



**ChevronTexaco Workplace
Policy for
HIV/AIDS Control
(CHEWOPAC)**

INTRODUCTION

- ChevronTexaco recognises that HIV/AIDS poses a significant threat to the business, its employees and their families, contractors, business partners and the society as a whole.
- Our policy for HIV/AIDS control forms an integral part of our business ethic of non-discrimination and respect for the individual.
- We will strive to meet the challenge this threat presents through strategic leadership, constructive engagement and effective management of our internal programmes.

EMPLOYMENT

- Pre-employment medical testing is job specific but does not include an HIV/AIDS test.
- Employees with HIV/AIDS will be permitted to continue in the job for which they were employed until they are certified by the appropriate medical review board as being medically unfit to work.

EMPLOYMENT BENEFITS

- Employees who become ill with HIV/AIDS will be treated like any other employee with a life threatening illness and will be administered in terms of the rules of the various employee benefit plans.
- ChevronTexaco will ensure that employees and prospective employees are aware of any limitations of benefits imposed by the respective benefit plan.
- Should the employee no longer be able to continue due to ill health, the company's rules governing retirement on medical grounds will apply.

CONFIDENTIALITY

Every employee has the common law right to privacy: Therefore :-

- An employee with HIV/AIDS is under no obligation to disclose this information to the company.
- Confidentiality regarding the HIV status of any member of staff shall be maintained at all times.
- No disclosure of information will be done without the written consent of the employee concerned.

MANAGEMENT OF INFECTED EMPLOYEES

AIDS is a life-threatening disease, but is not transmitted through casual personal contact under normal working conditions and does not present a risk to the health or safety of co-workers or customers under such conditions.

Therefore,

- Co-workers of people with HIV/AIDS are expected to continue normal working relationships with them.
- In principle, people with HIV/AIDS shall be managed in the same way as employees suffering from other disabling diseases or terminal conditions.
- Employees with HIV/AIDS have the same rights and obligations as all other employees.
- Employees with HIV/AIDS are protected against unfair discrimination.

OCCUPATIONAL HEALTH AND SAFETY

The ChevronTexaco Environmental Health and Safety Emergency Response Planning Principle requires ChevronTexaco as far as it is reasonably practicable, to create a safe working environment, therefore-

- ChevronTexaco will ensure that universal precautions are used when responding to occupational accidents.
- ChevronTexaco will ensure that proper equipment needed to protect staff against possible infection and appropriate training is provided.

POLICY REVIEW:

This **ChevronTexaco Workplace Policy for HIV/AIDS Control (CHEWOPAC)** will be reviewed on a regular basis and amended as deemed appropriate.

Signed

Jay Pryor, MD & CEO