



HIV / AIDS POLICY

1. PURPOSE

To define Company policy in respect of HIV (Human Immuno-Deficiency Virus) and AIDS (Acquired Immuno-Deficiency Syndrome).

2. BACKGROUND INFORMATION

- 2.1 The HIV / AIDS epidemic poses one of the greatest challenges to business development in South Africa.
- 2.2 HIV-related absenteeism, loss of productivity and the cost of replacing workers lost to AIDS threaten the survival of business and all other sectors of the economy.
- 2.3 “The deployment of energies and resources; the unity and commitment to common goals – all these are needed if we are to bring AIDS under control,” said Nelson Mandela, Honorary President of the Global Business Council on AIDS.
- 2.4 HIV/AIDS is not transmitted by casual contact between employees in the work place or in society in general. Global health organizations supported by the South African Department of Health, have confirmed that the HIV/AIDS epidemic is no longer a distant threat, but an immediate reality.
- 2.5 Today's invisible HIV epidemic will become tomorrow's AIDS epidemic.
- 2.6 As yet, there is no vaccination against HIV or cure for AIDS.
- 2.7 There is a direct link between HIV infection and sexually transmitted diseases (STD'S).
- 2.8 The spread of HIV infection can be controlled, through changes in behaviour.
- 2.9 There are opportunities to reduce the suffering and prolong the lives of people with HIV/AIDS.

3. POLICY

- 3.1 Employees who may become infected with HIV or who may suffer from AIDS will be permitted to continue in their usual duties for as long as they are capable of normal performance requirements, with reasonable accommodation, where possible.
- 3.2 Prospective and current employees will not be tested for HIV/AIDS without their consent.
- 3.3 An employee with AIDS or HIV infection is under no obligation to disclose his/her condition to a supervisor, manager or any other employee.
- 3.4 Particulars of employees confirmed to have AIDS or to be HIV positive will be dealt with in strict confidentiality by supervision, management and on-site healthcare service provider personnel. Medical reports will not be shared with anyone without the employee's written consent.

This supporting document is part of a library of case studies and supporting documents available at:
<http://www.weforum.org/globalhealth/cases>

- 3.5 Healthcare personnel and co-workers must take appropriate precautions against possible infection when coming into physical contact with employees involved in workplace injuries.
- 3.6 The company will adopt a zero tolerance approach towards any form of harassment and discrimination at the workplace, towards employees with AIDS or HIV infection.
- 3.7 Employees with AIDS will be entitled to all normal employee benefits which are in effect at any given point in time and which are applicable to employees in the same job classification. When an employee is no longer able to continue in employment due to ill-health, the Company's rules governing ill-health will apply.
- 3.8 Information and education programmes on HIV/AIDS will be made available to all employees. The major objective is to ensure that all employees are aware of and understand the risks associated with HIV infection. Literature on the subject of HIV / AIDS are made available on-site for employees to share with families and friends.
- 3.9 Condoms are made readily available and accessible on Company premises.
- 3.10 Access to appropriate support and counseling services are made available through the on-site healthcare service provider activity. Family members of employees affected by HIV/AIDS are also eligible to make use of the support and counseling services provided.
- 3.11 The company will identify reputable organisations which employees may approach to have themselves tested, on a confidential basis, for HIV/AIDS if they so desire.
- 3.12 All employees, regardless of level, will be encouraged to have themselves tested for HIV/Aids on a voluntary and anonymous basis. No personal data will be released if people do volunteer to be tested.
- 3.13 Health services will be provided for the treatment of sexually transmitted diseases (STDs) and opportunistic diseases.
- 3.14 The Company will enter into partnerships with other organisations aimed at seeking to minimise the spread of the HIV/Aids epidemic within the employee base, their families and other members of the Community.

4. CORPORATION CITIZENSHIP

Leadership in the industry and community will be provided by initiating and supporting workplace and community programmes.

5. POLICY REVIEW

This policy will be reviewed on a regular basis by the Company's HIV/AIDS Steering Committee and Co-ordinating Council to take account of the progression of the epidemic, development in medical care, experience in managing it in the workplace and its impact on employee benefit schemes.

The HIV/AIDS Steering Committee and Co-ordinating Council will have responsibility for monitoring the implementation of the Company's HIV/AIDS programme and will include representation from the Salaried Forum, Shop Stewards, Ford Management, the on-site healthcare service provider and the HIV/AIDS Programme Manager

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