

HIV/AIDS POLICY

Introduction/Purpose and Scope:

SADRiNE Management acknowledges the seriousness of the HIV/AIDS epidemic and seeks to minimize the social, economic, and developmental consequences to the company and its employees through comprehensive and proactive HIV/AIDS workplace programs. The policy applies throughout SADRiNE and its operations.

Policy Commitments:

The company therefore commits as follows:

- SADRiNE shall ensure that no one who is HIV/AIDS infected is stigmatized or discriminated and denied accessing treatment.
- SADRiNE shall ensure that HIV infection at the workplace is minimized, the company shall promote behaviour changes as well as ensure that all employees are treated with the necessary dignity, fairness, and equality event of HIV/AIDS
- SADRiNE shall Treat HIV positive employees in the same contractual obligations as like any other employees.
- SADRiNE shall provide and make available HIV/AIDS education and awareness to all employees.
- SADRiNE shall provide pre and post-test counselling and testing for employees wishing to be tested or for those who are infected with the virus. HIV testing shall be voluntary and confidential
- SADRiNE shall ensure that disclosure of HIV status is voluntary.
- SADRiNE shall ensure that affected employees are referred and assisted to access affordable health /medical care.
- SADRiNE shall Carry out regular dialogue and consultation with affected employees in managing the illness.
- SADRiNE shall Support and implement HIV prevention programs aimed at promoting behaviour change among employees and their family members.

Signed and Approved on the 17th day of July 2023

Managing Director



Samuel Jjuuko
SADRiNE Infrastructures Services (SID) Limited