

HUMAN IMMUNODEFICIENCY VIRUS (HIV) AND ACQUIRED IMMUNE DEFICIENCY SYNDROME (AIDS) POLICY

Johor Plantation Group Berhad (JPG) recognises the seriousness of the Human Immunodeficiency Virus (HIV) and Acquired Immune Deficiency Syndrome (AIDS) epidemic and its impact on the workplace. JPG supports efforts to reduce the spread of infection and minimise the impact of the disease. The purpose of this Policy is to ensure the consistent and equitable approach to the prevention of HIV and AIDS among JPG employees and their families, and the management of the consequences of HIV and AIDS. This HIV and AIDS Policy (Policy) has been developed based on the Code of Practice on Prevention and Management of HIV and AIDS at the Workplace issued by the Ministry of Human Resources, Malaysia.

Following our Occupational Safety and Health Policy, JPG is committed, as is reasonable and practicable, to provide and maintain a safe and healthy working environment including from diseases, for all of its employees and others who may be affected by JPG's activities.

JPG recognises that people with HIV and AIDS may live full and active lives for many years and it will not discriminate or tolerate discrimination against employees or job applicants on any grounds, including HIV and AIDS.

JPB ensures that:

- i. Employment practices should be based on the scientific and epidemiological evidence that people with HIV and AIDS do not pose a risk of transmission of the virus to co-workers through ordinary workplace contact;
- ii. HIV-positive status is not the sole criterion for disqualification from any form of employment;
- iii. HIV-positive employees have the right to continue employment as long as they are able to work and as long as they do not pose any danger to themselves, their coworkers and other individuals in the workplace;
- iv. The procedure for termination of employment on medical grounds for HIV-positive employees is the same as for any other disease; and
- v. Any employee who discriminates or stigmatizes HIV-positive or perceived HIV-positive employees shall be subjected to disciplinary action.

JPG rejects HIV testing as a pre-requisite for employment, promotion or other employment benefits. Pre-employment medical check-up is the exception of HIV testing.

JPG acknowledge the sensitivity revolving HIV and AIDS and takes appropriate steps to handle the issue in a good manner. Employees with HIV and AIDS are not compulsory to share his/her status with JPB or other employees. His identity will be kept confidential shall he/she informed the Management Team.

Where a person chooses to inform another employee that he/she has HIV and AIDS, this information is not to be disclosed to any other person, without the consent of the person who has given the information. Where doctors have confirmation that an employee has HIV and AIDS, that information will be disclosed under strict confidentiality to the concerned employee followed by counseling. Upon the consent of the infected employee, the information will also be disclosed to the Head of Department for operational reasons.

Employee who violates this provision of "Confidentiality" will be subject to disciplinary action including termination of service.

JPG will continuously conduct education, training and awareness in the workplace on HIV and AIDS in dealing with infection and fostering tolerance among employees living with HIV and AIDS. Through these educational programs, it can contribute to employees' ability to protect themselves from HIV and AIDS infection, reduce HIV and AIDS-related stress, reduce workplace imbalance and foster good attitudes and behaviours.

JPG strives to ensure fair gender relations in a non-discriminatory environment at the workplace so that all employees receive equal treatment to medical and other resources.