

HIV / AIDS Policy

TSPL recognizes the significant and growing impact that HIV / AIDS has on communities, families and employees. HIV / AIDS has profound human, social, economic and developmental costs. Both as a business and as a good corporate citizen, TSPL commits to a comprehensive HIV / AIDS Policy which aims to protect the human rights of its workforce, to promote non-discrimination and improve the quality of lives for the affected employees and their families.

TSPL strives to:

- Prevent HIV / AIDs through educating and creating awareness among all employees and business partners with accessible, accurate, gender-specific and culturally appropriate information.
- Provide counselling and testing to prevent further infections and prompt early and proactive treatment for all employees through reputable third-party providers. HIV/ AIDS tests are confidential and not required as part of a pre-employment medical and employees will not be obliged to disclose their status.
- Ensure care, support and treatment for all employees to help improve the quality of life of those with HIV / AIDs
- Ensure that HIV/AIDS status doesn't affect employment, employee rights, development opportunities, benefits or sick leave by committing to the elimination of stigma and discrimination through non-discriminatory policies and practices. No employee shall be isolated or dismissed due to their status. If HIV / AIDS status affects an employee's fitness to work or ability to carry out their duties safely, alternative duties or options such as shorter working hours can be discussed in strictest confidence and in agreement with the individual. Any prejudice or victimization will not be tolerated and will result in disciplinary action.
- This policy will be reviewed regularly.



Vibhav Agarwal
CEO, Talwandi Sabo Power Limited.

Dated: 30 June 2022