

## HIV/AIDS POLICY

Electrosteel Steels Ltd. recognises the significant and growing impact that HIV/AIDS (an illness that affects people with a weakened immune system and occurs through the HIV virus) has in communities, families and employees.

HIV/AIDS has profound human, social, economic and developmental costs. Both as a business and as a good corporate citizen, Electrosteel Steels Ltd. commits to a holistic HIV/AIDS policy which protects the human rights of our workforce and contributes to education, prevention of the illness, non-discrimination, treatment, employee health and wellness and improving the quality of lives for affected employees and their families.

Electrosteel Steels Ltd. strives to:

- Prevent HIV/Aids through educating and creating awareness among all employees and contractors with accessible, accurate, gender-specific and culturally appropriate information. The exercise includes the risks, impacts, prevention and control measures as well as counselling, testing and support options available to employees, and extended to families and communities wherever possible;
- Provide counselling and testing to prevent further infections and prompt early and proactive treatment for all employees through reputable third party providers. HIV/AIDS tests are confidential, and not required as part of a pre-employment medical and employees will not be obliged to disclose their status;
- Ensure care, support and treatment for all employees to help improve the quality of life of those with HIV/AIDS;
- Treatment and care include provision of drug therapies such as Anti-retroviral (ARV's) provided through expert, qualified and reputable source approved by a national or international body;
- Ensure that HIV/AIDS status does not affect employment, employee rights, development opportunities, benefits or sick leave by committing to the elimination of stigma and discrimination through non-discriminatory policies and practices. No employee to be isolated or dismissed due to their status. If HIV/AIDS status affects an employee's fitness to work or ability to carry out their duties safely, alternative duties or options such as shorter working hours can be discussed in strictest confidence and in agreement with the individual. Any prejudice or victimisation will not be tolerated and will result in disciplinary action;
- Undertake collaboration and community investment to share knowledge and form alliances with diverse stakeholders including employees, communities, civil society, government and non-government agencies, strengthening local community health systems to achieve a sustainable, effective broad-reaching HIV/AIDS programme.

The content and robustness of implementation of this policy will be reviewed periodically and revised accordingly, and include sharing best practices throughout the group.

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