons over fifteen years with the explicit written consent of their legal representatives.
2. Prohibit the use of forced or compulsory labor on all its units.
3. Ensure that no employee is forced to work against his/her volition. Ensure that no employee not be subjected to physical punishment or coercion of any kind, related to work
4. Abstain from negotiations with the suppliers, which are applying for use of child labor and forced labor in their work.
5. From our suppliers require a commitment and written guarantee of a ban on the use of child labor. As part of the audit our suppliers is this randomly verify.

Implementation of this policy is publicly available throughout the company and it's clearly communicated to all employees.

Employment contracts and other records, that document all relevant employees details, including age, are kept in all units and can be verified by any authorized person or statutory authority.



Statutory director

Tvrdonice, 20.3.2018