

## RECOVERY PROGRAMS FOR CHILD LABOR

If a case of child labor (employee that is not yet 16 years old) is detected inside **EUROSIREL** context, the Management in collaboration with the Management Representative, is committed to realize remediation actions to protect both the child and his/her family.

After the reporting is received, the Management Representative, with the help of *Telefono Azzurro* Association, calls the Association on 114 telephone number (Emergency Childhood area). The support from the Association begins with a preliminary evaluation by phone, to verify the child labor reporting severity. If the child labor is confirmed, the reporting is shared with the Police of the relevance area, the local Labor Inspectorate and the General Labour Department belonging to the Ministry of Labour.

Furthermore, in case of serious child exploitation, also the Social Services and the specific Territorial Agencies are involved, in order to establish a customized path of active and effective recovery of the child.

The same procedure is applied in case of the Company detects a child labor in its supply chain. In this case, the Management is committed to request a meeting with the supplier, in order to agree on a *Recovery Program* for child labor.

The Recovery Programs must provide adequate support to guarantee these children attend school until the age legally required.

The Recovery Programs, agreed with the supplier, must include the following activities:

- Ensure adequate education and support for children.
- Ensure that children and young workers are not employed at work during school hours.
- Ensure that the daily travel hours (from workplace to school and vice versa), added to school hours and working hours do not exceed 10 hours total per day.
- However, the working hours of young workers cannot exceed 8 and the work cannot be carried out not at night.
- Do not expose children or young workers to dangerous or noxious situations for psycho-physical health and for their development, both inside and outside the workplace.

The Recovery Program must be formalized, from time to time, in writing by the Social Performance Team (consisting of the Management Representative for the SA8000 and the Workers' Representative for the SA8000) and formally approved by the Management.

The Recovery Program is available to the stakeholders by means of the Company website, in the SA8000 section. The Management and the Social Performance Team are committed to identify methods and resources necessary for the Program implementation.

The Program will contain:

- Description of planned activities,
- Specific responsibility,

- Time frame for carrying out this activity,
- Any financial resources.

The Recovery Program can be applied also by **EUROSIREL**, if needed.

Furthermore, in the event that a child labor situation is found, as well as the Social Performance Team, also the Relevant Bodies can be involved, such as Regional Observatories of Child Labor.

19<sup>th</sup> January 2024

*Management  
Social Performance Team*