



SOCIAL RESPONSIBILITY MANUAL

MN SA 8000

Edition 1 - Rev. 0
of 15.06.2026
ABSTRACT

REQUIREMENTS – SUSTAINABILITY PRINCIPLES

PROTECTION OF CHILDREN AND YOUNG WORKERS (D1)

Principles

- I. The company must ensure adequate protection of children and young workers.
- II. The company shall not employ or facilitate the use of child labor.
- III. The company prohibits the entry of children into its areas.

Operating provisions

- Access to the areas is not permitted to minors under the age of 16.
The minimum age for hiring in the company is 18 years.
In this regard, the company adopts the following rules:
 - Age verification of all candidates through a valid ID before hiring;
 - for each worker, documentation must be maintained as verifiable proof of age;
 - visual control of workers entering the areas (production and/or offices).
- The minimum hiring age permitted by Italian law is 16, so the company may hire young workers between the ages of 16 and 18.
In this case the company adopts the following rules:
 - remuneration must be commensurate with that of adult workers in a similar position;
 - young workers must absolutely not be employed during school hours;
 - working hours on non-school and non-holiday days must not exceed 8 hours;
 - the daily sum of travel hours (to and from school and workplace), school hours and work hours must not exceed 10 hours;
 - young workers should not be employed at night;
 - Young workers shall not be employed in activities that are dangerous, unsafe, unhealthy or strenuous.

Remediation procedures in case of detection of child labor in the value chain

1. Case evaluation

- Verification of the minor's age through documentation and case classification (working minor under 15 or 15 to 17 years old).
- Analysis of school, social and family conditions.

2. Controlled suspension of activity

- Suspension of the minor worker from his duties.
- Request that the supplier immediately remove the minor from any work activity.

3. Immediate reporting and activation

- Immediate notification to the Social Performance Team.

4. Individual Remediation Programs

- Request from the stakeholder a child worker remediation program, which may include:
 - a. school or training reintegration;
 - b. periodic monitoring of the remediation progress;
 - c. absolute prohibition on reassigning the minor to work duties.



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5. Corrective actions towards the stakeholder

- Request for evidence of implementation of the remediation program.
- Introduction of announced or unannounced audits and/or document controls.
- In case of non-cooperation: suspension or termination of the relationship.

6. Case monitoring and closure

- Periodic review of the implementation of the remediation plan.
- Closure only when the minor is permanently reintegrated into an educational/training path.
- Management is reported in the Non-Conformity Register.