

1. PURPOSE

This document is issued in order to fulfil the requirements of § 1 of the SA 8000 standard and to regulate what is indicated in the Company Policy.

The purpose of this procedure is to define the methods and responsibilities of our organisation with regard to the prevention and eventual rehabilitation of underage workers who may be found working on its premises or with suppliers.

The Company through this procedure establishes, documents, maintains active and effectively communicates to staff the prevention and possible recovery actions in favour of children whose work situation falls within the definition of "Child Labour".

This Policy applies to our organisation and suppliers.

In line with the principles and values expressed in our Code of Ethics, the Company undertakes to

- Not to employ in-house workers below the definitions of child and young worker, and refrain from exposing them to situations that are, outside or inside the workplace, risky, dangerous and harmful to health;
- To respect and disclose to internal and external stakeholders its commitment not to use child labour, either systematically or on an occasional basis, and to be the spokesperson for a culture of protection of young people at work;
- To respect:
 - Collective labour agreements and all legislation on the employment of minors and young people in the company (internship agreement, apprenticeship, insertion contract, forms of alternating school-work, etc.) in compliance with Legislative Decree no. 345 of 1999 and its subsequent amendments and additions;
 - Regulations protecting the needs of student workers;
 - Forms of collaboration with schools and educational bodies to promote the insertion of young people in employment;
 - Forms of collaboration with local authorities to support policies for the protection of minors (e.g. national, regional, telefono azzurro etc.).

2. REFERENCE LEGISLATION

- Universal Declaration of Human Rights;
- United Nations Convention on the Rights of the Child;
- United Nations Convention on the Elimination of All Forms of Discrimination against Women;
- ilo Convention 138 and Recommendation 146 (Minimum Age and Recommendation);
- ILO Convention 182 (Worst Forms of Child Labour);
- ILO Convention 138 and Recommendation 146 (Minimum Age);
- ILO Convention 155 and Recommendation 164 (Health and safety at work);

3. DEFINITIONS

- **Definition of Child:** Any person under the age of 15, unless local minimum age laws require a higher age for work or compulsory education, in which case the higher age applies.
- **Definition of Young Worker:** Any worker over the age of a child, as defined above, and under the age of 18.
- **Definition of Child Labour:** Any work performed by a child below the age specified in the above definition of child, except as provided for in ILO Recommendation 146.
- **Definition of Forced Labour:** Any work or service obtained by a person under threat of any penalty, and instead, to which that person has not volunteered.

4. MANAGEMENT CRITERIA

The criteria set out in this procedure and the determining requirements of the SA8000 Standard are applied by Seven Elettronica S.r.l. and required of its suppliers and subcontractors, so that they apply what we have established and operate in accordance with the requirement of the Standard, under penalty of sanctions up to and including exclusion from the supplier register.

1.1 The organisation **shall not** resort to or support the use of child labour, as defined above.

1.2 The organisation **shall** establish, document, maintain and effectively communicate to personnel prevention and remedial actions, if any, for children found to be in a work situation that falls within the definition of "Child labour".

1.3 The organisation **shall** employ young workers, but where such young workers are subject to national legislation, they **shall** work only outside school hours.

1.4 The organisation **shall not** expose children or young workers to situations that are hazardous or harmful to their physical and mental health and development, either inside or outside the workplace.

This procedure is published on the company website and posted at company headquarters and on notice boards, together with other company policies, and is the subject of specific training for company workers.

Seven, the Management:



San Giovanni in Persiceto 12/2024