

STAN-HAP-A005

HIV / AIDS POLICY

SGS Stanserv recognizes the seriousness of the HIV/ AIDS epidemic and its impact on not only the workplace but social and economic development. The Company is committed to maintaining a safe and healthy work environment for all employees based on the recognition that HIV is not transmitted by casual contact. This commitment will be achieved by adhering to the following principles:

- Not discriminating or tolerating discrimination against employees or job applicants in terms of remuneration, training and all other work conditions which their qualifications and experience entails.
- Holding regular awareness programs on HIV/ AIDS, its causes, spread and control is the SGS stance to promote a healthy community for both employees and their close family members.
- HIV-positive employees will be protected against, no employee should suffer adverse consequences, whether dismissal or denial of appropriate alternative employment opportunities, merely on the basis of HIV / AIDS infection
- Normal company disciplinary and grievance procedures shall apply equally to all employees, as will the provision of information and education about HIV and AIDS.
- Provision of both male and female condoms to our personnel and visitors in an attempt to reduce new infections due to unprotected sex is our mandate.
- Promotion of voluntary and confidential testing (VCT) services

As SGS Stanserv we are committed to implementing these principles by carrying out the following activities:

- Manage health related or specifically HIV / AIDS related stigma and discrimination in the work place
- Provide HIV / AIDS management, care and support to all employees and their dependents and contractors
- Manage HIV and its associated infections notably Tuberculosis and STIs by providing a comprehensive management program
- Provide all employees, dependents and community with information necessary to increase awareness on HIV / AIDS and wellness issues
- Develop, implement and evaluate HIV / AIDS strategies in consultation with employees and management

Z.J. Chitsa
Chief Operating Officer

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