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CHILD LABOR

SUBJECT: CHILD LABOR

SCOPE:

This procedure is applicable to Avon Automotive Portugal, Lda.

OBJECTIVE:

To prevent child labor within Avon's activities and the ones developed by its suppliers.

DEFINITION:

Child labor refers to any work performed by a child under the age of 16 (according to the Portuguese legislation), and mandatory schooling.

Within Avon Automotive Portugal, Lda., child labor will be the one performed by a young person with less than 18 years of age, under a rotating shift pattern, as Portuguese legislation prohibits a minor of 16 years of age or above, to work between 0:00hrs and 5:00 a.m..

DESCRIPTION:

Avon does not use or allow child labor in any of its activities or the ones performed by its suppliers.

In case of child labor use is detected, the entities, directly or acting over their suppliers, shall issue an action plan to ensure that the child returns to school until the end of mandatory schooling.

In case of work performed by under-age workers aged between 16 and 18 years of age, shall be applied the restrictions related to the performance of hazardous activities.

Therefore, in a situation of a complaint or identification and confirmation of child labor use by any of Avon's suppliers, it is Avon's responsibility, along with the child labor user, to establish an action plan to repair the non-conformity, ascribing a responsible and a timeframe to perform each action. The identified actions will be set to ensure that the under-aged will return to school until the conclusion of mandatory schooling age, and that the costs it implies shall be financed, as well as the well-being of the family.

The company shall not expose children or young workers to any hazardous situations, within or outside the working station.

The approval for this Procedure and any amendments comes from the Procedure Owner and the Plant Manager of Avon Automotive Portugal.

The amended pages will be detailed below. The amendment will appear in the header and the amended section will be shown by the amendment number in the left margin.

The Procedure will be completely reissued when this amendment page is full.

Revision Nr.	Date	Details of Changes
1	January 2010	Clarification of responsibilities in case of confirmation of under-aged work.

Approval of Document and Changes

Procedure Owner: *Isabel Lopes (RH)*

Plant Manager: *António Viegas*