


|  | | CHILD REDRESS PROCEDURE | | | | Card code PRS1.00 |
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| | | | | | | Card date 03/2021 |
| | | | | | | Card review 0 |
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CHILD REDRESS PROCEDURE

1. PURPOSE

The purpose of this document is to set out the steps the company intends to take if it becomes aware of the use of child labour in activities over which it can exert influence.

2. SCOPE OF APPLICATION

The ways of intervention set forth below are applicable to the activities performed directly by **Mori 2A** or, in relation to the influence that **Mori 2A** may exert, to the activities performed by Suppliers, operating in compliance with applicable laws and, in any case, in the most favourable conditions for the parties concerned.

3. DESCRIPTION OF ACTIVITIES

Mori 2A undertakes to respect and disclose to both internal and external stakeholders its commitment **not to use child labour and to promote all actions aimed at developing a culture of protection of young workers.**

In particular, it undertakes to:


- Only employ people who have reached the age of 16 (the end of compulsory schooling in Italy);
- Respect collective labour agreements and all legislation on the employment of minors and young people in the company;
- Comply with the legislation protecting the needs of working students;
- Activate forms of collaboration with schools/universities and trade associations to promote training courses (in-company training) aimed at facilitating the integration of young people into the world of work;
- Promote forms of collaboration with non-governmental organisations to support policies for the protection of minors;
- Do not expose children or young workers, either in the company or at suppliers, to situations that are risky and harmful to their physical and mental health and development, either inside or outside the workplace (e.g. work related to weapons production, pornography, etc.).

These principles are made known in the following way:

- All suppliers are required to adhere to ethical principles, including the obligation not to employ minors and to protect young workers
- This procedure is posted on the company notice board within the company
- Training is given to staff on this topic
- This procedure is published on the website
- This procedure is made available to all other interested parties at their request

If **Mori 2A** becomes aware of child labour, it will take action in accordance with the following child remedy programme:

3.1 Age verification at the recruitment stage

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At the staff selection stage, it is imperative that the search must involve staff aged over 16. After selection, during the recruitment phase, the HR department verifies the truthfulness of personal data, requesting a copy of identity documents, residence permit (in the case of citizens not belonging to the European Economic Community) and tax code. The UNILAV file is then prepared for the registration of the employment, where the identification documents of the person to be employed are carefully checked and, in case of irregularities, the employment is blocked.

3.2 Monitoring of compliance with the child labour procedure at Mori 2A and suppliers

Mori 2A guarantees compliance with this procedure through:

- Internal audits planned annually and carried out by qualified external personnel or SPT components that allow the detection of any non-compliance with the social responsibility system
- Training of personnel who may report any anomalies/non-conformities to the system
- Implementation of the procedure on anonymous reports / suggestions by staff
- ny audits carried out by qualified SPT members at their suppliers on the basis of a sampling plan defined annually to ascertain compliance with the procedure in person.

3.3 Redress actions

In the event that, even if remote, the use of minors under 16 years of age is detected in the company, the company management, in collaboration with the SPT, undertakes to implement a series of remedial actions aimed at protecting the minor and his or her family. Some customers may need to be informed of this situation.

Upon receiving a report of a child being found at work, the SPT works in collaboration with the Telefono Azzurro association, contacting them immediately on the number 114 Emergenza Infanzia (free of charge 24 hours a day). The intervention of the association includes an initial assessment on the phone regarding the seriousness of the report of child labour.


If a case of exploitation of child labour is detected at a supplier's premises, the local police force, the local Labour Inspectorate and, in some cases, also the Italian General Labour Department at the Ministry of Labour are activated. In cases of serious exploitation, the Social Services and the appropriate territorial agencies are also activated, in order to set up a personalised process for the effective recovery of the minor.

In any case, the identified remedial project must provide in particular:

- A form of sustenance to the minor and his/her family for the lack of work by providing an alternative income to the household
- The guarantee that the minor can complete his/her compulsory education by contributing to the payment of school fees, books, transport to school
- The search for employment or, alternatively, support in finding a job for a family member of age of the minor

The SPT undertakes to identify the methods and find the resources to implement the remedial project.

In case the minor is aged between 16 and 18 years, Mori 2A commits to include the young worker in a professional training programme (law 78/2014 on training) and to ensure compliance with safety

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regulations in order to avoid that he/she is exposed to dangerous, risky or harmful situations, both inside and outside the workplace.

If MORI 2A ascertains that the young worker has not completed the compulsory education, it shall:

- Establish working hours for the young worker outside school hours;
- Check that the time spent on work, school and transport (to and from work and school) does not exceed 10 hours in total and the working time does not exceed 8 hours per day
- Check that he/she does not work at night

3.4 Monitoring of suppliers

During the qualification phase, the suppliers of MORI 2A sign a commitment to respect ethical principles and consequently to combat child labour.

If the supplier refuses to sign this commitment, the supplier's qualification process is suspended until the situation is remedied.

If, on the other hand, workers under 16 years of age are identified during surprise audits planned at suppliers, the SPT, having consulted the General Management, suspends the supplier's qualification and takes action, as mentioned above, by contacting Telefono Azzurro's 114 number or the NGOs operating on site (e.g. Save the Children or Amnesty International), preferably together with the supplier, taking remedial action as defined above.

All the actions set out in points 3.3 and 3.4 must be punctually recorded and the records kept and the progress punctually kept under control. An appropriate Corrective Action shall be opened in the Social Responsibility system.

If the supplier does not co-operate in identifying a resolution, he shall be removed from the qualified supplier list.