



Practice on HIV/AIDS in our Workplace Policy



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Scope and Applicability of the Policy

This policy shall cover all subsidiaries within Karex Group, its employees and job applicants. Local legislations of countries where Karex Berhad operates shall take precedence over this policy, where applicable.

Introduction

Karex recognizes the Human Immunodeficiency Virus (HIV) and the Acquired Immune Deficiency Syndrome (AIDS) are serious public health problems which, have socio economic, employment and human rights implication. Karex is committed to address risk, provide a healthy and safe work environment at all levels of operation for employees and workers so far as is practicable, in order to prevent transmission of HIV. Nonetheless, employees are responsible to take all necessary precaution to avoid contracting HIV/AIDS.

Objectives

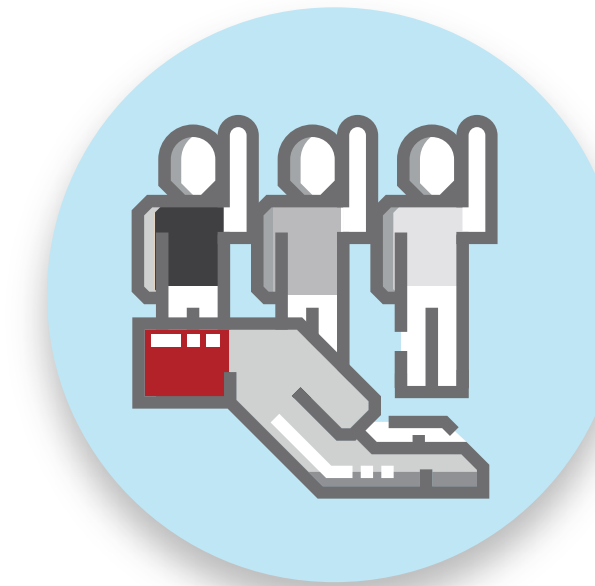
The objective of Karex's policies is to provide guidelines to ensure individuals with HIV infection are not unfairly discriminated against in the workplace. Since the HIV/AIDS epidemic impacts upon the workplace and individuals at a number of different levels, it requires a holistic response which takes all of these factors into account. This includes provisions regarding:

- Creating a safe working environment for all employers and employees;
- Promote a non-judgmental, non-discriminatory work environment; and
- Supporting those individuals who are infected or affected by HIV/AIDS so that they may continue to work productively for as long as possible.

Implementation of the Policy in Karex

Non-judgmental, non-discriminatory employment practices

In the spirit of decent work and respect for the human rights and dignity of persons infected or affected by HIV/AIDS, there shall be no discrimination against employees on the basis of real or perceived HIV status. Discrimination and stigmatisation of people living with HIV/AIDS inhibits efforts aimed at promoting HIV/AIDS prevention.



Karex will ensure that:

- Employment practices should be based on scientific evidence that people with HIV/AIDS do not pose a risk of transmission of virus to co-workers through ordinary workplace contact.
- HIV-positive employees should have the right to continue in employment as long as they are able to work and as long as they do not pose any danger to themselves, their co-workers and other individuals in the workplace.
- The procedure for termination of employment on medical grounds for HIV-positive employees should be the same as for any other disease.
- Disciplinary action should be taken against any employee who discriminates HIV-positive employees.

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Confidentiality and Privacy

All persons with HIV or AIDS have the legal right to privacy. Karex will ensure that HIV-positive employee is not required to disclose his/her HIV status to employer or anyone at work. In situations where the employee needs to reveal his/her status, confidentiality and privacy regarding all medical information related to his/her HIV or AIDS status should be maintained at all times.

Prevention

HIV infection is preventable. Prevention of all means of HIV transmission can be achieved through a variety of strategies which are appropriately targeted to national conditions and which are culturally sensitive.

Prevention can be furthered through changes in behavior, knowledge, treatment and the creation of a non-discriminatory environment. The social partners are in a unique position to promote prevention efforts particularly in relation to changing attitudes and behaviors through the provision of information and education, and in addressing socio-economic factors.

Care and Support

Solidarity, care and support shall also guide the response to HIV/AIDS in the workplace. All employees, including employees with HIV, are entitled to any existing or proposed affordable health services provided by an employer. There shall be no discrimination against them and their dependents in access to and receipt of benefits from statutory social security programs and occupational schemes.

