

**BALKRISHNA INDUSTRIES
LIMITED**

**HIV (Human Immunodeficiency
Virus) /AIDS WORKPLACE
POLICY**

Policy Title	HIV (Human Immunodeficiency Virus) /AIDS WORKPLACE POLICY
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Revision Number	-
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Balkrishna Industries Limited HIV/AIDS Employment Policy

At Balkrishna Industries Limited, we are committed to being an equal opportunity employer. We do not require compulsory HIV testing or screening of job applicants during pre-employment medical tests or at any time during their employment, unless there is informed written consent and pre-test counseling, in accordance with The Human Immunodeficiency Virus and Acquired Immune Deficiency Syndrome (Prevention and Control) Rules, 2018.

We recognize the significant impact that HIV/AIDS has on communities, families, and employees. As responsible business and corporate citizen, we are dedicated to a comprehensive HIV/AIDS policy that protects the human rights of our workforce, promotes non-discrimination, and improves the quality of life for affected employees and their families.

Our Commitments:

1. Education and Awareness:

- We provide accessible, accurate, gender-specific, and culturally appropriate education and awareness programs about HIV/AIDS to employees.
- These programs cover risks, impacts, prevention, control measures, counseling, testing, and support options.

2. Counseling and Testing:

- We offer counseling and testing services to prevent further infections and ensure early, proactive treatment. These services are available to all employees through reputable third-party providers.

- HIV/AIDS tests are confidential and not required as part of any pre-employment medical examination. Employees are not obliged to disclose their status.

3. Care, Support, and Treatment:

- We ensure that care, support, and treatment are available to employees living with HIV/AIDS to improve their quality of life.

4. Non-Discrimination:

- We are committed to eliminating stigma and discrimination through non-discriminatory policies and practices. HIV/AIDS status will not affect employment, employee rights, development opportunities or benefits as long as affected employee is able to perform his/her duties in accordance with the job requirements, with reasonable accommodation.
- Colleagues who refuse to work with, withhold services from, harass or otherwise discriminate against another colleague because of his/her having HIV/AIDS, being perceived as having, living with HIV/AIDS, or being otherwise affected by HIV/AIDS, will be subject to discipline and/or other corrective actions.

5. Confidentiality:

- We ensure that all medical information, including HIV/AIDS status, is kept confidential. Disclosure of an employee's HIV status will only occur with the employee's informed consent as mandated by the Rules.

6. Workplace Safety:

- We maintain a safe working environment by implementing universal precautions to prevent the transmission of HIV in the workplace. This includes providing necessary training to employees.

7. Training for Managers and Supervisors:

- We provide training to managers and supervisors to ensure they understand the company's HIV/AIDS policy and can effectively support employees living with HIV/AIDS.

8. Regular Review and Updates:

- We regularly review and update our HIV/AIDS policy to ensure it remains relevant and effective in addressing the needs of our employees and the communities we serve.

Implementation and Accountability:

This policy is part of Balkrishna Industries Limited’s Sustainability Framework and will be implemented by each business unit. The Board of Directors oversees the policy, and business leaders are accountable for its implementation. Line managers are responsible for fully implementing the HIV/AIDS standards. The policy content and implementation will be reviewed and updated as necessary.