



HIV/ AIDS POLICY

Jaideep Ispat and Alloys Pvt. Ltd. (hereinafter referred to as “Company”) recognizes the significant and growing impact that HIV/AIDS has on the communities, families and employees in the countries in which we operate. HIV/AIDS has profound human, social, economic and developmental costs. Both as a business and a good corporate citizen, Company commits to a comprehensive HIV/AIDS policy, which aims to protect the human rights of its workforce, promote non-discrimination and improve the quality of lives for the affected employees and their families.

The Company will help to prevent the incidence of HIV/AIDS through the provision of accessible, accurate, gender-specific and culturally appropriate education and awareness programs to employees and contractors in areas where HIV/AIDS is prevalent. This education includes an understanding on the risks, impacts, prevention and control measures as well as counselling, testing, and support options available to employees.

The company shall designate a person, as it deems fit, as the Complaints Officer who shall look into the matter, assist in filing complaints, and dispose of all complaints in a timely manner, filed by the aggrieved person in relation to the violation of this HIV regulations.

This program shall be extended to families and communities wherever possible including;

- a. Providing counselling and testing to prevent further infections and prompt early and proactive treatment. This service shall be made available to all employees through reputable third-party providers. Company shall adopt data protection measures to ensure that such information is protected from disclosure. (HIV/AIDS tests are classified as confidential and are not required as part of any pre-employment medical Examination.) Employees shall not be obliged to disclose their status;
- b. Ensuring care, support and treatment is made available to employees to help to improve the quality of life of those living with HIV/AIDS;
- c. inform and educate all persons working in the Company of the availability of Universal Precautions and Post Exposure Prophylaxis.
- d. Ensuring that HIV/AIDS status does not affect employment, employee rights, development opportunities, benefits or sick leave by committing to elimination of stigma and discrimination through non-discriminatory policies and practices. No employee shall be isolated or dismissed due to his status. If HIV/AIDS status affects an employee's fitness to work or ability to carry out their duty safely, alternate duties or options such as shorter working hours shall be considered in strictest confidence and in agreement with the individual. Any prejudice or victimization shall not be tolerated;
- e. Undertaking collaboration and community investment to share knowledge and form alliances

with diverse stakeholders including employees, communities, civil society, government and non-governmental agencies, strengthening local community health systems to achieve a sustainable and effective broad-reaching HIV/AIDS programs;

- f. Achieving No-Net Loss at our project operations through implementing the mitigation hierarchy by avoiding, minimizing and restoring the direct impacts and offsetting the residual impacts;

The policy is over sighted by Company's management. Company's Management shall be held accountable for the compliance of the policy and is responsible for the full implementation of the HIV/AIDS standards.

Company will measure and report performance on a periodic basis to ensure ongoing management of HIV/AIDS including the sharing of good practices throughout the organization. The content and implementation of this policy will be reviewed periodically and updated, as necessary.

This HIV/AIDS Policy has been developed and formulated in alignment with the Model HIV Policy for Establishments, 2022, ensuring compliance with its guidelines and principles to promote a non-discriminatory environment and opportunities against people infected with and affected by HIV and AIDS, providing supportive, and inclusive workplace environment for individuals affected by or living with HIV/AIDS, maintaining confidentiality related to HIV status and HIV- related

data, and providing grievance redressal mechanism in form of Complaints Officer at the Company.

Name of the Complaints Officer – **Shubham Jain**

Designation – **Legal Manager**

Contact – **8889935916**

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