

BARLOWORLD POLICY ON HIV/AIDS

1. Scope and Objectives

The objective of this policy is to minimise the impact of HIV/AIDS on Barloworld and its employees. An ongoing risk assessment is conducted through prevalence rates and employees on treatment.

2. Strategy

The key elements of the strategy that Barloworld and its businesses strive 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 in line with the Barloworld Worldwide Code of Conduct.

The strategy is in line with an integrated approach to value creation for all Barloworld stakeholders, with focus on employee value that includes providing an inspiring, caring, equitable and professional business environment.

3. Implementation

Where practicable, Barloworld businesses will actively encourage employees to know their status by providing awareness campaigns, lifestyle training and counselling. In specific geographies the Barloworld businesses may also facilitate preliminary testing with commensurate pre and post testing counselling so that:

- Employees who are HIV negative strive to maintain their status
- Employees who are HIV positive, are given the correct information to access appropriate care and treatment including antiretroviral medication either through:
 - their medical aid scheme or;
 - the State

“Know Your Status” campaigns will be conducted at least every three years, in conjunction with other wellness initiatives.

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.

4. Monitoring and Evaluation

The HIV/AIDS strategy will be monitored by the Barloworld Risk and Sustainability Committee.

CHIEF EXECUTIVE OFFICER

Date

Protocol Title	Barloworld Policy on HIV/ AIDS	Version	1.0
Author	Dr Jim Murphy	Date issued	2014/05/13
Reviewed by		Date last revised	