



HIV/AIDS, COVID 19 AND EMPLOYEE WELLNESS POLICY

THE WATTLE COMPANY recognizes the serious impact of HIV/AIDS, Covid 19 and other non-communicable diseases (NCD's) on employees and their families, and, therefore, undertakes within its financial and physical capabilities, to develop and implement strategies and programmes to effectively reduce their spread and impact at the workplace and within our estate communities.

To this end, the Company will work towards: -

- Ensuring Covid 19 risk assessments are done in all operations and estate communities to establish levels of exposure and plan responses in line with hazards hierarchy of control.
 - Ensuring everyone has adequate and accurate information on COVID-19.
 - Promoting social/physical distancing, good hygiene (hand washing, sanitizing coughing etiquette and avoiding touching the eyes, nose and mouth), general cleaning and fumigation of workplaces and temperature screening as measures to prevent spread.
 - Encouraging sick employees to stay at home while arranging the necessary medical care arrangements.
 - Establishing isolation arrangements and facilities for those employees who may fall sick at work with confidential management of their condition.
-
- Preventing and reducing the spread of Sexually Transmitted Infections (STIs) and HIV/AIDS infection amongst employees and their families through behaviour change and peer education programmes.
 - Assisting employees in understanding and coping with the effects of STI's/HIV/AIDS and NCDs on the employer, employees and their families.
 - Providing counseling and support programmes to employees and their families who are infected or affected by HIV/AIDS and other NCDs.
 - Improving and maintaining Company clinics and basic health care facilities.

The principles that the Company adheres to in terms of this policy are: -

Confidentiality – Non-discrimination – Safety measures – Compliance

- Ensuring that all employees have the right to confidentiality of their HIV/AIDS, Covid 19 and NCDs status.
- Ensuring that all employees shall be treated equally regardless of their HIV/AIDS, Covid 19 status.
- Protecting employees against blood/bodily fluid contact.

- Compliance with all HIV/AIDS, Covid 19 statutes, and related principles outlined in the relevant and applicable laws.

Employees are encouraged to: -

- Accept the responsibility for their own health and family's welfare.
- Protect themselves, by avoiding behaviour that exposes them to STIs/HIV/AIDS, Covid 19 and NCD's.
- Be open with each other about the problem and effects of HIV/AIDS, Covid 19 and NCDs and to support those in their communities so infected, or affected.
- Co-operate in the implementation of this policy:



V. JAKAZI
MANAGING DIRECTOR



WORKERS REPRESENTATIVE

DATED: 1 January 2021