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## HIV Aids POLICY STATEMENT

**Quorum Mining and Relining Services** recognises that HIV/AIDS endangers our success by threatening the wellbeing of our employees, and that of our clients and service providers. In an effort to deal with the issue proactively, we are committed to assisting our employees infected with or affected by HIV/AIDS.

Our stance on HIV/AIDS is as follows:

- **We** will not carry out direct or indirect pre-employment screening for HIV/AIDS as a pre-requisite for employment.
- **We** will endeavour to educate all employees about HIV/AIDS prevention, transmission and treatment.
- HIV infection, in itself, does not constitute lack of fitness to work, so an employee can not and will not be dismissed simply because he/she is HIV-positive.
- All medical records will be kept confidential. It is up to the employee to release information concerning his/her HIV status if he/she chooses to.
- If an employee is unable to work because of an AIDS-related illness, reasonable alternative working arrangements will be made where possible.
- **Quorum Management** will do ITS best to protect any member of staff against stigmatisation and discrimination in the workplace. Any employees found doing this, will face disciplinary action.
- HIV-positive staff members will enjoy health and social protection just like any other member of staff living with a progressive or debilitating illness.
- HIV /AIDS will be treated like any other medical condition when it comes to medical aid cover or the granting of sick leave.
- Disciplinary action will be taken against any member of staff who is found to have deliberately disclosed the HIV/AIDS status of an employee to a third party.
- **Quorum Management** encourages its members of staff and their registered dependants to find out their HIV status and make use of support services.
- Credible and cost-effective vendors for such services will be communicated to staff, who will be able to use such services discreetly. Vendors may not and will not be asked to disclose names or information of employees using their services.

Let's face this problem together.

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G. Butler  
C.E.O Quorum Mining & Relining Services

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