



NBPOL HIV / AIDS Policy

In accordance with the PNG national HIV/AIDS policy, NBPOL shares the same level of concern as the government of PNG over the safety and welfare of its employees and their families. The Company greatly values the contributions of its employees towards the consistent positive performance of the Company over the past years. One of the contributing factors being that of a healthy workforce and the threat of HIV/AIDS could undermine that trend.

On this basis, NBPOL has developed its own HIV/AIDS policy not only to protect its employees and their families from HIV/AIDS but also to provide counselling and protect infected employees from discrimination at the work place.

NBPOL is a member of the Business Coalition Against HIV & Aids (BAHA), a non-governmental initiatives set up to help with people in the private sector with AIDS. www.baha.com.pg.

Key Principal Factors about the Policy:

The policy aims to ensure a consistent and equitable approach to the prevention of HIV/AIDS among NBPOL employees and their families, and to the management of the consequences of HIV/AIDS, including the care and support of staff members living with HIV/AIDS.

HIV/AIDS and the workplace:

NBPOL recognises the seriousness of the HIV/AIDS epidemic, its significant impact on the workplace, and the role of the workplace in providing access to healthcare resources.

Discrimination:

NBPOL recognises that people with HIV/AIDS may live full and active lives for many years and it will not discriminate or tolerate discrimination against employees or job applicants on any grounds, including HIV/AIDS.

**Gender Equality:**

NBPOL recognises that gender discrimination means that women will be more negatively affected by HIV/AIDS. NBPOL will continue to maintain an equal gender relationship in a non-discriminatory work environment to ensure that every worker receives equal access to healthcare and other resources.

NBPOL further recognises the presence of gender issues including all forms of violence, and will work to ensure that employees respect each other to enable everyone to live and work in harmony.

Healthy Work Environment:

NBPOL is committed to maintaining a safe and healthy work environment for all staff, recognising that HIV is not transmitted by casual contact.

Clinic staffs go for training on HIV/AIDS and an AIDS Team headed by the assistant company doctor meets every two months.

In designing and implementing awareness and education programs, NBPOL management will cooperate with, support, or draw on the resources of employees and their representative organisations, NGOs, faith-based organisations and/or governmental organisations with expertise in HIV/AIDS.

HIV/AIDS Screening of Workers:

NBPOL rejects HIV testing as a prerequisite for recruitment for national staff. PNG labour and immigration laws require all expatriates to pass an HIV test. Whilst the company does not agree with compulsory testing, it has no choice but to comply with these requirements. HIV status has no bearing on access to training or promotion. Pre-employment medical examination - or any other test required for employment purposes - will not include an HIV test.

Confidentiality:

An employee with HIV/AIDS has no obligation to inform NBPOL or other employees of their status. Where a person chooses to inform another employee that he/she has HIV/AIDS, this information is not disclosed to any other person, including the Personnel Manager or medical personnel, without the consent of the person who has given the information. Where the company doctors have confirmation that an employee has HIV/AIDS, that information will be disclosed under strict confidentiality to the concerned employee followed by counselling. Upon the consent of the infected employee, that information will also be disclosed to the Head of Department for operational reasons.



Prevention:

NBPOL recognises that HIV/AIDS prevention is the responsibility of all employees, including senior management and supervisors. NBPOL will involve employees and other relevant people in the planning and implementation of awareness, education and counselling programs, especially as peer educators, counsellors and home based care providers.

Care, Support and Counselling:

NBPOL will treat employees who are infected or affected by HIV/AIDS with empathy and care, and will provide all reasonable assistance, which may include counselling, time off, sick leave, and information regarding the virus and its effects.

HIV/AIDS Committee:

NBPOL has established a HIV/AIDS committee to coordinate and implement the HIV/AIDS policy and program. The committee will report regularly to the General Manager.

This policy applies to all NBPOL operations in Papua New Guinea

Last review: June 2009