



HIV/AIDS Workplace Policy

PY07004

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1.0 General Statement

Belize Natural Energy recognizes the seriousness of the HIV/AIDS epidemic and its impact on the workplace. BNE supports national efforts to reduce the spread of the infection and minimize the impact of the disease, by following the International Labour Organization (ILO) code of practice, through programs of prevention and care.

2.0 Objective

The purpose of this policy is to ensure a consistent and equitable approach to the prevention of HIV/AIDS, and care and support of employees living with HIV/AIDS. The policy has been developed and will be implemented in consultation with employees at all levels.

3.0 Policy Framework and General Principles

This policy is developed in accordance with existing ILO code of practice on HIV/AIDS, and the existing national initiatives towards HIV/AIDS policy and legislation of Belize.

BNE does not discriminate or tolerate discrimination against employees and job applicants on any grounds, including their HIV status. While BNE recognizes that there are circumstances unique to HIV infection, this policy rests on the principles that HIV infection and AIDS should be treated like any other serious condition or illness that may affect employees. It takes into account the fact that employees may live full lives for a number of years. The Company's commitment to maintaining a safe and healthy work environment for all employees is based on the recognition that HIV is not transmitted by casual contact.

4.0 Awareness-Raising and Education

- a. Appropriate awareness and educational programs will be conducted to inform employees and families about HIV/AIDS, which will enable them to protect themselves and others against infection.
- b. BNE will involve employees and their representatives as peer educators and counselors in the planning and implementation of awareness, education and counseling programs.
- c. Practical measures to support behavior change and risk management will include the distribution of condoms to help protect against sexually transmitted infections (such as Syphilis, Gonorrhoea) and HIV/AIDS.
- d. Training will be arranged for key staff including managers, supervisors, other personnel, trainers, peer educators and counselors and members of BNE, EHS Committee.
- e. Reasonable time off will be given, when possible/deemed necessary for participation in education and training about HIV/AIDS, and related health matters.

5.0 Care and Support for Workers

5.1 Promotion of Employees' Well-Being

BNE will treat employees who are infected or affected by HIV/AIDS with empathy and care. BNE will provide reasonable assistance, which may include but is not limited to counseling, time off, sick leave, and information regarding the virus and its effect.

5.2 Work Performance

It is BNE's policy to respond to the changing health status of employees. Employees will continue to work as long as they are able to perform duties safely and in accordance with accepted BNE performance standards. If an employee with AIDS is unable to perform his or her duties adequately, the manager or supervisor must address the situation in accordance with the BNE Employee Handbook as it relates to performance/ill health.

5.3 Benefits

Employees living with HIV/AIDS will be treated no less or more favorably than any other employee with any other serious illness or condition in terms of company benefits, workplace compensation, and where appropriate, other available services.

6.0 The Protection of the Rights of those Affected by HIV/AIDS

6.1 Rights of Employees Who are HIV Positive

HIV-positive employees will be protected against discrimination, victimization or harassment. Normal company disciplinary and grievance procedures shall apply equally to all employees who display discriminatory behavior.

6.2 Employment Opportunities and Termination of Employment

No employee will suffer adverse consequences, including dismissal or denial of appropriate alternative employment opportunities, merely on the basis of HIV Infection.

6.3 Testing

BNE rejects HIV testing as a prerequisite for employment, access to training and promotion. However, BNE promotes and facilitates access to voluntary confidential testing (VCT) with counseling for all employees.

6.4 Epidemiological Testing

Testing programs for epidemiological purposes will be subject to appropriate consultation with recognized employee representatives to

ensure independent and objective evaluation and scrutiny. The results of epidemiological studies will not be used as basis for discrimination against any employee in the workplace.

6.5 Confidentiality

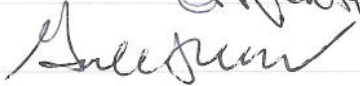
BNE recognizes the sensitive issues that surround HIV/AIDS. Where an employee with HIV has revealed his or her status to management, BNE will keep the identity of such person confidential. However, in line with BNE Awareness of HIV, the employee may decide to be open about his or her status, and the company will support this situation.

7.0 Implementation and Monitoring

- a. BNE Management, BNE EHS Committee, BNE peer educators/counselors will coordinate and implement its HIV/AIDS policy and programme.
- b. This policy, and related information on HIV/AIDS, will be communicated to all employees using the full range of communication channels and materials used by BNE.
- c. This policy will be reviewed annually and revised as necessary in the light of agreed monitoring indicators, changing conditions and the findings of surveys/ studies conducted.

8.0 Approval and History

8.1 Approval Log

Signatures	Dates
	May 5 th , 2009
	May 5, 2009
	May 4, 2009
	

8.2 Revision/Review Log

Version Number	Date	Author	Revision Details	Revision Description
			<input type="checkbox"/> Periodic Review (No Changes) <input type="checkbox"/> Minor Content Revision <input type="checkbox"/> Major Content Revision	