

POLICY NO: BALCO/POLICY/04

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Balco recognises the significant and growing impact of HIV/AIDS in the country and the areas we operate which involves, communities, families and employees. Both as a business and a good corporate citizen, Balco commits to a holistic HIV/AIDS policy which protects the human rights of our workforce and contributes to education, prevention, non-discrimination, treatment, employee health and wellness and improving the quality of lives for affected employees and their families.

Balco strives to:

- ❖ Prevent HIV/AIDS through education and awareness being made available to all employees and contractors containing accessible, accurate, gender-specific and culturally appropriate information. This will include the risks, impacts, prevention and control measures as well as counselling, testing and support options available to employees. This shall be extended to families and communities wherever possible;
- ❖ Provide counselling and testing to prevent further infections and prompt early and proactive treatment will be encouraged and made available to all employees through reputable third party providers. HIV/AIDS tests are confidential, are not required as part of a pre-employment medical and employees will not be obliged to disclose their status;
- ❖ Ensure care, support and treatment is made available to all employees to help to improve the quality of life of those living with HIV/AIDS;
- ❖ 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 will 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;

Balco will measure and report progress against this policy and review performance on a periodic basis to ensure ongoing management of HIV/Aids. The content and implementation of this policy will be reviewed periodically and actions taken accordingly including the sharing of good practices throughout the organization.



VIKAS SHARMA
CEO & DIRECTOR, BALCO