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|  |   |    | <b>PROGRAM OF<br/>MINOR REMEDY</b> |        |   |    | 11003-0103  |             |

## 1. SCOPE:

The purpose of this document is to define the initiatives that the company intends to take if it becomes aware of the use of child labour in activities over which it can exert influence.

## 2. APPLICATION FIELD:

The methods of intervention described below are applicable to the activities carried out directly by Tognana Porcellane, and to the extent of the influence that Tognana Porcellane can exert, to the activities carried out by the Suppliers, operating in respect of the laws in force in the country where the problem was detected and, in any case, in the most favourable conditions for those concerned.

## 3. DESCRIPTION OF ACTIVITIES:

If the Company becomes aware of any instances of child labour, it will take action in accordance with the following child labour remedy program.

### 3.1 ACTIVITY OF INVESTIGATION:

- Collect information on the motivations for the minor to work (poverty, lack of family means of support, etc.) and on family composition.
- Identification of the margins of intervention pertaining to Tognana Porcellane (e.g. laws in force on the subject) and the type of influence it can exert in order to guarantee education and a form of sustenance for the minor.

### 3.2 ACTIONS TO BE TAKEN DEPENDING ON THE SPECIFICS OF THE CASES ENCOUNTERED

| Actions to be taken   | Children with age less than 15 years old | Young workers with age >15 and <18 years |
|---|--|--|
| Report the situation to the Administrations and Local Authorities, collaborate with them in order to find solutions to the situation of discomfort of the child.  | ●  | ●  |
| Collaborate with Organizations in the area to resolve any situations of lack of child support.  | ●  | ●  |
| Research through trade associations, personal acquaintances, Clients and Suppliers a work solution for the minor's relatives who, with their employment, can support any economic needs.  | ●  | ●  |
| Hire, when possible, family members of the child in order to ensure financial support for the family.   | ●  |  |
| Providing the minor, if he or she is an adolescent and has not fulfilled his or her school obligations, with light and safe work (in compliance with legal requirements regarding the use of equipment and risks to which he or she cannot be exposed) at times and in ways that allow the adolescent to continue his or her schooling (verifying that the sum of work, study, and travel hours are less than 10 per day by assigning work shifts on days/times when attendance is not expected). |  | ●  |

The activities described will be coordinated by the Head of Management for SA8000, who will collaborate with the Head of Worker SA8000, stakeholders and the support of the Company's Management.