

HIV and AIDS Policy

1) Purpose

The purpose of this policy is to ensure a consistent and equitable approach to the prevention of HIV/AIDS among our employees, and to the management of the consequences of HIV/AIDS, including the care and support of employees living with HIV/AIDS. This policy is in compliance with existing laws regarding HIV/AIDS, Health and Safety Act, Basic Condition of Employment Act, the Labour Relations Act as amended and with the ILO Code of Practice on HIV/AIDS and the world of work.

Giza Minerals does not discriminate or tolerate discrimination against employees or job applicants on any grounds, including HIV status. While Giza Minerals recognises that there are circumstances unique to HIV infection, this policy rests on the principle that HIV infection and AIDS should be treated like any other serious condition or illness that may affect employees. It takes into account the fact that employees with HIV may live full and active lives for a number of years. The Company's commitment to maintaining a safe and healthy work environment for all employees is based on the recognition that HIV is not transmitted by casual contact.

2) Rights of employees who are HIV-positive

HIV-positive employees will be protected against discrimination, victimisation or harassment. Normal company disciplinary and grievance procedures shall apply equally to all employees, as will the provision of information and education about HIV and AIDS in the workplace.

3) Education and Awareness

3.1 Appropriate awareness and education programmes will be conducted to inform employees about AIDS and HIV which will enable them to protect themselves and others against infection by HIV and Aids. Some of these will include the families of employees and the local community.

- 3.2 The company recognises the importance of involving employees and their representatives in the planning and implementation of awareness, education and counselling programmes, especially as peer educators and counsellors.
- 3.3 Practical measures to support behaviour change and risk management will include the treatment of sexually transmitted infections (STIs) and TB in collaboration with local Authorities including the distribution of male and female condoms.
- 3.4 Training shall be arranged for key staff including managers, supervisors, and personnel officers; union representatives and occupation safety and health officers. Reasonable time off will be given for participation in education and training.
- 3.4 Wellness days will be organised by the company in collaboration with local health Authorities where confidential counselling and testing will be encouraged on voluntary bases.

4) Promotion of Employee Well-being

- 4.1 The Company will treat employees who are infected or affected by HIV/AIDS with empathy and care. The Company will in collaboration with government health authorities and NGO's provide all reasonable assistance which may include counselling, time off, sick leave, family responsibility leave, and information regarding the virus and its effect.
- 4.2 It is the policy of the Company to respond to the changing health status of employees by making reasonable accommodation in the workplace for those infected with HIV. Employees may continue to work as long as they are able to perform their duties safely and in accordance with accepted performance and safety standards of the mine.

5) ill health

- 5.1 *Benefits.* Employees living with HIV/AIDS will be treated no less favourably than staff with any other serious illness/condition in terms of statutory and company benefits, workplace compensation, company sick leave provision where appropriate, and other available services.
- 5.2 The company will offer the broadest range of services to prevent and manage HIV/AIDS, in collaboration with local, national public health authorities and NGO's in

the provision of anti-retroviral drugs (ARVs), treatment for relief of HIV-related symptoms and for opportunistic infections (especially TB), reproductive and sexual health services, and advice on healthy living including nutritional counselling and stress reduction. Appropriate support and counselling services will be made available to employees

5.3 *Healthcare.* Giza Minerals will help employees living with HIV/AIDS to find appropriate medical services through the community/public health care system, as well as counselling services, professional support and self-help groups if required. Reasonable time off will be given for counselling.

5.4 If an employee with HIV/AIDS is unable to perform his or her tasks adequately, the manager or supervisor must resolve the problem according to the company's policy and procedure of managing poor performance and incapacity. This will include reasonable accommodation where possible.

5.5 The first step in managing ill health due to HIV/Aids is to find reasonable accommodation for the employee.

5.6 if that fails and the employee is unable to perform any duties in the work place, permanent or temporary disability insurance must be explored and if that fails incapacity policy and procedure must be invoked with the highest level of sensitivity and care.

6) Implementation and Monitoring

6.1 Giza Minerals will establish an HIV/AIDS committee/Wellness committee to coordinate and implement the HIV/AIDS policy and other health and wellness programmes. The committee consists of employees representing all constituents of the company and it will be made of volunteers. The committee will report to Human Resources.

As approved by Management committee on 30th January 2020

Signed: 
GT Seikoe
Director