

LUBE Srl Social Responsibility Policy for relations with Employment Agencies



Dear Agency,

hereby we communicate that the Management of LUBE Srl, having voluntarily adhered to the International Standard SA8000, has decided to adopt a specific policy for relations with employment agencies in order to enhance and protect all personnel falling within its sphere of action as provided for by the law.

LUBE Srl undertakes to contact only private employment agencies operating with a license/authorization for the activity valid according to the relevant law.

LUBE srl also undertakes to guarantee compliance with the following requirements which we ask you to approve at the bottom of this document:

- No expenses or costs for recruitment are borne in whole or in part by the workers;
- Job offers must not provide for expenses or hiring costs to be borne by the worker;
- In the event that LUBE Srl becomes aware that the workers have incurred all or part of the expenses or costs, the agency will have to reimburse the workers in full;
- The working conditions defined at the time of recruitment must not differ from those laid down at LUBE Srl;
- Before recruitment (including, where applicable, before leaving their country/region of origin), workers shall be informed of the basic terms and conditions of employment, either verbally or in writing, by a letter of employment in their local language as required by law;
- Migrant workers have contracts and equal treatment with their colleagues;

The Management of LUBE Srl is committed to establish monitoring activities and to keep track of the performance of private employment agencies to ensure that the above-mentioned elements are respected.

The acceptance of the above and the Declaration of Commitment to Compliance with the requirements of the Standard is a fundamental and essential requirement for the collaboration with LUBE Srl.

We therefore ask you to countersign for acceptance and return this to us.

1st mars 2019

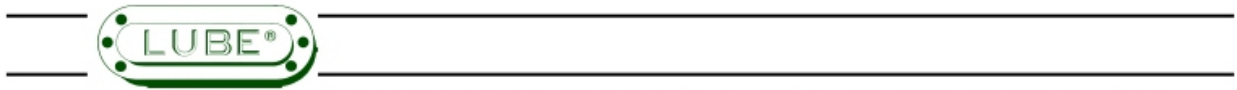
La Direzione



For mink socket and acceptance:

Place and Date, Cerreto Guidi

Employment Agency
(stamp e signature)



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