

Summary

- 1. **PURPOSE AND SCOPE** 2
- 2. **REFERENCES** 2
- 3. **EVALUATION**..... 3
- 4. **VERIFICATION DURING SELECTION AND RECRUITMENT** 3
- 5. **ACTIONS TO REMEDY CHILD LABOUR** 3
- 6. **REMEDIAL ACTIONS FOR YOUNG WORKERS** 4
- 7. **INTERNSHIPS/INTERNSHIPS**..... 4
- 8. **SUPPLIER AWARENESS**..... 4

	Procedure P01 CONTRAST TO CHILD LABOR	Rev. 1 Pag. 2 di 4
---	--	---

1. PURPOSE AND SCOPE

The procedure defines the actions to be taken in the event of cases in which LORENZI is forced to hire a minor or in cases in which a minor is forced to work in the company for personal reasons.

2. Minimum age of admission to work

<i>Drafting and control :</i> <i>Stefano Brusamolin (GEODE) – Giorgia Nichele (Legal Department – Anna Bertoldo (RL8000)</i> <i>Date: 14 March 2022</i>	<i>Procedure P01</i>
Rev. 1	Rappresentante dei Lavoratori SA8000
M11	Procedure P01
Rev. 1	<i>Qualsiasi persona con meno di 15 anni di età, eccetto i casi in cui le leggi locali sull'età minima stabiliscano un'età minima più elevata per l'accesso al lavoro o per la frequenza della scuola dell'obbligo, nel qual caso si applica l'età più elevata</i>
Giovane lavoratore	<i>Qualsiasi lavoratore che superi l'età di bambino, come sopra definito, e che non abbia compiuto i 18 anni.</i>
Lavoro infantile	<i>Qualsiasi lavoro effettuato da un bambino di età inferiore a quella(e) specificata(e) nella definizione di bambino sopra riportata, eccetto quanto previsto dalla Raccomandazione ILO 146.</i>
Azione di rimedio per i bambini	<i>Ogni forma di sostegno ed azioni necessarie a garantire la sicurezza, la salute, l'educazione e lo sviluppo dei bambini che siano stati sottoposti a lavoro infantile, come sopra definito, e il cui lavoro sia terminato.</i>
D.Lgs. 345/99	Protezione dei giovani sul lavoro.
D.Lgs. 262/00	Disposizioni integrative e correttive del D.Lgs. 345/99 in materia di protezione dei giovani sul lavoro.
Legge 296/2007 (Finanziaria 2007)	SA8000:2014
1. Child Labour	RL8000

	Procedure P01 CONTRAST TO CHILD LABOR	Rev. 1 Pag. 3 di 4
---	--	---

3. EVALUATION

In Italy, the issue of the minimum age for starting work is regulated by Legislative Decree 345/99, amended by Legislative Decree 262/00 and Law 269/2007.

It is forbidden in Italy to work on children, i.e. children under 16 years of age.

LORENZI s.r.l. undertakes, first of all, to comply with national legislation on access to employment.

LORENZI s.r.l. does not use and does not support the use of child labour.

LORENZI s.r.l. It has never used child labour or staff under the age of 18.

4. VERIFICATION DURING SELECTION AND RECRUITMENT

The staff of LORENZI, *and the employment agencies and professional firms in charge* must categorically exclude the employment of a child or a young worker.

During the selection phase of a new candidate, *the Management or personnel appointed in LORENZI by the Management* verify the truthfulness of the personal data communicated by the latter, requesting:

- a. to view a copy of your identity card or passport or birth certificate;
- b. passport or residence permit, in the case of non-EU citizens;
- c. copy of the documents required by the National Collective Labour Agreement.

The same check must be carried out by personnel external to LORENZI and/or selection companies, in charge of personnel search, *employment agencies*, the existence of the age of 18 as a mandatory and essential requirement for any future employment in LORENZI.

This existence must also be verified by the *professional firms appointed* (Labour Consultant) by LORENZI, which interfaces and communicates with AMM.

5. ACTIONS TO REMEDY CHILD LABOUR

In the event that the employment of a child under the age of 16 is detected in the context of LORENZI's work activities, the Management, in collaboration *with the Social Performance Team* and the Workers' Representative SA8000 (RL8000), undertakes to implement a series of remedial actions aimed at protecting the minor and his family.

These actions include:

1. Collect information on the reasons that led the child to look for a job (e.g. poverty, need to support the family, other problems).
2. Notify and inform the Administrations and Local Authorities to identify any situations of discomfort of the minor.
3. Collaborate with non-governmental organizations, including non-governmental organizations, present in the area, to resolve any situations of difficulty in supporting the child and his family.
4. Seek with other interested parties (customers, voluntary associations, employers' associations, suppliers, personal acquaintances) a working solution for the adult members of the family as an alternative to the child.

	Procedure P01 CONTRAST TO CHILD LABOR	Rev. 1 Pag. 4 di 4
---	--	---

5. Employ, *where and as much as possible*, other members of the child's family unit to ensure economic sustenance.
6. Ensure the child's education through the payment of school fees, purchase of textbooks or part of them, any transport costs or alternatives to reach the school premises.

6. REMEDIAL ACTIONS FOR YOUNG WORKERS

In the event, albeit remote, that a young worker (under 18 years of age) is found to be employed in the context of LORENZI's work activities, the Management, in collaboration *with the Social Performance Team and the Workers' Representative SA8000 (RL8000)*, undertakes to implement a series of remedial actions aimed at protecting the minor and his family.

These actions include:

1. Collect information on the reasons that led the child to look for a job (poverty, need to support the family, other problems).
2. Notify and inform the Administrations and Local Authorities to identify any situations of discomfort of the minor.
3. Collaborate with the organizations present in the area to resolve any situations of difficulty in supporting the child and his family.
4. Search with other interested parties (customers, voluntary associations, employers' associations, suppliers, personal acquaintances) for a working solution for the adult members of the family as an alternative to the young worker.
5. Employ, *where and as much as possible*, other members of the child's household to ensure economic sustenance
6. Stimulate the resumption and continuation of studies with the payment of school fees, purchase of textbooks or part of them, any transport costs or alternatives for reaching the school site.

7. INTERNSHIPS/INTERNSHIPS

A traineeship is not a way of fulfilling the right and duty to education and training.

Only in the event that the minor has already obtained the qualification, professional qualification, the same is no longer subject to the training obligation and therefore can be started in an internship. However, there are situations in which minors under the age of 18, although subject to compulsory education and training, must be verified on a case-by-case basis by the professional firms appointed by LORENZI under national and regional legislation.

8. SUPPLIER AWARENESS

LORENZI, in its relations with its suppliers and subcontractors, wants to "raise awareness" and possibly bring them closer to the requirements of Corporate Social Responsibility and the SA8000 standard.

This is pursued through the P02 Supplier Evaluation and Control procedure.