

	PROCEDURE TO CONTRAST WORK CHILD WORK AND YOUNG WORKERS	PRO RS 03 Rev.00
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Scope

The scope of the present procedures consists in the definition of the values, of the intentions And from the mode operational for The contrast Of Ambro-Sol Ltd. SB to the Work childish And there correct management of the professional relationship with young workers. The organization's objectives are:

- avoid Of to resort And give support to shapes Of Work childish
- foresee from the actions Of remedy In the houses in which in future as to to meet cases Of Childish jobs within the organization
- promote there continuation of the They path training school mandatory
- guarantee there correct management of the young workers I know that succeed to to reconcile the needs training and work and their psycho-physical development is not hindered

Definitions

Child	In the context regulatory Italian, any person with less Of 16 years Of age
Work childish	Any Work carried out from to child Of age inferior to that(s) specified in the definition of child above, except as provided in the Recommendation ILO
Young worker	Any worker That you surpass the age Of child, as above defined, And That Not over 18 years old

Field Of application

There present procedures Yes apply to all the activity turning points from Ambro-Sol Ltd. SB, to the agencies For The placement with which it collaborates, its suppliers and sub-suppliers.

Responsibility

Management and the Human Resources Manager are responsible for implementing this procedure. The Social Performance Team, established as part of the SA 8000 Management System, collaborates with Management and other functions to oversee compliance with this procedure.

PROCEDURES

Ambro-Sol Ltd. SB Not he means to resort in any way to the performance working hours turning points from children.

To the end Of avoid The occur from the case in point in object, during there phase Of research And selection of the personal, yes will require to document of identity valid And Not counterfeit And In the houses Of hiring from the resource no a copy will be kept.

Ambro-Sol srl SB also pays particular attention to the professional management of young workers. Specifically, any professional services provided by young workers are subject to the following limitations:

- If The young worker he's coming back Still In the period Of instruction mandatory, there performance work may only take place outside of school hours;
- The timetable Of Work maximum daily of the young worker And even to 8 hours;

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- The timetable total spent to school And Work, comprehensive from the timing necessary for travel, however, it cannot exceed 10 hours per day;
- There performance working And admitted Alone during the time daytime While Not And never granted in night hours;
- To the young worker, to the end Of Not alter The his development psycho-physical, Not they go attributed strenuous tasks and must not as into contact with substances that are dangerous to his health.

As part of the collaboration with the agencies for the For the search and selection of personnel, Ambro-Sol srl SB requires the sharing of the same values and reserves the right to verify, through requests and documentary checks, compliance with the principles set out above.

Floor Of remedy to the Work childish

If in future Ambro-Sol Ltd. SB come to knowledge of employment Of a child in the own activity and structures corporate provides immediately suspension of the relationship Of Work And at the closure of any existing contractual agreement. Furthermore, it provides for:

- Analyze the needs and the motivations That they have pushed The child to the research of the Work, as well as the family situation in which he finds himself;
- Advise formally the Local Administration, the social services and possibly the forces of the order depending on the specificity of the situation identified in the previous point;
- Promote the continuation of the child's education until the end of compulsory education through direct financial support to the family or by offering family members the opportunity to work, subject to the organization's availability.

The actions Of remedy implemented they can vary to according to the specificity from the situation found And the decision on this matter is up to the Management in collaboration with the Social Performance Team and any competent authorities.

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