

## **Bahadur Chand Investments Private Limited**

### **Policy on HIV/AIDS**

Bahadur Chand Investments Private Limited (BCIPL) is committed to adhering to all applicable laws and regulations pertaining to Human Immunodeficiency Virus (HIV)/ Acquired Immuno-Deficiency Syndrome (AIDS) in all our workplaces. Some fundamental principles are as follows:

- BCIPL does not and will not discriminate against applicants or employees who have, are perceived to have, are living with, or are otherwise affected by HIV or AIDS. Discrimination here includes denial of, or termination from, employment or occupation and also unfair treatment.
- BCIPL does not require employees, their dependents, applicants for employment, or other third parties to undergo HIV testing as a pre-condition of employment or receipt of benefits. HIV testing for as a pre-requisite for obtaining employment or for the continuation of the same is completely prohibited.
- All employees must adhere to our non-discrimination commitment. Employees who refuse to work with, withhold services from, harass, or otherwise discriminate against a colleague who has HIV/AIDS, is perceived to have HIV/AIDS, is living with HIV/AIDS, or is otherwise affected by HIV/AIDS will be subject to discipline and/or other corrective actions.
- BCIPL is committed to maintaining the confidentiality of an individual's HIV status and HIV-related information. HIV positive person shall not be forced to disclose her or his status of any other HIV related information. HIV-related information means any information relating to the HIV status of a person and includes: (a) information relating to the undertaking given for performing the HIV test or result of an HIV test; (b) information relating to the care, support or treatment of that person; (c) information which may identify that person; and (d) any other information concerning that person, which is collected, received, accessed or recorded in connection with an HIV test, HIV treatment or HIV-related research or the HIV status of that person.

No person should be compelled to disclose the HIV status except by an order of the court that the disclosure of such information is necessary in the interest of justice for the determination of issues in the matter before it.

- BCIPL will raise awareness of HIV/AIDS-related issues by providing appropriate training to stakeholders.
- We will continually improve by establishing and reviewing the HIV/AIDS management system. This policy must be followed by all employees and the offices of the company.