



NOCIL LIMITED

NOCIL Limited HIV Policy

For NOCIL LIMITED

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**S. R. Deo
Managing Director**

Approved by Core Committee on Sustainability on 9.12.2022



HIV/AIDS Policy- NOCIL Ltd (NOCIL)

Objective

NOCIL is a *Responsible Care* Company and hence Health of its employees continues to be at the core of the company's long term sustainable growth strategy. NOCIL recognizes the magnitude and severity of the development of HIV/AIDS epidemic and is committed to the development of policies and the implementation of programs at its Plants and Offices/Establishments, Godown on HIV/AIDS non-discrimination, awareness, prevention, and health support.

Purpose

- To support our responsibility for and commitment towards our employees and workmen to ensure safe and healthy workplace.
- To prevent transmission of HIV infection amongst employees, workmen and their families.
- To protect the employees and workmen from stigma and discrimination related to HIV/AIDS by assuring them equity and dignity at the workplace

Applicability: - T

The Policy covers all employees and workmen (whether in regular employment or on contract basis)

POLICY STATEMENT

Compliance with Govt Policies

NOCIL would implement all policies, guidelines, and directives of the Government of India on HIV/AIDS





Non-Discrimination, Testing, Confidentiality and Disclosure

- NOCIL provides a work environment for its employees that is free from harassment and/or discrimination. The Company will not and does not discriminate against colleagues or applicants having, perceived as having, living with, or otherwise affected by HIV or AIDS.
- All colleagues must adhere to our non-discrimination policy. Colleagues who refuse to work with, withhold services from, harass or otherwise discriminate against another colleague because of his/her having HIV/AIDS, being perceived as having, living with HIV/AIDS, or being otherwise affected by HIV/AIDS, will be subject to disciplinary and/or other corrective actions.
- Testing will not be a part of pre-employment check-up or periodic health check-ups without the employee's informed consent and pre- test counselling.
- The Management respects the medical confidentiality about HIV status of an employee/workman.
- The Company will sensitize the employees to encourage their participation in planning and implementing the HIV/AIDS education, care, and support initiatives.
- The Company will endeavour to discourage and eradicate discrimination or stigmatization of employees on the basis of their real or perceived HIV status.
- The Company will educate its employees on safe blood donation and transfusion.



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- The Company will not discriminate against any employee infected by HIV/AIDS with regard to promotions, training, or any other privileges/benefits applicable to the employees of the Corporation.
- The Company is an equal opportunity employer and would not insist on compulsory HIV testing and screening of employees during the pre-employment medical test or anytime during the course of their employment.
- There will be no obligation on the part of the employees to inform the Company about their clinical status, except on a purely voluntary basis. Confidentiality will be strictly maintained regarding all medical information, especially HIV/AIDS status of the employees, by the treating doctors and other employees handling medical information.
- HIV infection would not be a cause for termination of employment.
- Confidentiality Access to personal data relating to a worker's HIV status should be bound by the rules of confidentiality.

Care and support Solidarity care and support should guide the response to AIDS at the workplace.

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