

HIV AND AIDS WORKPLACE POLICY

Policy Statement & Objective

Sembcorp is committed to a safe, inclusive, and non-discriminatory workplace. This policy is framed in compliance with the **HIV and AIDS (Prevention and Control) Act, 2017** to protect the rights, dignity, and equality of persons living with HIV, ensure confidentiality, and prevent discrimination.

Scope

This policy applies to all employees, job applicants, trainees, interns, consultants, vendors, and contract staff across Sembcorp locations in India.

Definitions

HIV means Human Immunodeficiency Virus; AIDS means Acquired Immunodeficiency Syndrome. Discrimination includes any adverse distinction based on actual or perceived HIV status affecting employment or occupation.

Non-Discrimination

No discrimination shall occur in recruitment, employment, promotion, training, benefits, or termination on the basis of HIV status. All employment decisions shall be merit-based.

Prohibition of Mandatory Testing

HIV testing shall not be a condition of employment or continued service. Any testing shall be voluntary and based on informed consent.

Confidentiality

HIV-related information shall be kept strictly confidential. Disclosure is voluntary and shall not be shared without written consent. Breach of confidentiality will attract disciplinary action.

Workplace Health & Safety

HIV is not transmitted through casual workplace contact. No employee shall refuse to work with another employee on the grounds of HIV status.

Awareness

The Company shall promote awareness to reduce stigma and discrimination.

Grievance Redressal

Complaints relating to discrimination or breach of confidentiality may be raised with Human Resources and shall be handled confidentially and without retaliation.