





CODICE	POL ASS		
TITOLO	RECRUITMENT POLICY	Rev.	00
		Data	21/01/2019

RECRUITMENT POLICY

	ROLE	NAME	SIGNATURE
WRITTEN BY	HR MANAGER	BRIGHENTI ELENA	
APPROVAL	CEO	COLMANO LUIGI	

REVISION INDEX			
DESCRIPTION OF CHANGES	MODIFIED PAGES	DATE	REV.
First issue	-	21/01/2019	00



Faiveley AMGC

A **Wabtec** Company

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First of all **AMGC SpA** guarantees that, within the recruitment criteria, evaluations relating to race, class, national origin, religion, disability, sex, age, sexual orientation, union membership or political affiliation **are totally excluded**.

AMGC SpA undertakes not to hire, **under any circumstances**, employees under 15 years old (for whom school attendance is mandatory) and, except for extraordinary reasons, employees under 18 years old. In any case, if a child is hired within the staff of the Company, He/She will be assigned **non-hazardous tasks**. Therefore, He/She will be in a position where there will be no exposure to dangerous physical, biological and chemical agents and He/She will not be assigned to carry out any of the processes listed in the Directive 94/33/EC's Annex (Protection of young people at work). This principle also applies outside the workplace.

AMGC SpA guarantees full respect of the contents of D. Lgs. 262/00 (Supplementary and corrective Provisions of D. Lgs. 4 August 1999, n. 345, concerning the protection of young people at work ex article 1, paragraph 4, of L. 24 April 1998, no 128) with reference to night work, weekly rest, child safety and mandatory medical examinations.

AMGC SpA undertakes to pay fair salaries, which are in line with CCNL (National Contract of 2016, November 26th, which is applicable to Mechanical and Engineering Industry) to minors who may work at the company. **AMGC SpA** undertakes to provide evidence about it at any time.

All minors who for any reason (apprentices, interns, etc.) will operate at **AMGC SpA**, will be included in the company staff with the main purpose of giving them a growth opportunity in order to allow them to be better integrated into the work world, always guaranteeing their fundamental rights.

Finally the Company Management wants to support with continuity Comitees and Associations that work for the protection of minors. In order to ensure compliance with this policy **AMGC SpA** follows and respects the rules of conduct reported within the Operational Instruction I 01 SA8000 "Child Labour".

Genova, 2019, January 21st

Management