



HIV / AIDS POLICY



INTRODUCTION

WBHO acknowledges the seriousness of the HIV/AIDS epidemic, particularly in sub-Saharan Africa. As well as supporting national efforts to reduce the spread of infection and minimise the impact of the disease, we are concerned about the impact of the epidemic on the health and wellbeing of our employees and their immediate families.

The purpose of this policy is to ensure a consistent and equitable approach to (i) the prevention of HIV/AIDS among employees and their immediate families and (ii) the management of the consequences of the disease, including the care and support of employees living with HIV/AIDS.

The WBHO HIV/AIDS Policy consists of the principles outlined below and should be read in conjunction with the company's Code of Conduct. It will be reviewed on a regular basis and further, confidential advice and information is available to employees via the AIDS Helpline on 0800-012-322 (Toll-free) and from CareWorks on 0860-10-11-10.

1. CONFIDENTIALITY

An employee who is, or becomes, HIV infected has the right to confidentiality and privacy. No employee will be obliged to disclose their HIV status to management. Should any information be passed on to management, for whatever reason, it will be treated with the strictest confidence.

2. DISCRIMINATION

Any employee, whether infected or affected by HIV, will not be discriminated against in any way and will be afforded the same rights as any other employee. The company has a zero tolerance policy towards discrimination in the workplace.

3. STIGMA AND EDUCATION

Stigma continues to limit open discussions regarding HIV and is a significant deterrent to the early registration of HIV positive people with available treatment programs. The company commits to trying to eradicate the stigmatisation of anybody living with HIV in the workplace, and awareness and education programmes on HIV, AIDS and TB will be made available to all employees.

4. DISCLOSURE

While an employee's HIV status will be treated with the strictest confidentiality, the company recognises the benefits of voluntary disclosure and will actively seek to create a climate conducive to HIV positive employees disclosing their status.

5. EMPLOYMENT

Some applicants may be required to pass a standard pre-employment medical examination, if their position requires it. This does not include an HIV test. All employees with HIV/AIDS and/or TB will continue to be employed until they become medically unfit to work.

6. EMPLOYEE BENEFITS

Medical assistance, including Antiretroviral Drugs (ARVs) where clinically prescribed, will be provided for permanently employed HIV positive employees, according to their conditions of employment and where applicable to the rules of the relevant medical aid scheme. Limited duration HIV positive employees will be offered assistance in accessing medical support through public facilities. When an employee is no longer able to continue in employment as a result of ill health, the rules of the company regarding ill health and retirement will apply.

7. COUNSELLING

Access to appropriate support and counselling services will be made available to all employees affected by HIV.

8. PREVENTATIVE MEASURES

Condoms and educational information will be made available at all workplaces, and will be provided free of charge.

9. INJURY ON DUTY

The company recognises the potential for HIV infection resulting from workplace accidents and will provide Post Exposure Prophylaxis (PEP) where indicated, and will educate staff accordingly.