

WORKPLACE POLICY ON HIV/AIDS

1. GENERAL STATEMENT

TCS RUD (PTY) LTD recognizes the seriousness of the HIV/AIDS epidemic and its impact on the workplace. The Company supports national efforts to reduce the spread of infection and minimize the impact of the disease. The purpose of this policy is to ensure a consistent and equitable approach to the prevention of HIV/AIDS among employees and their families, and to the management of the consequences of HIV/AIDS, including the care and support of employees living with HIV/AIDS. The policy has been developed and will be implemented in consultation with employees at all levels. It is in compliance with existing laws regarding HIV/ existing laws on discrimination, working conditions, and safety and health and with the ILO Code of Practice on HIV/AIDS and the world of work.

2. GENERAL PRINCIPALS

TCS RUD does not discriminate or tolerate discrimination against employees or job applicants on any grounds, including HIV status. While TCS RUD recognizes that there are circumstances unique to HIV infection, this policy rests on the principle that HIV infection and AIDS should be treated like any other serious condition or illness that may affect employees. It takes into account the fact that employees with HIV may live full and active lives for a number of years. The Company's commitment to maintaining a safe and healthy work environment for all employees is based on the recognition that HIV is not transmitted by casual contact.

3. SPECIFIC PROVISIONS

- The protection of the rights of those affected by HIV/AIDS
- Prevention through information, education and training
- Care and support for workers and their families.

3.1 Stigma, discrimination and rights

From confidentiality to access to benefits - should be affected by an individual's HIV status, real or suspected. Stigma and discrimination compromise employee welfare and a safe and healthy work environment. They also undermine HIV prevention efforts, which depend on an atmosphere of openness, trust and respect for basic rights.

3.2 Rights of employees who are HIV-positive

HIV-positive employees will be protected against discrimination, victimization or harassment. Normal company disciplinary and grievance procedures shall apply equally to all employees, as will the provision of information and education about HIV and AIDS.

Employment opportunities and termination of employment.

No employee should suffer adverse consequences, whether dismissal or denial of appropriate alternative employment opportunities, merely on the basis of HIV infection.

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3.3 Testing

TCS RUD encourages HIV testing to all staff and new employees.

However, the company promotes and facilitates access to voluntary confidential testing with counseling (VCT) for all employees.

3.4 Epidemiological testing

Testing programmers for epidemiological purposes will be subject to appropriate consultation with recognized employee representatives and will be subject to independent and objective evaluation and scrutiny. The results of epidemiological studies will not be used as a basis for discriminating against any class of employee in the workplace. All testing will comply with accepted international standards on pre-and post-test counseling, informed consent, confidentiality and support.

3.5 Confidentiality

The Company recognizes the sensitive issues that surround HIV/AIDS and undertakes to handle matters in a discreet and private manner. Where an employee with HIV has revealed his or her status to management, the Company will keep the identity of such person confidential. However in line with the Company philosophy on the virus, the employee will be encouraged to be open about his or her HIV status.

4. MONITORING

- In order to plan and evaluate its HIV/AIDS policy and programmers effectively, TCS RUD will undertake a survey to establish baseline data and regular risk and impact assessment studies. The studies will include knowledge, attitudes and behavior/ practices (KAB/P). Studies will be carried out in consultation and with the consent of employees and their representatives, and in conditions of complete confidentiality.
- This policy, and related information on HIV and AIDS, will be communicated to all TCS RUD employees and the wider public using the full range of communication methods available to the company and its network of contacts.
- This policy will be reviewed annually and revised as necessary in the light of changing conditions and the findings of surveys/studies conducted.

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