

INDORAMA INDIA PRIVATE LIMITED

SPANDEX UNIT, BADDI, HIMACHAL PRADESH (2023)

POLICY ON HIV AIDS AT WORKPLACE

HIV / AIDS POLICY

Indorama India Private Limited – Spandex Business, Baddi Himachal Pradesh (IIB) will seek to provide a workplace free of discrimination and to foster a work environment where all employees feel comfortable and respected.

While IIB will ask a person who is being offered a job, to undergo general medical tests before the issue of the appointment letter, the same will not cover HIV/AIDS test, without an informed consent and pre-test counseling of the candidate.

Consistent with the Human Rights Policy on non-discrimination, IIB will provide a work environment for its employees that is free from harassment or discrimination. IIB does not and will not discriminate against colleagues who have, are perceived as having, living with, or otherwise affected by HIV/AIDS. IIB 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.

IIB will make available information and education programmes on prevention, care and counseling of HIV/AIDS to all employees. The major objective is to ensure that all employees are aware of and understand the risks associated with HIV infection.

Details of employees confirmed to have AIDS or to be HIV-positive will be dealt with, in strict confidentiality by the Management. Medical reports will be kept confidential.

IIB will permit employees who may become infected with HIV or who may suffer from AIDS to continue in their usual duties for as long as they are capable of normal performance requirements, with reasonable accommodation, where possible.

IIB shall ensure that co-employees shall not shun their HIV-positive peer or refuse to work alongside with them.

Employees with AIDS will be entitled to all normal employee benefits which are in effect at any given point in time and which are applicable to employees in the same job classification. When an employee is no longer able to continue in employment due to ill health, IIB's policy governing ill health will apply.

IIB will encourage employees to participate in voluntary counselling and testing.

However, HIV/AIDS tests will not be a part of any annual or time-to-time health check-up without the concerned employees' informed consent and pre-test counselling.


Ensuring care, support and treatment is made available to employees to help to improve the quality of life of those living with HIV/AIDS;

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.

The policy is oversighted by IIB management. We 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.

For **Indorama India Private Limited**


Sandeep Eknath Rao Shelke
CEO (Spandex Business)

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