



Indorama Ventures Public Company Limited

HIV-AIDS Policy

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

Table of Contents

Purpose	1
Scope	1
Definitions and Acronyms	1
Policy Provision.....	1
Confidentiality and Disclosure	1
Non-Discrimination	1
Testing	2
Education and Awareness	2
Disciplinary Action	2
Enforceability	2
Related Document	3
Revision History	3

HIV-AIDS Policy

Purpose

The purpose of this policy is to ensure that employees living with HIV/AIDS are not discriminated, have their rights protected and can seek counselling as needed.

Scope

This policy applies to the Company's (as defined below) Board of Directors, management, employees, trainees and persons who are not employees but authorized to act on behalf of or represent the Company.

Definitions and Acronyms

Company or IVL	Indorama Ventures Public Company Limited and all its Affiliates ¹ .
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Policy Provision

IVL fully supports employees with HIV/AIDS. The Company is committed to treating its staff with HIV/AIDS with compassion, non-discrimination, and the necessary medical support.

The Company shall fulfill its commitment through the followings:

1. Confidentiality and Disclosure

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

2. Non-Discrimination

Consistent with the Human Rights Policy on non-discrimination, IVL will provide a work environment for its employees that is free from harassment or discrimination. IVL does not and will not discriminate against colleagues who have, are perceived as having, living with, or otherwise affected by HIV/AIDS. The Company treats HIV/AIDS the same as other illnesses in terms of all of employment agreement and benefits, including health and life insurance, disability benefits and leaves of absence. It actively encourages suppliers and customers to consider the same non-discriminatory practices.

¹ "Affiliate" means any company or entity, controlling, controlled by, or under common control with the Company. The term "Control" and its correlative meanings, "controlling," "controlled by" and "under common control with," means the legal, beneficial or equitable ownership, directly or indirectly, not less than 50 (fifty) percent of the aggregate of registered and paid-up shares in a company or an entity.

All employees and subcontractors must adhere to its Human Rights Policy on non-discrimination. Anyone engaging in harassment or discrimination will be subject to disciplinary as deemed fit by the Company.

3. Testing

IVL encourages routine, confidential, voluntary testing and counseling as part of its education and awareness programs. No IVL employee is required to undergo HIV testing. Testing can take place with the informed and explicit consent of the employee, in order to provide them with assistance in obtaining the appropriate support and care. HIV testing is not part of the recruitment and selection process.

4. 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. IVL will provide, either directly or through third-parties, an integrated education, and awareness program focusing on prevention. Such programs may include:

- 4.1. Training for managers and supervisors to communicate and ensure compliance with IVL's HIV/AIDS workplace policy and related programs and benefits;
- 4.2. 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;
- 4.3. Information on safe sexual practices and overall health promotion including information on substance abuse.

Disciplinary Action

Any person in the Scope is found to contravene the provisions of this policy; appropriate disciplinary actions shall be taken.

Enforceability

In the event that any provision contained in this policy is in conflict with the local laws, rules and regulations of any entity, and makes such provision invalid or unenforceable, then such local laws, rules and regulations will prevail.

If a business unit or location has adopted stronger practices than this policy or prevailing customs, the stronger practice shall apply.

Related Document

None

Revision History

Version	Approved by	Approval date	Key modifications
Original	The Board of Directors	Meeting No. 4/2013 dated Aug 08, 2013	-