

## Remediation Procedure

In accordance with the SA8000 international standard, PAMP has developed a procedure for the Remediation of Minors, which describes the appropriate measures to be taken when a child(\*) is discovered to be involved, directly or indirectly, in processes related to PAMP operations.

The rules and regulations of PAMP's Human Resources department unconditionally prohibit the employment of children.

PAMP is firmly opposed to the use of child labour, but remains aware that it can occur in situations of extreme poverty, degradation or when the extraordinary needs of a family push its children to seek employment. PAMP realizes that such families often consider themselves to be without an alternative and cannot afford an education for their children.

When a child is discovered in the employment of a PAMP supplier or its sub-contractors, it is PAMP's policy to influence the supplier to support, both financially and by other necessary means, the education of that child until he or she reaches the age of 15.

Whenever a child labour violation by a supplier or its sub-contractors is discovered, PAMP will communicate with that company in an attempt to obtain more information on the economic and social conditions of the community. PAMP will also encourage the supplier to then employ an adult member of the child's family, so as to guarantee the family's income.

At the same time, PAMP will continue to influence the supplier so that the supplier provides the child with financial assistance until he or she reaches the age of 15. During this phase, the company that employed the child might be subjected to further inspections in order to avoid similar situations with other employees.

PAMP General Purchasing Agreements require each supplier to cover each cost that could arise whenever any case of children labour should be discovered, at their premises or at their subcontractors'.

(\*) – A child is considered to be any person under 15 years of age or any person under the age indicated by the applicable local laws.

PAMP SA  
6874 Castel San Pietro | Switzerland

T +41 91 695 04 50 | F +41 91 695 04 51  
info@pamp.com | www.pamp.com

