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HIV & AIDS Policy

Introduction

At Ecwamix, we are committed to providing quality and cost-effective solutions to the South-African Industrial Chemical Industry while upholding our core values of hard work, integrity, and mutual respect. As "Your Specialist Partner in Sustainable Chemical Solutions," we recognise the importance of creating a safe and inclusive work environment for all employees. This HIV & AIDS policy reflects our dedication to the well-being and dignity of our workforce.

Objectives

Our HIV & AIDS policy aims to:

- Create awareness about HIV & AIDS among employees and the close community.
- Eliminate all stigma and discrimination associated with HIV & AIDS.
- Provide emotional, medical and nutritional support/assistance and care to employees living with HIV & AIDS.
- Promote a workplace culture of openness and education regarding HIV & AIDS.
- Ensure compliance with local labour regulations, including the South African Labour Act, pertaining to HIV & AIDS.

HIV & AIDS Awareness and Education

Ecwamix is committed to conducting comprehensive HIV & AIDS awareness and education programs for all employees. These programs will cover topics such as prevention, transmission, living with HIV & AIDS, importance of nutrition, confidentiality, and gender equality. We encourage open dialogue and the sharing of information to dispel myths and reduce any stigmas associated with HIV & AIDS. It is vital that we learn from those around us living with HIV & AIDS as their lived experiences are vital to our understanding of the treatment and prevention of the spread of HIV.

Non-Discrimination and Gender Equality

We strictly adhere to the principles of non-discrimination and gender equality. No employee shall be discriminated against or disadvantaged due to their HIV status. Ecwamix promotes equal opportunities and fair treatment for all, regardless of their HIV status or gender.

Confidentiality

Confidentiality of employees' HIV status is of utmost importance. All medical information related to HIV & AIDS shall be treated as strictly confidential, in accordance with the South African Labour Act. Only authorised personnel with a legitimate need-to-know will have access to such information.



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Support and Care

Ecwamix is committed to providing support and care to employees living with HIV & AIDS. We encourage employees to seek medical advice, counselling, and support services, which are available both internally and externally. We will also provide reasonable workplace accommodations as required by law to accommodate employees' health needs. We offer a feeding program to ensure that everyone working at Ecwamix receives at least one warm, cooked meal to aid with dietary requirements.

Reporting and Compliance

All employees are encouraged to report any incidents of discrimination, harassment, or non-compliance with this policy to the designated authorities within the organisation. Ecwamix is committed to promptly addressing and resolving any such issues. These reportings should follow the Grievance Procedure.

Review and Update

This HIV & AIDS policy will be reviewed annually to ensure its continued effectiveness and compliance with relevant legislation. Any necessary updates will be made to reflect changes in best practices and legal requirements.

Conclusion

At Ecwamix we believe that by implementing this HIV & AIDS policy, we can contribute to the elimination of HIV & AIDS-related stigmas and create a supportive environment where all employees can thrive. We are dedicated to the well-being of our employees and the broader community, and we pledge to uphold the principles outlined in this policy.