



Remediation for child labour and young workers

1. Scope and purpose

1.1 Applicability

The field of application **covers** all activities undertaken within the organisation or by suppliers or sub-suppliers.

1.2 Objective

To ensure that child labour is not used. To define the procedures adopted to manage remedial actions in the event that child labour is used within the company or by suppliers or sub-suppliers.

2. Reference documents

For the SA 8000:2008 standard, **INTERNATIONAL REFERENCES and NATIONAL REFERENCES (for Italy, Spain and Switzerland)** see MOD 4-1.1 External documentation and the complete texts of the documents.

3. Definitions

Child	Any person under 15 years of age, except in cases where local laws on minimum age establish a higher age for the performance of work or compulsory attendance at school, in which case, the relevant age is that applied in the local area.
Young Worker	Any worker above the age of a child as defined above and under 18 years old.
Child Labour	Any work performed by a child aged below the age specified in the definition of child above, with the exception of the provisions of Recommendation ILO 146.

4. Procedure

4.1 Child Labour

Where, following inspections at suppliers' premises, or through any other source of information, company personnel become aware of the use of child labour within the company or by its suppliers or sub-suppliers, they immediately shall inform the HSRMS of the same. The latter will open a Non-Compliance procedure in accordance with the respective procedure and immediately notify the SA8000 Employee Representative and Management/Management Representative.

The remedial actions to be implemented in the event that child labour is used are the following:

- Ensure the use of child labour is terminated as soon as possible;
- In the event that the financial situation of the family is particularly serious and could worsen as a result of the dismissal of the child, the company must strive, through the involvement, if necessary, of the local administrations, to recruit other family members of the minor;
- Ensure that the minor continues to attend school, committing itself or requiring the supplier to commit to bearing all necessary expenses (e.g. fees, purchase of books, other expenses) for the school attendance;
- Involve social workers, voluntary association, etc. which might assist in monitoring the situation of the minor and his family background.

The remedial action to be definitively implemented, from those listed, is decided based upon the specific situation.

Decisions are taken by common accord by Management, HSRMS, SA8000 Employee Representative and other individuals involved each time, such as representatives of local administrations and/or suppliers, if the Non-Compliance is raised by the latter.

HSRMS and the Management Representative also decide upon the possibility of commencing corrective action after the Non-Compliance is raised. The Non-Compliances and Corrective Actions are managed and documented in accordance with the indications in the PRO SA 5.0 relevant procedures. Social ethical complaint Non-Compliance/Corrective Action/Preventive Action.

The HSRMS has the duty of overseeing closure of the Non-Compliance and any Corrective Actions opened as a result of the same and providing communication of such to Management/the Management Representative.

4.2 Young Workers

In the case that young workers are used within the company or by a supplier, the HSRMS must ensure, through appropriate measures, that those workers:

- are employed only after school hours, where they are subject to compulsory schooling;
- do not carry out heavy work;
- work in safe conditions and are not exposed to situations that are dangerous, risky or hazardous for their physical and mental health and for their development;
- do not come into contact with dangerous equipment;
- do not work for longer than 8 hours per day;
- young workers should not be employed during school hours; in addition, the time spent at school, work and travelling should not exceed 10 hours and, in any case, working hours should not exceed 8 hours per day and young workers may not work nights.
- do not work during night shifts.



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Anyone who is aware of breaches of the above conditions must immediately notify the HSRMS.

4.3 Responsibility

MGMT, in collaboration with the area managers, is responsible for implementing this procedure.