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## CHARTER OF VALUES

*OLT Offshore LNG Toscana S.p.A. strongly believes in the value of people and knows that a company, 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 Behaviours 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.*

*Our company 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 SA 8000.*

*OLT therefore commits itself to continuously improve its social impact and compliance with the requirements set by the SA 8000 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 chose to adopt the Social Accountability Management System according to the SA 8000 Standard and the International Conventions in defence of human and workers' rights.*



The Management

Giovanni Giorgi

A blue ink signature of Giovanni Giorgi.



# THE ETHICAL PRINCIPLES OF SA 8000

## CHILD LABOUR

The child labour (< 15 years) is never allowed.  
Young workers (>15 years, < 18 years) may be employed, but they must be guaranteed special protections (dangerous work, night work, study hours).  
The company must have policies and procedures to remedy child labour situations.

## HEALTH AND SAFETY AT WORK

The company must take every precaution to prevent and reduce risks at work, and the workers must be trained on procedures to respond to accidents and emergency situations.  
The company provides workers with PPE (Personal Protective Equipment) at its own expense, and documents injuries, illnesses and accidents.  
The company makes available to workers healthy workplaces, clean bathrooms and drinking water.

## FORCED LABOUR

The worker has the right to keep personal documents and money with his/her and is free to leave the workplace at the end of working hours.  
The worker has the right to resign, while it is prohibited require the latter to pay a deposit at the beginning of the employment relationship, or the payment of commissions for the recruitment process.

## FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE BARGAINING

The workers have the right to be heard, to organize themselves freely and to bargain collectively.  
Management cannot interfere with the right to organize themselves, nor can it discriminate against workers who decide to organise collectively.  
Employee Representatives must be able to communicate with management and their colleagues in the workplace.



**United Nations**  
International Labour Organization

## DISCRIMINATION

People must be hired, promoted and paid uniquely on the basis of their ability to carry out the task assigned to them, and have equal access to tools and opportunities for advancement.  
No worker must receive harassment from the Management or other workers, and in no case the organization can subject workers to pregnancy or virginity tests.

## DISCIPLINARY PROCEDURES

The personnel must not be physically, verbally or mentally abused on the workplace.  
It should not be given corporal punishment.  
The company must treat all the personnel with dignity and respect.

## WORKING HOURS

On a regular basis, the normal working week must not exceed 48 hours and there must be at least 1 day of rest in any 7 days period.  
All overtime work must be voluntary and reimbursed with an additional percentage, and in no case may it exceed the limits established by law (8 hours per week as an average on a monthly basis).

## REMUNERATION

The company ensures wage levels that comply with the law and the right of workers to receive at least a living wage is guaranteed.  
Workers must be provided with written and understandable information on wages.  
Agreements of mere work performance and false apprenticeship programs are not allowed to avoid compliance with legal obligations.