

HIV POLICY

Human Immunodeficiency Virus (HIV) is a serious virus which attacks the body's immune system. Though there is no cure for the virus, with progress in modern medicine it is possible for an individual infected with the virus to lead a long life with dignity. It is important to remember that individuals infected with HIV are contributing members of society and pose no risk to the people working in close proximity to them. To spread awareness about this virus and better educate its employees about HIV, Dai-ichi Karkaria Ltd. has prepared this policy for its employees.

1. The Company will implement any and all policies, guidelines and directives of the Government of India on HIV/AIDS as may be published in the Official Gazette time to time.
2. The Company will Endeavour to create and promote a work environment which encourages free information exchange and awareness on prevention, care and support among the employees and their families.
3. The Company will educate its employees on safe blood donation and transfusion and the risks of usage of unhygienic tools for transfusion or extraction of blood.
4. The Company will endeavour to discourage and eradicate discrimination or stigmatization of employees on the basis of their real or perceived HIV status.
5. If an employee has been infected, information about the illness would be kept confidential by the Company. Only the immediate superior and the CMD would be kept advised so that in the event of a medical mishap at work, the advised persons shall be well equipped to handle the situation.
6. A HIV positive employee will be allowed to continue to work in their position in the Company unless the medical condition interferes with the responsibilities associated with the position. On account of the health condition, the employee may be shifted to another position better suited to the employee if necessary and possible. HIV infection will not be a cause for termination of employment for any employee. The Company however will not be obligated to create a new position for the employee unless practically possible.
7. The Company will not discriminate against any employee infected by HIV/AIDS with regard to promotions, training or any other privileges/benefits applicable to the other employees of the Company.
8. The Company will not insist on compulsory HIV testing and screening of employees during the pre-employment medical test or anytime during the course of their employment. While the Company may ask a person who is being offered a job to undergo general medical tests before the issuance of the offer/appointment letter, the test will not cover HIV/AIDS without prior informed written consent of the candidate. Whether or not the candidate is granted a position and whether or not the candidate accepts the position, the Company shall keep the information of the candidate confidential.
9. There will be no obligation on the part of employees to inform the Company about their clinical status relating to HIV, except on a purely voluntary basis. Confidentiality will be strictly maintained regarding all medical information, especially HIV/AIDS status of such person by employees handling medical information.
10. Employees may feel free to speak to their immediate manager or the HR of their site/office about their medical condition and discuss whether there is some action the Company can take to make their work more comfortable.