

Scope

The purpose of this procedure is to define the ways in which ATI Project guarantees not to use and not to encourage the use of child and child labor

It also specifies the actions that will be taken if they are used incorrectly at its headquarters and the methods of intervention adopted in the event of detection of the use of child labor by suppliers.

Application field

This procedure applies to everyone internal and external processes.

Regulatory references

- AT 8000
- ILO Convention 138 and Recommendation 146 Minimum age

Terms and definitions

Child: Any person under 16 years of age, except where local minimum age laws establish a higher minimum age for entry to work or for attending compulsory schooling, in which case it applies the highest age.

Child labor: Any work carried out by a child under the age(s) specified in the definition of child above, except as provided for in ILO Recommendation 146.

Young worker - Any worker who exceeds the age of a child, as defined above, and who has not reached the age of 18.

Assumption: drafting of a contract between worker and employer which regulates the activity, times and compensation.

Remedial action for child labour: All forms of support and actions necessary to ensure the safety, health, education and development of children who have been subjected to child labour, as defined above, and whose work has ended.

Responsibility

Per company policy, the Organization:

- does not use child labor or youth labor.
- does not hire minors under 18 years of age, as this is not required by the minimum requirements to carry out the work

Responsibility for the application of child labor verification procedures and any recovery programs lies with the Management Representative.

Process

- In the company

In order to avoid any possibility that a worker under the age of 16 or in the 16 - 18 age group could be mistakenly employed in the company, the organization has decided not to apply apprenticeship or job training contracts to minors.

If minor workers are identified in the company, a report must be made to the Employer, HR Office and Social Performance Team.

- At suppliers

In order not to favor or support the use of child labour, the Management has defined an information letter to suppliers, which requires signature and the commitment of the same not to use child or forced labour, not to discriminate between its workers and not to use corporal punishment, physical or mental coercion or verbal abuse.

If the Company becomes aware of behavior contrary to this commitment on the part of one of its suppliers, the Management undertakes to communicate what has been discovered to the interested parties who are experts in the field of child protection, such as for example Local Governments or Organizations Non-governmental (e.g. the Labor Inspectorate and the Social Services of the relevant territory).

The Management decides to send the letter of adherence to the SA8000 principles, the questionnaire and the procedure to all new suppliers.