

Department HR	Gujarat Tea Processors and Packers Ltd.	No.	Policy-01
Page 1 of 1		Issue No.	01
		Date	12.12.2023

HIV/AIDS AT THE WORKPLACE POLICY

A) Outline of the Policy:

At, **GTPPL**, as a socially responsible Corporate citizen, reiterates its intense commitment to join the fight against HIV/AIDS by creating awareness on prevention of HIV/AIDS amongst its stakeholders and also by extending necessary care and support to the affected employees and their family members. Based on the National Policy on HIV/AIDS and the World of Work, the GTPPL's response to HIV/AIDS would be guided by the following:

- 1) The GTPPL would implement all policies, guidelines and directives of the Government of India on HIV/AIDS.
- 2) The GTPPL identifies HIV/AIDS as a workplace issue and will endeavour to create and promote a favourable work environment for free information exchange and awareness on prevention, care and support including promotion of counselling of HIV/AIDS among the employees and their families.
- 3) The GTPPL will sensitize the employees to encourage their participation in planning and implementing the HIV/AIDS education, care and support initiatives and necessary prevention steps awareness.
- 4) The GTPPL will endeavour to discourage and eradicate discrimination or stigmatization of employees on the basis of their real or perceived HIV status.
- 5) The GTPPL will not discriminate against any employee infected by HIV/AIDS with regard to promotions, training or any other privileges/benefits applicable to the employees of the GTPPL.
- 6) GTPPL is an equal opportunity employer and would not insist on compulsory HIV testing and screening of employees during the pre-employment medical test or anytime during the course of their employment.
- 7) There will be no obligation on the part of the employees to take approval from the GTPPL about their clinical status, except on a purely voluntary basis. Confidentiality will be strictly maintained regarding all medical information, especially HIV/AIDS status of the employees, by the treating doctors and other employees handling medical information. Any information provided by the such employee shall keep secret and undisclosed.
- 8) HIV infection would not be a cause for termination of employment. The appointment, retention, and the termination of employee (is any) shall be equally applicable on all employees as per Company Policy without any discrimination of whatsoever of the nature.
- 9) The GTPPL will encourage employees to create a climate at the workplace through ongoing education and awareness programs so as to make the affected person(s) comfortable and to make him/her feel like part of the GTPPL family.
- 10) This policy will be reviewed and updated as and when the need arises or when developments relating to it necessitate policy review. The decision of Management shall be final and equally bound upon all employees irrespective and not connected with the HIV situation of the employee/ Candidate.