

# HIV/AIDS POLICY

## Employment

Applicants for employment may need to pass a standard pre-employment medical examination (depending on the nature of the particular business). Such examination does not include an HIV test. Employees who contract HIV will continue to be employed until they become medically unfit for work.

## Employee benefits

Group companies are required to ensure that employees are aware of any limitation of benefits imposed by their respective schemes.

When an employee is no longer able to continue in employment due to ill health, the company's rules governing disability and the relevant rules of company retirement funds in respect of ill health retirement will apply.

## Confidentiality

An employee who contracts HIV will not be obliged to inform management.

If employees with HIV inform their supervisor/superior or the human resources department of their situation, then all reasonable precautions will be taken to ensure confidentiality and the employee's right to privacy.

## Education

Employees will have access to information and education programs on HIV and Aids.

## Policy review

This policy will be reviewed on a regular basis to take account of the progression of the epidemic, developments in medical care, experiencing in managing it in workplace and its impact on employee benefit schemes.

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