



HIV / AIDS POLICY

TELTEC INVESTMENTS LTD recognizes the seriousness and the implications of HIV/AIDS to the company employees, their close relations and the communities. The company has put in place resources for informing, educating and supporting employees with the aim of minimizing the impact of HIV/AIDS.

To achieve this objective, the company is committed to:

- a) Implementing non-discriminatory policies, procedures and practices in managing employees who have HIV/AIDS.
- b) Approaching and supporting employees who are HIV/AIDS positive in the same manner as those with any other progressive or debilitating illness.
- c) Maintaining confidentiality of all information including HIV/AIDS status, and ensuring that under no circumstance will an employee be required to involuntarily disclose his or her HIV/AIDS status to the company
- d) Creating an environment that will enable employees to access voluntary counselling and testing services and treatment of opportunistic diseases.
- e) Where appropriate, fostering co-operation with other companies and HIV/AIDS service organizations in the country to provide support to fight the pandemic.
- f) Providing health information to all employees on HIV/AIDS, its magnitude, impact and preventive measures.
- g) Ensuring that all employees, contractors and other stakeholders adhere to the provisions of this policy.

TELTEC's Managing Director has the overall responsibility to ensure the implementation of this policy on all company offices and sites

Jolly Joe

A handwritten signature in blue ink that reads "Jolly Joe".

MANAGING DIRECTOR

