



POLICY: HIV/AIDS, STIs AND TUBERCULOSIS

DATE: 30.01.2021 REVISION: 11 DOCUMENT NUMBER: H&S-POL-004



Afrimat is committed to creating a healthy and safe working environment for all employees by considering the National Strategic Plan for HIV, TB and STIs 2017-2022:

Goal 1: PREVENTING NEW HIV/AIDS, STIs AND TB INFECTIONS

- ▶ Establish programs for HIV counselling and testing (HCT) and encourage our employees to participate and know their status.
- ▶ Striving to supply condoms for males and females.
- ▶ Implement a TB screening program through annual medical surveillance for those employees with TB symptoms.
- ▶ Implement and maintain a risk based medical surveillance program for all employees that will quantify their exposure to occupational health in the workplace.
- ▶ Provide health promotion and monitoring regarding chronic disease management and lifestyle modification.
- ▶ Establish procedures, training, protective measures and post exposure prophylactic treatment for those at risk to infections from biological products.

Goal 2: SUSTAINING HEALTH AND WELLNESS

- ▶ Reduce disability and death resulting from HIV/AIDS and STIs and TB through universal access to HIV and TB screening and diagnosis.
- ▶ Ensure that employees living with HIV/AIDS, STIs and TB continue their work for as long as they meet performance requirements with access to wellness and physical support.

Goal 3: REACHING KEY AND VULNERABLE POPULATION

- ▶ Identify key vulnerable population.
- ▶ Develop a program to reach vulnerable population through information sharing.

Goal 4: SOCIAL AND STRUCTURAL DRIVERS

- ▶ Social behaviour change through training and awareness.

Goal 5: ENSURING THE PROTECTION OF HUMAN RIGHTS

- ▶ Encourage the rights to non-discrimination, equal opportunity and training for those living with HIV/AIDS, STIs and TB.
- ▶ Protect the dignity and confidentiality for those living with HIV/AIDS, STIs and TB.
- ▶ Reduce HIV/AIDS, STIs and TB related stigma through awareness.

Goal 6: LEADERSHIP AND SHARED ACCOUNTABILITY FOR REDUCTION IN HIV/TB/STIs

- ▶ Leading indicators include health monitoring and communicated to all levels.
- ▶ Target setting according to NSP.

Goal 7: RESOURCES

- ▶ There is sufficient budget provided for medical surveillance which includes HIV and TB testing.

Goal 8: STRATEGIC DRIVE TOWARDS GOALS

- ▶ Monthly health report measuring and monitoring progress.

Policy Review

Due to the ever-changing environment in which our business functions it may become necessary to revise our HIV/AIDS, STIs and Tuberculosis Policy from time to time. Policy review will be conducted every year. Proposed changes will be circulated to management and employees for input.

CEO
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