

VOLTA RIVER ESTATES LIMITED

WORKPLACE POLICY ON HIV/AIDS

GENERAL STATEMENT AND OBJECTIVES

Management of Volta River Estates Limited recognizes the seriousness of the HIV/AIDS pandemic and its impact at the workplace, therefore management is in support of the national effort to reduce the spread of the infection and minimize the impact of the disease especially among VREL workers.

The purpose of this policy is to demonstrate to workers, Company's interest on HIV / AIDS workplace education and how victims of the disease will be protected.

The company recognizes 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.

That, the company's commitment to maintaining a safe and healthy work environment (through education) for all employees is based on the recognition that HIV is not transmitted by casual contact.

SCOPE: This policy applies to all Staff of the Company especially Women.

MAIN PROVISIONS

1. NON DISCRIMINATION

Workers living with HIV/AIDS will be respected in accordance with their fundamental human rights and dignity, they will not be discriminated against because of their HIV/AIDS status, therefore they will enjoy all applicable rights and privileges in service.

2. NO MANDATORY HIV TESTING

There will be no HIV/AIDS screening for the purpose of exclusion from employment /work processes and HIV / AIDS status will not be required of a job applicant.

3. EMPLOYMENT RELATIONSHIP WILL CONTINUE AS BEFORE

A worker living with HIV/AIDS will not be terminated or declared redundant unless otherwise.

Relationship with an HIV/AIDS infected persons would be treated same as patients with chronic illness with reference to the CBA.

4. HEALTHY WORK ENVIRONMENT

All effort will be made through HIV/AIDS education to ensure a healthy and safe environment in order to prevent the transmission of HIV/AIDS.

5. THERE WILL BE CONFIDENTIALITY

HIV/AIDS workers will not be required to disclose their status to management or co-workers whiles workers, peer educators are **not required** to disclose such information about a positive worker to any body. The worker personal data relating to HIV/AIDS will be bound by rules of confidentiality.

6. GENDER EQUALITY

Gender dimensions of HIV/AIDS will be recognized especially all effort will be made to empower women especially in order to reduce their risk of being infected with HIV/AIDS.

7. ACCESS TO EDUCATION

HIV/AIDs and OHS committee will make all effort to provide opportunities for workers to be educated on the modes of transmission, prevention and treatment etc of HIV/AIDS.

8. CONDOM DISTRIBUTION

Condoms shall be made available by peer educators at random in support of HIV /AID education and awareness creation.

9. IMPLEMENTATION AND MONITORING

The Company has formed an HIV/AIDS Committee within the Occupational Health & Safety Committee (OHS) to coordinate and implement the HIV/AIDS POLICY and programs. The committee comprising of ten (10) and other co-opted members (Ref: Appendix 1.0) representing the various sites /Departments has the task of ensuring that;

- All workers including workers infected with HIV/AIDS will be helped to find all points of medical services in the community, as well as counseling services and self-help groups. A reasonable time will be given to positive persons for counseling and treatment.
- In addition, the committee shall interact with accredited workplace peer educators. In future one HIV positive person could volunteer to be added to the Committee.
- All related information on the policy and HIV/AIDS will be communicated to employees using the communication methods available for every worker to understand.
- At the end of every year, the policy may be revised in the light of changing conditions and the findings of surveys/studies conducted during the period.

MEMBERS OF THE HEALTH AND SAFETY COMMITTEE.

<u>NAME</u>	<u>TITLE</u>	<u>DIVISION</u>
1. MS. FLORENCE QUARCO	NURSE	SITE A
2. MS. BEATRICE ANSAAH	NURSE	SITE B
3. MS. MARY AKONNOR	NURSE	SITE C
5. MS. GLADYS AMEDZRO	NURSE	SITE D
6. MR. GARIBA MUSA	SUPERVISOR	SECURITY A
7. THEOPHILUS TETevi	MANAGER	IRRIG / CABLE
8. MS. JULIET ARKU MENSAH	DATA SECRETARY	OFFICE / ADM
9. KINNI PATRIC	FIELD WORKER	SITE D
10. ALEX YEBOAH-AFARI	PERSONNEL MGR	OFFICE / ADM

CO-OPTED MEMBERS

<u>NAME</u>	<u>TITLE</u>	<u>DIVISION</u>
1. MAJ. (RTD) MAC-ENNIN	CHIEF OF SECURITY	SECURITY