

## Code to prevent Child labour and support Young Workers

### 1. Introduction

MARCHETTO PELLAMI does not accept *child labour*. We work together with our suppliers and partners to actively promote children's rights throughout our value chain. We base our work on the Children's Rights and Business Principles developed by UNICEF, the UN Global Compact and Save the Children (<http://childrenandbusiness.org>) and our firm commitment to always act in the best interest of the *child*.

We believe that children are entitled to a healthy and happy childhood at all times, without being forced to enter employment before they are ready for it.

When children reach the *minimum legal working age*, MARCHETTO PELLAMI is committed to helping them have access to decent work opportunities by encouraging our suppliers to support their employment.

According to the International Labour Organisation's (ILO) Conventions on Minimum Age and Worst Forms of *Child Labour*, *young workers* are not allowed to perform any type of hazardous work. MARCHETTO PELLAMI respects different cultures and values in countries where we operate. However, we do not compromise on the requirements regarding the rights of children.

This document is part of the MARCHETTO PELLAMI Code of Conduct.

### 2. Child labour

MARCHETTO PELLAMI requires that all suppliers and service providers comply with this Code to prevent *child labour* and that includes the compliance with all applicable national and international legislation. The supplier shall always comply with the most demanding requirements, whether they are relevant applicable laws or MARCHETTO PELLAMI requirements. Should the MARCHETTO PELLAMI requirement contradict national laws, the law shall always be complied with and prevail, unless the law contradicts basic principles of human rights. If *child labour* is found at any location that falls under the scope of MARCHETTO PELLAMI Code to prevent *child labour*, MARCHETTO PELLAMI requires the supplier to immediately make corrective and preventive action plans that are in the best interest of the *child*.

In very specific circumstances, *light work* and/or *apprenticeship or vocational training* for students may be allowed. Work of this type must be communicated to MARCHETTO PELLAMI prior to starting.

### 3. Young Workers

MARCHETTO PELLAMI recognises that *young workers* entering the labour market have specific needs. We require that our suppliers ensure adequate protection of *young workers* from hazardous work and we invite suppliers to identify positions that are suitable for *young workers*. Decent employment of *young workers* is beneficial to everyone:

- to the *young worker*, who gains valuable experiences and knowledge,
- to the employer, who secures a well-trained future workforce and
- to the wider society, who will have young and healthy people contributing to future growth.

*Young Workers* working in hazardous conditions or in a hazardous type of work is not allowed.

#### 4. General Principles

MARCHETTO PELLAMI does not accept *child labour*.

MARCHETTO PELLAMI supports decent employment of *young workers*, but does not accept *young workers* working in hazardous conditions or in hazardous type of work.

MARCHETTO PELLAMI supports the United Nations Convention on the Rights of the Child (1989) and is guided by the following articles below, in particular:

**Article 3.**

*"All actions concerning the child shall take full account of his or her best interests."*

**Article 32.1.**

*"The right of the child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development"*.

Our requirements on the prevention of *child labour* and prohibition of hazardous work of *young workers* are based on the International Labour Organization (ILO) Minimum Age Convention No. 138 (1973) and the ILO Convention on the Worst Forms of Child Labour No. 182 (1999).

#### Definitions

**Child:** is every person under the age of 18 years.

**Child labour:** *Child labour* is work performed by a child which interferes with a child's right to healthy growth and development and denies him/her the right to quality education. *Child labour* is work performed by a child below the *minimum working age* that has not been specifically communicated to MARCHETTO PELLAMI as light work or apprenticeship / vocational training.

The *minimum working age* is defined by the national legislation and is the age above which a person can be employed on a full time basis. It can be 16 years, 15 years or 14 years in certain developing countries.

**Young worker:** *Young workers* are persons under 18 years of age, but above the *minimum working age*, who are engaged in work.

**Minimum working age:** The minimum legal working age is defined by the national legislation and is the age above which a person can be employed on a full time basis. It can be 16 years, 15 years, or 14 years in certain developing countries.

**Light work:** simple, limited tasks performed under adequate adult supervision, as long as they do not threaten the child's health and safety, her/his right to play or hinder their education or vocational orientation and training. The requirements regarding safety and health for light work are the same as for young workers (no hazardous work). When permitted by national law, 13-14 year olds are allowed to perform light work.

**Apprenticeship/internship/vocational training or orientation:** work that is done by a student of at least 14 years of age and is done as:

- a. a course of education or training, for which a school or training institution is responsible;
- b. and either a programme of training at a company / supplier, which has been approved by the competent authority or a programme of guidance or orientation, designed to facilitate the choice of the student of an occupation or of a line of training.