


	<i>We Go Further</i>		
	HIV & AIDS POLICY	Reference Number	HIV&AIDS Policy – Policies 004
		Implementation Date	01/06/2026
		Rev / Amendment No	001
		Rev / Amendment Date	01/06/2026

VISION ELEVATORS


HIV & AIDS POLICY

REV	DATE	PREPARED BY:	REVIEW BY:	APPROVED BY:	SIGNATURE
001	01/06/2026	M. Moodley	S. Mahomed	Garreth Burn (MD)	

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1. SCOPE

This policy applies to all employees employed by Vision Elevators.

2. OBJECTIVE

The objective of this policy is to ensure that all employees of the company are kept informed about HIV/ AIDS as well as to detail the steps that will be taken to protect both the company and the employee against the effects of the disease. This will be achieved by:

- Eliminating unfair discrimination in the workplace.
- Promoting an environment in which people are living with HIV/AIDS in a structured manner.
- Monitoring the prevalence of HIV/AIDS in a structured manner.

3. RESPONSIBILITY

Implementation of this policy is the responsibility of all Managers and Supervisors, as is the continued dissemination of information about HIV/AIDS to all employees. It is however the responsibility of employees to take appropriate action on being informed about HIV/AIDS, to protect themselves and their families and to seek counselling in case of uncertainty.

4. AIDS AWARENESS

Line Management will be provided with all information pertaining to HIV/AIDS. This is aimed at establishing a reservoir of information and knowledge that will be available to all employees and which will better enable them to make informed decisions. This information will be updated as and when required.

5. PRE-EMPLOYMENT TESTING

HIV testing is not a pre-requisite for employment and pre-employment testing will therefore NOT be conducted by the company.

6. SPECIAL CIRCUMSTANCES REQUIRING HIV TESTING

In the case of persistent illness, an employee may be referred for medical examination, and may be required to undertake an HIV test. Any report on the employee's state of health will be divulged to the company with the employee's consent in writing.

7. DISCLOSURE OF HIV TEST RESULTS

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HIV test results will not be disclosed to management without the employee’s consent and such disclosure will be treated as strictly confidential. It is however the employee’s prerogative to disclose such test results to any party he/she wishes to. The employee reserves the right to disclose the results of his/her HIV test at any given time.

8. DISCRIMINATION

No employee may be discriminated against based on his/her HIV status. Discrimination against HIV positive employees by fellow employees, based on their HIV status, will not be condoned. Such action will render employees involved subject to disciplinary action in accordance with the company’s disciplinary code and procedures.

9. PROTECTION AGAINST HIV INFECTION IN THE WORKPLACE

HIV may be transpired in a number of ways:

- The exchange of body fluids, i.e. exposure to blood products or through sexual conduct;
- Through the exchange of intravenous needles; and
- From mother to unborn child.

Every employee must take the appropriate precautions when faced with a situation that may lead to the transmission of HIV.

10. TRANSPARENCY

The company will adopt a consultative and transparent approach to the management of HIV/AIDS. This policy will be reviewed should the company’s strategy or legislation change.

11. GRIEVANCES

All grievances about issues related to HIV/AIDS will be handled according to the standard policy that exists within the company to deal with complaints and grievances to employees.

12. ACCESS TO TRAINING, PROMOTION & BENEFITS

An employee with HIV/AIDS will be expected to meet the same performance requirements that apply to other employees, within reason regarding any employee with a disability. This may include, but is not limited to, agreed or part-time working schedules, possible leave without pay, work restructuring or reassignment. HIV infected employees will be entitled to the same benefits as all other employees.

13. IMPLEMENTATION & MONITORING

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This policy will be reviewed when required on the basis using the following indicators:

- Absenteeism; and
- Sick leave.

14. REVIEW OF POLICY

This HIV/AIDS Policy will be reviewed Annually to ensure it remains relevant and appropriate to Vision Elevators.

This Policy is approved by the Managing Director/ CEO of Vision Elevators.

Signed Commitment:

CEO/ MANAGING DIRECTOR

DATE: