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## 1. PURPOSE

The purpose of this procedure is to define how Antiba guarantees not to resort to or encourage child labor and also to define how Antiba will act if the company detects the presence of child labor at any of its suppliers and/or subcontractor.

## 2. REREFENCES

- ✓ ILO Convention: International Labor Organization (29/105/87/98/100/111/135/138/146/155/164/159/177) Convention ILO 29 and 105 (Forced and Compulsory Labor)
- ✓ ILO Convention 138 and Recommendation 146 (Minimum age and Recommendation) ILO Convention 182 (Worst forms of Child Labor)
- ✓ Legislative Decree 345/99 (as amended and integrated by Legislative Decree 262/00) implementing the Community Directive 94/33/EC.
- ✓ Standard SA 8000

## 3. RESPONSABILITY

The responsibility for applying the following procedures lies with the SA8000 Management Representative who cooperates with other professionals named in the company's organization chart (i.e. Management Representative, Workers' Representative and Human Resource Manager)

## 4. OPERATING MEASURES

### a. Child Labour

ANTIBA SpA undertakes not to use child labor, and to respect the minimum age for starting work mentioned by the Italian law (more restrictive).

For this purpose, the SA 8000 Management Representative, in collaboration with the Human Resource Manager, carries out strict controls to verify compliance with the criteria established by ANTIBA SpA necessary for recruitment.

Specifically, they verify that copies of identity documents, birth certificates, etc. of workers report that workers are not under 15 years old, the age established by the definition of child (MINOR THAN 15 YEARS).

### b. Remedy plan

In case the young worker as to work due to any particular situation, Antiba has prepared a remedy plan, that in any case guarantees the young worker an education and source of livelihood. In particular it is expected that:

- ✓ the work provided to the young worker is light and safe
- ✓ the work provided to the young worker includes tasks that do not involve contact with dangerous substances;

- ✓ the daily working hours are limited (i.e. part-time); it also ensures that young workers can continue to go to school until the end of compulsory school attendance as defined by the law; for this reason, Antiba spa requests copy of school registers that are filed in the specific files of workers, certifying school attendance of the young worker;
  - ✓ Antiba Spa will record the presences of the young worker in the workplace as a proof that they are not employed during any night shifts;
  - ✓ Antiba ensures that working hours are fair so that young workers do not spend more than ten hours for school, transport and work;
  - ✓ School fees, books etc. are paid so to guarantee the young worker's education;
- Antiba SpA makes sure that young workers attend adequate safety training courses and checks that they have understood safety instruction through questions, questionnaires or practical tests;

In case of employment of young workers, ANTIBA SpA maintains records of the wages paid, where to find evidence of non-exploitation of them.

### c. Remedy plan for suppliers and/or subcontractors

ANTIBA SpA has prepared a remedy plan to be proposed to suppliers/subcontractors who employ children and young workers; for the latter the above applies, while for children the following remedial actions are evaluated:

- ✓ communication to the Social Services to facilitate immediate remedial action;
- ✓ evaluate the possibility of hiring a family member of the child in his place;
- ✓ evaluate the possibility of putting the child in contact with a tutoring association (associations for the protection of minors, NGOs, etc.)
- ✓ ensure school attendance for the child, taking charge of the costs relating to teaching materials, school fees, etc.;

ANTIBA SpA is also available to undersign apprenticeship contracts, internships for worker-students in the summer period, guaranteeing them their fundamental rights, to facilitate the entry of young people into the world of work.

In this case ANTIBA SpA undertakes to ensure, through checks carried out by the SA 8000 Representative of the Management, that the young person is not used for operations of pure unskilled labor and that he/she goes through the necessary training that allows him/her to develop the skill to become a qualified worker.