

BARLOWORLD POLICY ON HIV/AIDS

PURPOSE

Barloworld has for many years implemented comprehensive initiatives in its operations to minimise the impact of HIV/AIDS on our employees.

The company is committed to addressing HIV/AIDS in a proactive, supportive and non-discriminatory manner, with the informed support and cooperation of all employees, to minimise the social, economic and developmental consequences for the company and its employees. The policy and strategy are in line with Barloworld's commitment to employee value creation, and its businesses will strive to attain the Barloworld standard for HIV/AIDS by the end of 2005.

A culture of openness, trust and non-discrimination is essential. Barloworld will strive to ensure that in the employment relationship there will be no unfair discrimination or victimisation against employees living with HIV/AIDS. Confidentiality and privacy regarding persons living with HIV/AIDS will be observed.

SCOPE

This policy applies to all permanent employees of Barloworld in Southern Africa.

The key elements of the proactive strategy that Barloworld and its businesses strives towards are:

- ✓ The prevention of new infection
- ✓ The provision of voluntary counselling and testing
- ✓ Seek to provide appropriate care and treatment for people living with HIV/AIDS
- ✓ The protection against discrimination and victimisation in the workplace.

Barloworld will actively encourage all employees to know their status after pre and post –test counselling with informed consent and with due regard to privacy so that:

- HIV negative strive to maintain their status
- HIV positive employees, where indicated access appropriate care and treatment including antiretroviral medication, as well information on how to maintain a healthy lifestyle.

Similar principles to those that govern other chronic or life-threatening conditions, as regards employment, will apply to HIV/AIDS.

Employees are encouraged to take responsibility for their own health and to participate in the company's programme to deal with the pandemic.

CHIEF EXECUTIVE OFFICER