

RESPONSIBLE RECRUITMENT IN SUMMER



Provide HR with training on age verification and interview skills.



Hold meetings between HR and production leaders to clarify recruitment policies and identify risks

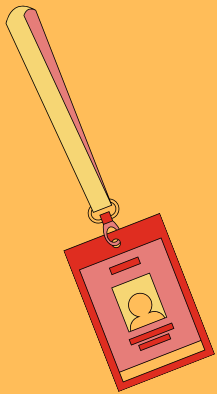


Avoid shortcuts in hiring processes and complete document verification before workers start.

Ensure all workers have complete personnel files, including ID cards, and meet legal working age requirements.



Verify workers' IDs to ensure age compliance and interview all applicants to cross-check information submitted



Instruct security staff to check IDs and report any concerns to HR.

Children above the minimum working age should be offered safe and non-hazardous working conditions.



Arrange childcare for parent workers and explore support options.



Share guidelines with suppliers and subcontractors for implementation.