



### HIV/AIDS Policy

TSPL recognises the significant and growing impact the HIV/AIDS has on the communities, families and employees in the countries in which we operate. HIV/AIDS has profound human, social, economic and developmental costs. Both as a business and a good corporate citizen, TSPL commits to comprehensive HIV/AIDS policy which aims to protect the human rights of its workforce, promote non-discrimination and improve the quality of lives for the affected employees and their families. The company's programme includes education, prevention, treatment, and general employee health and wellness.

TSPL strives to:

- Prevent the incidence of HIV/AIDS through the provision of accessible, accurate, gender-specific and culturally appropriate education and awareness programmes to all employees and contractors. This education includes an understanding on the risks, impacts, and prevention and control measures as well as counselling, testing and support options available to employees. This programme shall be extended to families and communities wherever possible;
- Provide counselling and testing to prevent further infections and prompt early and proactive treatment. This service is made available to all employees through reputable third party providers. HIV/AIDS tests are classified as confidential and are not required as part of any pre-employment medical. Employees shall, therefore, not be obliged to disclose their status ;
- Ensure care, support and treatment is made available to all employees to help to improve the quality of life of those living with HIV/AIDS ;
- Ensure that HIV/AIDS status not affect employment, employee rights, development opportunities, benefits or sick leave by committing to the elimination of stigma and discrimination through non-discriminatory policies and practise. No employee shall be isolated or dismissed due to their status. If HIV/AIDS status affect an employee's fitness to work or ability to carry out their duties safely, alternative duties or options such as shorter working hours shall be considered in strictest confidence and in agreement with the individual. Any prejudice or victimisation shall not be tolerated and shall result in disciplinary action ;
- Undertaken collaboration and community investment to share knowledge and form alliances with diverse stakeholders including employees, communities, civil society, government and non-government agencies, strengthening local community healthy system to achieve a sustainable and effective broad-reaching HIV/AIDS programme.
- The HIV/AIDS policy will be reviewed regularly

Signed by:

C N Singh  
COO, Talwandi Sabo Power Limited  
Date: 01<sup>st</sup> October 2016