

 NIRSA NEGOCIOS INDUSTRIALES REAL NIRSA S.A.	SISTEMA DE GESTIÓN DE RSE	Código: MG.RS.05 Copia Controlada No.
	POLÍTICA DE PREVENCIÓN DE TRABAJO INFANTIL	Revisión: 2 Fecha:16/11/2021
		Página 1 de 3

REGISTRO DE COPIAS CONTROLADAS

COPIA Nº	DESTINATARIO	FECHA DE ENTREGA	FIRMA DE RECIBIDO
1	Responsable Sistema Gestión de Calidad		
2	Vicepresidente del Directorio		
3	Directora Talento Humano		
4	Gerencia SGA & RSE		

 NIRSA NEGOCIOS INDUSTRIALES REAL NIRSA S.A.	SISTEMA DE GESTIÓN DE RSE	Código: MG.RS.05 Copia Controlada No.
	POLÍTICA DE PREVENCIÓN DE TRABAJO INFANTIL	Revisión: 2 Fecha: 16/11/2021 Página 2 de 3

MANAGEMENT MANUAL ON SOCIAL RESPONSIBILITY

PREVENTING THE HIRING OF YOUNG WORKERS

Code: MG.RS.05

01. **Objective.-** Describe the operating mechanisms through which it is guaranteed that young people will not be employed directly or indirectly, in the activities carried out by the company, its suppliers or business associates.
02. **Scope.-** All production activities and services carried out or contracted by NIRSA.
03. **Policies.-** All NIRSA directors, officers and employees are notified of the total and absolute restriction of hiring or subcontracting activities in which youth labor is employed. To this end, NIRSA has established the following guidelines:
 - a. The entry of children and minors into the offices and production facilities or services of the company is prohibited.
 - b. The original identity card in which the date of birth will be verified will be requested as an enabling document for the hiring of employees, contractors and subcontractors to ensure that no person who has not attained at least 18 years of age enters to carry out activities within the company.
 - c. It is the responsibility of NIRSA to carry out periodic evaluations and guarantee due diligence in determining the possible hiring of youth labor from its suppliers, contractors or subcontractors; to this end, random visits may be made to the main facilities, on-site audits may be performed, investigations through third parties may be carried out. If youth labor is detected, it will be verified whether the employers comply with the provisions of the Organic Labor Law. In no way will the business relationship continue if there is any indication contrary to this

 NIRSA <small>NEGOCIOS INDUSTRIALES REAL NIRSA S.A.</small>	SISTEMA DE GESTIÓN DE RSE	Código: MG.RS.05
		Copia Controlada No.
	POLÍTICA DE PREVENCIÓN DE TRABAJO INFANTIL	Revisión: 2 Fecha:16/11/2021 Página 3 de 3

provision. NIRSA is free to make the pertinent complaints to the pertinent child protection organizations in order to eradicate this practice.

- d. There will be a permanent diffusion regarding this policy in order to sensitize the staff on this issue.

References

SA8000 Standard

BSCI International Standard

ISO SA8000 International Standard

Smeta International Standard-4 Pillars

Labor Code of Ecuador

ILO Convention 138 and Recommendation 146 (minimum age)

ILO Convention 182 (worst forms of child labor)