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Health & safety topics included within the scope of official agreements with Trade Unions

PETROGAL

HEALTH

Responsibilities **regarding Sickness Insurance** are defined according to the following documents:

- Complementary Agreement concerning Sickness Insurance, Maternity and Family Benefits and Life Insurance;
- Service Order 16/86;
- Accession Agreement to the Collective Agreement (CA) entered into by Private Oil Companies (Clause 9);
- Collective Agreement entered into by Private Oil Companies (Clause 100);
- Petrogal Works Council Agreement (WCA) (Clauses 77 to 88);
- Health Insurance Policies.

Sickness Benefit Scheme – Clause 99 of the Oil Company CA, Clauses 44 to 48 of the Petrogal WCA and Agreement on Petrogal Employee Benefits.

Disability Benefit Scheme – Clause 101 of the Oil Company CA, Clauses 91 to 99 of the Petrogal WCA and Company Benefit Regulations.

SAFETY


Clauses 104 to 109 of the Oil Company CA.

CLC

HEALTH

Responsibilities **regarding Sickness Insurance**:

- Collective Agreement (CA) entered into by Private Oil Companies (Clause 100).

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Sickness Benefit Scheme – Clause 99 of the Oil Company CA

Disability Benefit Scheme – Clause 101 of the Oil Company CA

SAFETY

Clauses 104 to 109 of the Oil Company CA.

TANQUISADO

HEALTH

Responsibilities **regarding Sickness Insurance:**

- Collective Agreement (CA) entered into by Private Oil Companies (Clause 100).

Sickness Benefit Scheme – Clause 99 of the Oil Company CA

Disability Benefit Scheme – Clause 101 of the Oil Company CA

SAFETY

Clauses 104 to 109 of the Oil Company CA.

GALP LOGÍSTICA DE AVIAÇÃO


HEALTH

Responsibilities **regarding Sickness Insurance:**

- Collective Agreement (CA) entered into by Private Oil Companies (Clause 100).

Sickness Benefit Scheme – Clause 99 of the Oil Company CA

Disability Benefit Scheme – Clause 101 of the Oil Company CA

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SAFETY

Clauses 104 to 109 of the Oil Company CA.

GDL LISBOAGÁS and GDP SGPS

HEALTH

Responsibilities **regarding Sickness Insurance:**

- Petroquímica e Gás de Portugal, E.P. Benefit Regulations
- Collective Agreement entered into by GDL and others (Clause 108).

Sickness/Accident Benefit Scheme – Clause 108 of the CA entered into by GDL and others

Occupational Injury/Illness Benefit Scheme – Clause 109 of the CA entered into by GDL and others

SAFETY

Clauses 112 to 117 of the CA entered into by GDL and others.

GALPGESTE

HEALTH


Sickness Benefit Scheme – Clause 44 of the Portuguese Fuel Retailers Association (ANAREC) CA

Occupational Injury Benefit Scheme – Clause 45 of the ANAREC CA

Occupational Illness Benefit Scheme - Clause 46 of the ANAREC CA

SAFETY

Occupational Injury Compensation Scheme – Clause 46-A of the ANAREC CA

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Workplace Accidents – Clause 47 of the ANAREC CA

Occupational Hygiene & Safety – Clause 48 of the ANAREC CA

SACOR MARÍTIMA

HEALTH

Employee benefits – Clause 57 of the CA entered into by PORTLINE and others

SAFETY

Occupational Health, Safety & Hygiene – Clause 54 of the CA entered into by PORTLINE and others

SAAGA

HEALTH

Sickness/Accident Benefit Scheme – Clause 77 of the SAAGA Works Council Agreement (WCA)

SAFETY


Group Life Insurance, covering natural death and permanent disability – Clause 78 of the SAAGA WCA

Occupational Health, Safety & Hygiene – Clause 80 of the SAAGA WCA.

GALP AZORES

HEALTH

Sickness/Occupational Injury Benefit Scheme – Clause 94 of the CA entered into by the Chamber of Commerce and Industry of Ponta Delgada and SINDESCOM

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Occupational Injury/Illness Benefit Scheme – Clause 96 of the CA entered into by the Chamber of Commerce and Industry of Ponta Delgada and SINDESCOM

SAFETY

Occupational Health, Safety & Hygiene – Clauses 101 to 106 of the CA entered into by the Chamber of Commerce and Industry of Ponta Delgada and SINDESCOM.

GALP MADEIRA

HEALTH


Sickness/Occupational Injury Benefit Scheme – Clause 40 of the CA entered into by the Commercial and Industrial Association of Funchal – Madeira Chamber of Commerce and Industry (*Associação Comercial e Industrial do Funchal – Câmara de Comércio e Indústria da Madeira – ACIF-CCIM*), the Commerce and Services Association of the Autonomous Region of Madeira (*Associação de Comércio e Serviços da Região Autónoma da Madeira – ACS*) and the Office, Commercial and Service Workers Union of the Autonomous Region of Madeira (*Sindicato dos Trabalhadores de Escritório, Comércio e Serviços da RAM – SITAM*).

GASINSULAR

HEALTH

Sickness Benefit Scheme – Clause 53 of the CA entered into by the Commercial and Industrial Association of Funchal – Madeira Chamber of Commerce and Industry (*Associação Comercial e Industrial do Funchal – Câmara de Comércio e Indústria da Madeira – ACIF-CCIM*) and the Autonomous Region of Madeira Road Transport Workers Union for Garage, Service Station, Car Park, Filling Station, Tyre Service Centre and Gas Resale and Distribution Employees.

Occupational Injury Benefit Scheme – Clause 54 of the CA entered into by the Commercial and Industrial Association of Funchal – Madeira Chamber of Commerce and Industry (*Associação Comercial e Industrial do Funchal – Câmara de Comércio e Indústria da Madeira – ACIF-CCIM*) and the Autonomous Region of Madeira Road Transport Workers Union for Garage, Service Station, Car Park, Filling Station, Tyre Service Centre and Gas Resale and Distribution Employees.

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Occupational Illness Benefit Scheme – Clause 55 of the CA entered into by the Commercial and Industrial Association of Funchal – Madeira Chamber of Commerce and Industry (*Associação Comercial e Industrial do Funchal – Câmara de Comércio e Indústria da Madeira – ACIF-CCIM*) and the Autonomous Region of Madeira Road Transport Workers Union for Garage, Service Station, Car Park, Filling Station, Tyre Service Centre and Gas Resale and Distribution Employees.

SAFETY

Occupational Health, Safety & Hygiene – Clauses 56 and 57 of the CA entered into by the Commercial and Industrial Association of Funchal – Madeira Chamber of Commerce and Industry (*Associação Comercial e Industrial do Funchal – Câmara de Comércio e Indústria da Madeira – ACIF-CCIM*) and the Autonomous Region of Madeira Road Transport Workers Union for Garage, Service Station, Car Park, Filling Station, Tyre Service Centre and Gas Resale and Distribution Employees.