

Social Accountability

Our values

OLT Offshore LNG Toscana S.p.A. expresses its commitment to adopt *Socially Responsible Behaviors* in respect of individual and community's interests without distinction of class, national or territorial origin, race, sex, religion and any other situation that may cause discrimination.

OLT believes firmly that it is important to manage its "Human heritage" in a correct and clear manner, to awaken company's Management, suppliers, employees and freelances to respect the principles provided by the Social Accountability Standard SA8000.

OLT therefore commits itself to comply with SA8000 requirements, with human rights conventions and national and international laws communicating them inside and outside the company.

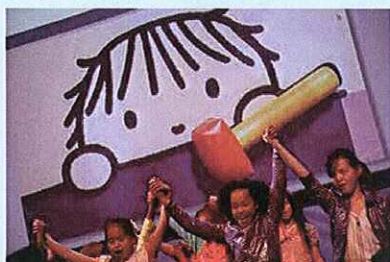
OLT works to continuously improve its "social impact" committing itself towards its employees, customers, suppliers and the whole community which is interested in OLT and in its activities.

That is why we have chosen to adopt the Social Accountability Management System as per SA8000 Standard and International Conventions in defense of human and workers rights.

The Management

Alessandro Fino

Richard Fleischmann



Child labour

We have chosen the right to play and to education: our commitment to children, the adults of tomorrow.

OLT rejects child labor in all its forms. OLT supports initiatives and programs for the protection, health and education of children.
OLT commits itself to awaken its suppliers on child labour exploitation



Forced labour

We have chosen free and transparent relationships: our commitment to ensure the freedom to work

OLT promotes the employees growth with a work environment without any constraints and limitations where the personal opinion is the base for company development.

Each employee is always informed about the terms and conditions of work and on any news about it.

Personnel is free from any form of pression, coercion and threats.



Health and Safety

We have chosen health and safety in workplace as key element for the development of our "company": our commitment to ensure health and safety in the workplace beyond compliance with the law.

In order to ensure a safe and healthy working environment, OLT and the Terminal Operator ECOS have adopted a "management system for health and safety" in accordance with the requirements of the International Standard OHSAS 18001:2007.

The system assures the adoption of appropriate measures to prevent, minimize and avoid accidents and damage to health not only occurring at work but also connected to work.



Freedom of association

We have chosen the collaboration: our commitment beyond the freedom of assembly and collective bargaining.

OLT defends the right of workers to free association and collective bargaining by assuring and promoting collaboration.



Discrimination

We have chosen the people: our commitment to provide employees with equal opportunities as individuals and employees.

OLT promotes the culture of merit/skill and equality applying the same policies to everyone without distinction of class, national or territorial origin, race, sex, religion or any other situation that may cause discrimination and, above all, that do not interfere on personnel rights.



Disciplinary practices

We have chosen the methods: our commitment to set rules and their respect.

OLT promotes the respect of workers during the course of work.

OLT prevents conflict and applies effective and not arbitrary procedures to evaluate the job and any disciplinary practice requested.



Working hours

We have chosen the efficiency: our commitment for a proper work organization.

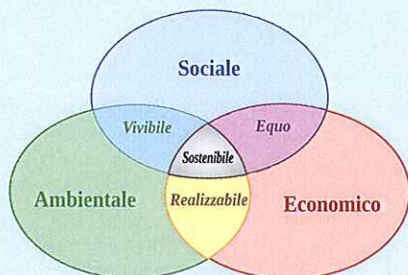
OLT requests the respect of the working hours and the Company objectives but at the same time, it defends the right to rest and to individual freedom. Working hours is set within the limits provided by current legislation and contracts subscribed.



Remuneration

We have chosen the results: our commitment to provide support to employees who go beyond the basic salary.

OLT grants to the workers a fair wage set in accordance to National Collective Contracts and integrated by company agreements.



Management System

We have chosen the formal respect of rules: the continuous improvement of our commitment.

The Social Accountability Management System integrated with the management system for Quality, Environment, Health and Safety, requires:

- an active role of the Management and of the company's personnel;
- staff training and information;
- planning and maintenance of procedures assured through access to documents and records;
- management of non conformities and of consequent corrective and preventive actions;
- full collaboration of OLT's outsourcers to share our social accountability values;
- company's commitment to communicate to its stakeholders the results achieved.

The respect of values and the continuous improvement could be realized only with the enthusiasm, involvement and satisfaction of each of us.

Certification Body contacts

Bureau Veritas Italia Spa – Divisione Certificazione
Att.ne Responsabile Settore Etica
Fax: 02 27006815
e-mail: info.certification@it.bureauveritas.com

SAAS (Social Accountability Accreditation Services) contacts

Social Accountability Accreditation Services (SAAS)
fax: +212-684-1515
e-mail: saas@saasaccreditation.org

