



# HIV AND AIDS POLICY

In line with the Company's Occupational Safety, Health and Environment Policy, it is Khayah Cement's commitment to manage workplace HIV and AIDS and to improve the wellness of its employees and their dependants both infected and affected, by establishing appropriate interventions to reduce HIV prevalence and minimise its economic and social impacts. This commitment will be achieved through four pillars:

## Awareness

- To implement HIV and AIDS awareness in the workplace through periodic education and dissemination of information that promotes understanding, respect and tolerance within the workforce. We will achieve this by disseminating information in the frequently used languages of communication and sourcing content from professional bodies to ensure accuracy.
- We will continuously encourage staff to undergo HIV screening and testing to enable them to make appropriate decisions to safeguard their health.

## Prevention

- To take all reasonable precautions to reduce the exposure of employees to HIV infection and paying particular attention to medical procedures conducted at the company facilities especially in situations requiring first aid services. We will promote prevention through availing condoms in convenience rooms around the business premises as well as offering onsite male circumcision as a means to reduce the risk of contracting the virus.

## Impact Mitigation

**To put in place measures to manage the possible, adverse effects of HIV and AIDS on employees and their capacity to be productive. We will achieve this by:**

- Providing employees with medical services irrespective of their HIV status as well as ARV drugs to those infected with HIV including their spouses and children.
- Protecting any persons affected or perceived to be affected by HIV and AIDS from stigmatisation and discrimination by co-workers, clients and any other person.
- Encouraging a non-discriminatory environment in which people living with HIV and AIDS are able to voluntarily disclose their status without fear of stigma, rejection or harassment.
- Treating with confidentiality any information regarding employee HIV status.

## Impact assessment

**To track and measure the effectiveness of our programmes in order to make necessary adjustments and continually improve. We will achieve this by:**

- Periodically assessing HIV prevalence in the organisation every three years as a measure of the effectiveness of our programmes.
- Monitoring employee health through monthly wellness indices and annual medical assessments to establish possibilities of opportunistic infections.

**Innocent Chikwata**  
Chief Executive Officer

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