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HIV-AIDS POLICY

FACOR recognises the significant and growing impact that HIV/AIDS has on the communities, families and employees in the countries in which we operate. HIV/AIDS has profound human, social, economic and developmental costs. Both as a business and a good corporate citizen, **FACOR** commits to a comprehensive HIV/AIDS policy, which aims to protect the human rights of its workforce, promote non-discrimination and improve the quality of lives for the affected employees and their families.

FACOR will help to prevent the incidence of HIV/AIDS through the provision of accessible, accurate, gender-specific and culturally appropriate education and awareness programmes to employees and contractors in areas where HIV/AIDS is prevalent. This education includes an understanding on the risks, impacts, prevention and control measures as well as counselling, testing, and support options available to employees. This programme shall be extended to families and communities wherever possible including;

- providing counselling and testing to prevent further infections and prompt early and proactive treatment. This service will be made available to all employees through reputable third-party providers. HIV/AIDS tests are classified as confidential and are not required as part of any pre-employment medical. Employees shall not be obliged to disclose their status;
- ensuring care, support and treatment is made available to employees to help to improve the quality of life of those living with HIV/AIDS;
- ensuring that HIV/AIDS status does not affect employment, employee rights, development opportunities, benefits or sick leave by committing to elimination of stigma and discrimination through non-discriminatory policies and practices. No employee shall 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 duty safely, alternate duties or options such as shorter working hours shall be considered in strictest confidence and in agreement with the individual. Any prejudice or victimisation shall not be tolerated;
- undertaking collaboration and community investment to share knowledge and form alliances with diverse stakeholders including employees, communities, civil society, government and non-governmental agencies, strengthening local community health systems to achieve a sustainable and effective broad-reaching HIV/AIDS programme;

This policy is part of the **FACOR** Sustainability system and **FACOR** shall implement this policy. Business leaders will be held accountable for the policy's associated performance and line managers are responsible for the full implementation of the related HIV/AIDS standards. We will measure and report performance on a periodic basis to ensure on-going management of HIV/AIDS including the sharing of good practices throughout the organization. The content and implementation of this policy will be reviewed periodically.

**CHIEF EXECUTIVE OFFICER****1st NOVEMBER 2021**