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1. GOAL:

This document defines the initiatives the company intends to implement, should it become aware of child labor in business activities on which it can exercise its influence.

2. FIELD OF APPLICATION:

The following interventions are applicable to activities carried out directly by Zintek Srl, and to the level of influence Zintek Srl can exercise on Supplier activities, operating in compliance with currently effective laws of the nation in which the issues are identified, and in any case with goal of ensuring the best solution for the interested subjects.

3. DESCRIPTION OF OPERATIONS:

Should the company become aware of cases of child labor, it will act in accordance with the following underage workers remediation program.

3.1 RESEARCH:

- collect information on the motivations behind the underage labor (poverty, lack of means of sustenance for the family, etc.) and on the family composition.
- Identification of possible margins of intervention by Zintek Srl (e.g. currently effective laws on the matter) and of the type of influence the company can exercise to ensure instruction and forms of sustenance for the underage worker.

3.2 REQUIRED ACTIONS BASED ON SPECIFIC CASE ELEMENTS:

Required actions	Children under the age of 15	Young workers aged >15 and <18
Flag the situation to local Administrations and Institutions, and collaborate to identify solutions for the difficult situation of the underage worker.	●	●
Collaborate with local Organizations to solve situations in which the underage worker has no means of sustenance.	●	●
Identify an employment solution for the relatives of the underage worker – who may therefore cover the economic needs of the family – via Trade associations, personal acquaintances, Clients and Suppliers.	●	●
When possible, hire family members of the underage worker to ensure financial sustenance of the family;	●	
If the underage worker is an adolescent and has not completed mandatory schooling requirements, provide light and safe employment (in compliance with the law concerning the tools in use and the acceptable exposure to risks) in time slots and ways that allow the adolescent to continue his/her instruction (making sure that the total number of work, studying and commuting hours amount to less than 10 per day, by assigning work shifts on days in which scholastic attendance is not required).		●

These actions will be coordinated by the SA8000 Direction Representative, in collaboration with the SA8000 Representative of Employees, the interested parties and the Corporate Management.