

Child Labor Remediation Procedure

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ISSUED BY.	Compliance Function
APPROVED BY.	Chief Executive Officer

1. FINCONS' COMMITMENT

Fincons is committed to neither using nor supporting the use of child labor, and-where necessary-applying specific protections to young workers.

Nevertheless, the company considers it a fundamental principle and in order to reduce any risks it has in place specific procedures for itself and its suppliers.

2. MANAGEMENT SYSTEM

Fincons' employment policy requires candidates, at least, to have a high school diploma or college degree. As a result, all employees are hired after reaching the 18 years old minimum age.

The HR department verifies workers' identity documents during hiring procedure, ascertaining their validity and compliance, thus actively preventing the risk of incurring any possible child labor. Compliant with the provisions of current regulations, no personnel under 16 years old are employed.

In case a situation of child labor is discovered within the supply chain, Fincons provides a remedial procedure, structured as follows:

- Definition of the circumstances that led to the occurrence of the case;
- Involvement of associations specialized in child protection and fighting school dropout to analyze the causes of the problem;
- Contacting relevant local and/or national institutions to guarantee support services under the social welfare profile;

Depending on the cause, different actions can be taken, for example:

- the employment of a child's family member;
- the provision of economic support;
- the training and awareness-raising actions if socio-cultural dynamics turn out to be the determining factor.

The Compliance department, in collaboration with the Procurement department make suppliers aware of complying with the SA8000 principles so that suppliers will ever incur in child labor and they can commit themselves to compliance with the abovementioned principle.

These principles are considered mandatory to build a strong business relationship with Fincons.