



HIV and AIDS

Policy and Objectives

Shama Chemicals (“the company”). A South African based company:

- Acknowledges the seriousness of the implications of the HIV/AIDS epidemic in the workplace
- Recognises that the sustained health of our employees is integral to achieving our mission and to the success of our business; and
- Recognises that the HIV/AIDS epidemic represents a health threat in the company operations in sub-Saharan Africa, and particularly Botswana.

Finally, the company assures access to affordable health care for employees through the company’s facilities. In addition, the company is committed to prompt and supportive action in response to any major health threats in the region within which the company operates.

Shama Chemicals will strive to:

- Create a conducive environment in the workplace to eliminate stigma and unfair discrimination arising from the disease and uphold the rights and dignity of affected employees, in effective dealing with the epidemic.
- Prevent and restrict the disease through education, the provision of condoms and the effective treatment of sexually acquired infections;
- Provide Voluntary Counseling and Testing services to employees that are confidential, with informed written consent, accompanied by prescribed pre- and post-test counseling, and confined to a health care worker and patient relationship.
- Provide care for employees’ infection with virus through comprehensive clinics benefit, including the provision of antiretroviral treatment to employees where this is medically indicated and sustainable.
- Provide support for those employees no longer able to fulfill their role in the company through an ill-health retirement programme linked to home-based care programmes.
- Monitor and evaluate our performance in HIV/AIDS programmes, working to continually improve our performance.
- Ensure that employees are aware of this policy and their relevant responsibilities by making such policies accessible to each employee
- Participate in community programmes dealing with the epidemic, supporting a more broad-based approach, and
- Partner with all stakeholders to contribute to effectively dealing with the epidemic.

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