

Social Accountability

Our values

OLT Offshore LNG Toscana S.p.A. strongly believes in the value of people and knows that a company, in order to be successful, must consist of women and men who are not only competent but also motivated: a group of people who, animated by the concept of creative power, know how to grow and fulfil themselves in step with the development of the company.

For this reason, OLT expresses its commitment to adopt *Socially Responsible Behaviors* by respecting individuals and the interests of the community, without distinction of class, national or territorial origin, race, sex, religion and any other situation that may give rise to discrimination.

OLT strongly believes that it is important to manage its "Human heritage" in a correct and transparent way and to raise awareness among suppliers, employees and collaborators to respect the principles provided by the Social Accountability Standard SA8000.

OLT therefore commits itself to continuously improve its social impact and compliance with the requirements set by the SA8000 standard and with conventions, national and international laws on human rights, spreading them not only internally but also outside the company.

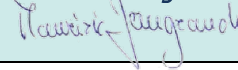
That is why we have chosen to adopt the Social Accountability Management System according to the SA8000 Standard and the International Conventions in defense of human and workers' rights.

The Management

Giovanni Giorgi



Maurizio Zangrandi




Child labour

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

OLT rejects child labour in all its forms.
OLT supports initiatives and programs aimed at the protection, health and training of children.
OLT commits itself to make its suppliers aware of issues relating to the exploitation of child labour.



Forced labour

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

OLT promotes the growth of employees by supporting a work environment without constraints and limitations, where personal opinion is at the base of company's growth.
Each employee is always informed about the terms and conditions of work and constantly updated on any news about it.
Personnel is free from any form of pression, coercion or threats.



Health and Safety

We have chosen health and safety in the workplace as a key element for the growth 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 compliance with the requirements of the OHSAS 18001:2007 International Standard.
The system ensures 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 collaboration: our commitment beyond the freedom of assembly and collective bargaining.

OLT defends the right of workers to free association and collective bargaining guaranteeing the spreading and promotion of the spirit of collaboration.



Discrimination

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

OLT promotes the culture of merit/skill and equality and implements the same policies towards people without distinction of class, national or territorial origin, race, sex, religion or any other condition that may give rise to discrimination, especially by not interfering on personnel rights.



Disciplinary procedures

We have chosen the methods: our commitment to set the rules and to ensure compliance with them.

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

OLT favours the prevention of conflict and provides effective and non-arbitrary procedures to evaluate the work and any required disciplinary practice.



Working hours

We have chosen efficiency: our commitment to a proper organization of work.

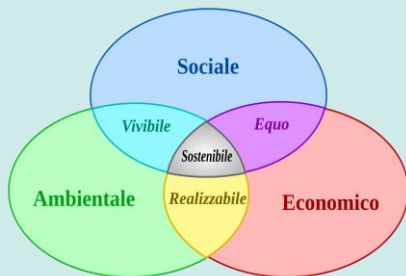
OLT requires workers to respect timetables and objectives but, at the same time, it defends the right to rest and personal freedom. Working hours are set within the limits provided by current legislation and signed contracts.



Remuneration

We have chosen the results: our commitment to guaranteeing our employees support that goes beyond basic salary.

OLT grants to workers a fair wage set in compliance with National Collective Contracts and integrated into company bargaining.



Management System

We have chosen formal compliance with the 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 Management and company 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 actions;
- full collaboration of OLT's outsourcers in sharing our values of social accountability;
- company's commitment to communicate to its stakeholders the results achieved.

Respect for values and continuous improvement can only be achieved with the enthusiasm, involvement and satisfaction of each of us.

Certification Body contacts

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