

# Stefanutti Stocks (Pty) Ltd

## HIV and AIDS Policy Statement



Stefanutti Stocks (Pty) Ltd acknowledges the seriousness of the Acquired Immune Deficiency Syndrome (AIDS) and the Human Immune Deficiency Virus (HIV) as life threatening diseases that already affect millions of South Africans across racial, gender and class boundaries.

Whilst it is expected that each and every employee take all necessary precautions in order to avoid contracting this disease, the Company recognises that a supportive and caring attitude is an important factor for the quality of life of an employee who has contracted HIV and AIDS and that such employee is not discriminated against.

The principles we apply in this regard are as follows: -

- Non-discrimination

No employee or prospective employee living with HIV / AIDS will be unfairly discriminated against on the basis of his / her HIV status, in any employment policy or practice of the Company. This also extends to employee benefits.

- HIV Testing

No employee or prospective employee shall be forced to test for HIV. However, voluntary counselling and testing for HIV is encouraged.

- Confidentiality

The Company shall ensure that an employee's HIV status will be kept confidential and no employee or prospective employee shall be obliged to disclose his or her HIV status. The Company will work towards cultivating an enabling, accepting and supporting environment to those employees who disclose their HIV status.

- HIV / AIDS Workplace Programme

The Company supports the implementation of workplace programmes aimed at preventing new infections, providing care and support for employees who are affected and infected by HIV / AIDS and managing the impact of the epidemic in the Company.

  
Russell Crawford  
Chief Executive Officer  
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