

robans

POLICY ON CHILD LABOR AND YOUNG WORKERS

NO CHILDREN AT WORK AND YOUNG WORKERS MUST BE PROTECTED

Robans S.r.l. (hereinafter “Robans”) undertakes not to use child labor (young people under the age of 16) and, in the case of the inclusion of young workers (under the age of 18), to comply with all the protections posed by current legislation and the SA8000 requirement to safeguard their mental and physical development.

Management is directly responsible for personnel selection activities and, through the Human Resources Department, collects and verifies documentation proving the age of candidates. The only areas in which young workers could be placed are internships, apprenticeships, or school-to-work alternation. These situations are managed within the framework of projects with school/ university institutes or territorial employment centers, thus covered by shared training projects aimed at guaranteeing the young person’s growth path and ensuring all the protections provided. >

Robans counteracts the use of child labor through careful selection of its suppliers and collaboration with them in order to avoid child labor situations.

When selecting the most critical suppliers (e.g., external laboratories), Robans employs a work team consisting of one of the company’s owners, the company’s safety manager, and the labor consultant in order to verify the absence of child labor situations and to check for possible child labor situations. Undertakes to disseminate its policy through awareness-raising moments at the most critical suppliers (e.g., external laboratories).

In the event that, during the selection and verification phases of its suppliers, Robans finds situations of the use of child and/or child labor, it will take steps to support the supplier in establishing appropriate remedial actions, such as:

- Recruitment as a substitute child or young worker of a parent or relative;
- Arrange the person’s work activity in such a way that it does not coincide with normal school hours;
- Provide financial support to working children and/or youth in order to enable them to attend and remain in school until the age stipulated in the definition of a child;
- Organize work activities in such a way that the sum of hours of work, hours spent at the educational institution, hours to and from the workplace, and hours to and from the educational institution do not exceed 10 hours/day;
- Verify that all precautions are taken to safeguard the safety and health of the child and/or young worker.

Robans is committed to disseminating knowledge of its policy to both workers and other stakeholders.

30th May 2023

Robans s.r.l.