



# **Indorama Ventures Public Company Limited**

## **HIV-AIDS Policy**

*(As approved by the Board of Directors Meeting No.4/2013 dated Aug 08, 2013)*

## **HIV-AIDS Workplace Policy**

Indorama Ventures (IVL) believes in recognizing and managing in a positive manner any employees who are living with HIV/Aids as we recognize the seriousness of the epidemic worldwide. The Company is committed to the development of policies and the implementation of programs that ensure that HIV/AIDS cases are treated with compassion, non-discrimination, awareness, prevention and health support.

While we recognize that specific programs may be designed to meet local conditions, our HIV/AIDS policy applies to all employees of the Company.

### **Confidentiality and Disclosure**

HIV and AIDS are treated confidentially as medical conditions, in accordance with applicable laws and Company policies.

### **Non-Discrimination**

Consistent with IVL's current global policy on non-discrimination, we will provide a work environment for our employees that is free from harassment or discrimination. The Company does not and will not discriminate against colleagues having, perceived as having, living with, or otherwise affected by HIV or AIDS. We treat HIV and AIDS the same as other illnesses in terms of all of our employee policies and benefits, including health and life insurance, disability benefits and leaves of absence. We will seek to influence key suppliers and customers to consider the same non-discriminatory practices.

All employees and subcontractors must adhere to our non-discrimination policy. Anyone engaging in acts of harassment or discrimination will be subject to disciplinary action up to and including termination of employment.

### **Testing**

IVL encourages routine, confidential, voluntary testing and counseling as part of our education and awareness programs. No IVL employee shall be required to undergo HIV testing, unless with the informed and explicit consent of the employee, in order to assist the employee in obtaining the appropriate support and care. HIV testing will not form part of the recruitment and selection process.

### **Education and Awareness**

The Company is committed to providing a work environment that protects the hygiene and safety of its employees. This commitment recognizes that HIV/ AIDS cannot be transmitted through casual contact. Employees who know the facts about HIV infection and AIDS are less likely to react negatively or inappropriately to a colleague's illness.

Company-provided awareness and education programs have an important role in preserving the dignity of those colleagues infected with or affected by HIV/AIDS. They serve to help them maintain normal and productive lives. The Company will provide, either directly or through third parties, an integrated education and awareness program focusing on prevention. Such programs may include:

- Training for managers and supervisors to communicate and ensure compliance with the Company HIV/AIDS workplace policy and related programs and benefits;
- Access to information to promote medically accurate, relevant information on HIV/AIDS prevention and treatment, including information on effective programs related to abstinence, faithfulness and condom use;
- Information on safe sexual practices and overall health promotion including information on substance abuse;