

CHILD LABOUR

Definition

- Child labour: any work performed by a child (person under 15 years of age, except where local laws set a higher minimum age for access to employment or compulsory schooling, in which case the highest age applies), except as provided for in ILO Recommendation 146.
- Young worker: any worker over the age of child under the age of 18.

Evaluation and policy

In consideration of the type of activity carried out, the need to use adequately trained personnel with a good level of experience, the controls implemented by OR are highly unlikely to use workers who fall into the child work bracket.

The checks carried out consist essentially of: verification of personal data and identity documents of its workers, checks by the persons in charge about the access of workers of any subcontractors / subcontractors.

In addition, questionnaires sent to subcontractors / subcontractors regarding the use or not of child labor or young workers are examined. Regardless of the analysis of the answers on the questionnaires, the Company may carry out audits at one or more suppliers or request additional documentation from them (example: DURC).

If young workers in school-work alternation are included in the company as training/learning, they will be guaranteed working hours that allow them to fulfill their school obligations.

The total time dedicated to school, work and related travel will not exceed in any case the maximum limit of 10 h / day, with no more than 8 hours of work.

This argument is obviously also reversed on suppliers, understood as suppliers of products, services, subcontracting activities.

If the Company becomes aware of child labor situations at one of its suppliers, in addition to reporting what has been found to the competent authorities, it will immediately terminate any collaboration relationship with the supplier.

If the Company becomes aware of situations of young workers at one of its suppliers, it will verify, directly or through bodies dedicated for this purpose, that the requirements regarding the possibility of fulfilling (possible) school obligations are respected, in addition to verifying the total number of hours accumulated between school, work, travel.

In particular, the Company will propose one of the following alternatives in order to resolve the problem:

- Hire a parent or relative to replace the child and/or young worker, where possible;
- Organize the work activity concerned in such a way as to allow school attendance;
- Organize activities so as not to exceed 10 hours in total between work, school and transport;
- Check or arrange transport conditions;
- Support the worker by contributing to the costs of school attendance.