

1. Purpose

The purpose of this Specification is to define:

- the methods by which the Company remedies to child labor situations, should they occur;
- the methods by which the Company promotes the education of children included in the ILO 146 recommendation;
- how the Company manages young workers that it might employ and checks their treatment also by its subcontractors.

These provisions apply:

- in all cases where the presence of children is detected;
- in the case of employment of, or collaboration with (even occasional) workers aged between 16 and 18 years.

2. Definitions SA8000:2014

- Child: Any person of less than 15 years of age, except those cases where local laws on the minimum age establish a higher minimum age to enter the labor market or to attend compulsory education; in such case, the higher age applies.
- Child labor: Any work carried out by a child of an age lower than that specified in the above definition of a child.
- Actions to remedy to child labor: Any form of support and actions necessary to guarantee the safety, health, education and development of those children exploited by child labor, as defined above, and whose work is finished.
- Young worker: Any worker who exceeds the child age, as defined above, and has not yet turned 18.

3. Operational Methods

3.1 General View

In line with the principles and values expressed in the Corporate Policy, INSO pledges not to use in its activities, workers of an age that matches the definitions of child and abstain from exposing any employed young workers, to situations that are risky, dangerous, harmful to health and in any case do not comply with the health and safety standards.

In order to protect children as much as possible, INSO establishes the activities that it would adopt for the recovery of children who, by mistake, could be used in its HQ or sites.

3.2 Planned Actions

At the time of the selection/identification of new personnel, PER must make sure that the person examined is not a child, by analyzing the candidate details. Except for special cases, it is sufficient to confirm that the candidate has the necessary requisites to reduce the chance to employ both children and underage workers.

3.2.1 Employment of Children

If in a workplace managed by INSO a case of child employment occurs, the personnel that has detected the event must inform the corporate SPT, which prepares a plan (approved by ADE) that defines the specific actions to implement, the people responsible, the time and the resources used. The purpose of the Plan is to help the child and his/her family and it shall be based on the following principles:

- ensure the child's education by paying the relevant costs;
- provide the child with an income to lessen the financial impact on his/her family.

Once such remedial actions are planned and implemented, they are monitored by the corporate SPT through confirmation activities appropriately recorded in the Minor Recovery Plan.

3.2.2 Employment of Young Workers

If a young worker is employed, it is to follow a program, established by the law, which offers professional training (e.g. apprenticeships, internships...).

INSO however ensures that the total of hours spent at school, at work and in coming and going from/to such places and home does not exceed 10 hours overall, and the young worker is used in compliance with the limits established by the current health and safety standards relevant to the employment of minors.

If the employment of young workers by any of INSO subcontractors, the INSO personnel must monitor the compliance with the law provisions on health and safety and the instructions contained in the traineeship/apprenticeship agreements.

If an anomalous management of young workers is detected (e.g. non-compliance with the safety conditions or the relevant standards), INSO has the duty to intervene with the subcontractor and agree with him appropriate actions to ensure to such young workers safe conditions that comply with the current standards.

During internal audits and, possibly, audits of suppliers, the auditor must confirm the employment conditions of any young workers.