

# COMPANY POLICY ON HIV/AIDS

**In accordance with the Health & Safety Policy, the company treats HIV/AIDS-infection as a disability. This policy makes reasonable accommodation for disability, and in addition, the following guidelines are intended to assist managers in:**

- Maintaining a work environment that responds to the workplace issue created by AIDS and HIV infection.
- Responding to the concern of employees who may request management assistance.
- Recognizing that a supportive and caring response is an important factor in maintaining the quality of life for an employee who has HIV or AIDS.

## **Furthermore:**

Managers should be sensitive to the special needs of employees and assist them by demonstrating personal support, referring them to counselling services and arranging for benefits counselling, as necessary. Studies show that the support for others in the workplace can be therapeutic for the employee and may help to prolong the employee's life.

Based on current medical and scientific evidence, AIDS does not present a risk to the health or safety of co-workers or customers. The company recognizes the AIDS is a life-threatening illness that is not transmitted through casual personal contact under normal working conditions. Co-workers are expected to continue good working relationships with the employees with HIV or AIDS.

Managers are encouraged to contact the Human Resources department for assistance in providing employees with general information about AIDS and HIV infection. Any employee who is unduly concerned about contracting AIDS may be further assisted through individual counselling.

An employee's health condition is private and confidential. An employee with AIDS or HIV infection is under no obligation to disclose his/her condition to a manager or any other employee. Managers are expected to take careful precautions to protect the confidentiality of information regarding any employee's health condition, including an employee with AIDS or HIV infection.



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Managing Director

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