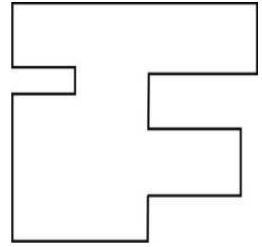




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 C.F. / P.IVA Reg. Imprese 03194000240
 REA No.: 306234 – Cap. Soc. euro 30.000,00
 Certified N. Rjc-Cop 0000 4750 – Rjc – CoC C0000 4779
 Unique code: SUBM70N <http://www.ifanton.com>



CHILD LABOUR PROCEDURE

In line with the principles and values expressed in the Company Policy and the Code of Ethics and in compliance with the laws in force, **I FANTON S.R.L.** refrains from using or encouraging the use of child labour or in any case of young people of compulsory school age. To date, in fact, no minors under the age of 18 are employed in the company.

At the time of hiring, **I FANTON S.R.L.** categorically excludes the hiring of a child and in any case tends to exclude the employment of young workers.

It is the responsibility of the Human Resources Manager, when hiring a new employee, to ascertain the age of the applicant, through a careful analysis of the applicant's data, requesting and scrupulously checking an identity document (identity card, driver's license, passport, birth certificate, etc.).

Remedial actions

Children

In the event that it is a child who requests work, or in any case the employment of a child is identified, the Organization, the Management, with the collaboration of the Human Resources Manager, implements a series of actions for the recovery of children who may find themselves working.

The programme consists of the following actions:

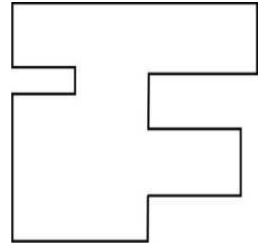
1. collect information on the motivations that push the child to look for a job (poverty, lack of family support, etc.) and on the family composition to verify whether it is possible to offer a job to another family member;
2. guarantee education and a form of financial or other support to the minor.

The actions to be taken will be in order:

- a. collaborate with local administrations and authorities to identify solutions to the child's situation of hardship
- b. collaborate with organizations in the area to solve any situations of lack of sustenance of the child
- c. to search through trade associations, personal acquaintances, customers and suppliers for a working solution for the child's relatives that allows a "dismissal" of the child and that with their employment can support any economic needs
- d. directly hire other family members of the child in order to ensure financial support for the family following a possible "dismissal" of the child
- f. in any case, ensure the child's education through the payment of school fees, textbooks and transport costs to reach school.



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CHILD LABOUR PROCEDURE

Young workers

For the young workers that the company decides to employ, the Management, with the collaboration of the Human Resources Manager, will provide:

- to stimulate the continuation or resumption of studies, in the event that they have been interrupted, in order to ensure the completion of school education;
- guarantee a type of employment contract appropriate to his or her status as a young worker
- define the young worker's duties within the organization to ensure that:
- if the student, because he is subject to laws on compulsory education, the work is not carried out during school hours, the sum of the hours of school, work and transport does not exceed 10
- per day and under no circumstances do you work more than 8 hours per day or work during night hours
- that the young worker is not exposed to situations that are risky or harmful to his physical and mental health and development
- provide a special professional training course that is able to enhance the skills of the young worker, enriching their knowledge and skills for a better future integration into the world of work

A characteristic of the intervention will therefore be not limited to offering only technical skills, which it is in any case important to acquire, but above all to allow the young worker to understand and internalize their meaning, so as to orient himself in a lasting way to enter the world of work and, consequently, into a new social universe.

This means that the skills that will be acquired through professional training courses, forms of apprenticeship and whatever else will be deemed necessary, will be placed in a significant context that does not leave them an end in themselves, but really vehicles possibilities for a different life.

Monticello Conte Otto (VI), 01.04.26

I FANTON s.r.l.

A handwritten signature in blue ink, likely belonging to a company representative, placed below the company name.