

DHAMPUR SUGAR MILLS LIMITED

1. Purpose and Commitment

HIV/AIDS is one of the most serious public health challenges of modern times. While no definitive cure is currently available, prevention through awareness remains the most effective method of combating the disease. As a responsible corporate entity, **Dhampur Sugar Mills Limited** is committed to actively contributing to the fight against HIV/AIDS by fostering awareness, ensuring a non-discriminatory workplace, and providing necessary care and support to affected employees and their families.

2. Scope

This policy is applicable to all employees of Dhampur Sugar Mills Ltd. (DSML) and other associated companies and organizations falling under the overall umbrella of DSML covering all its divisions, units, locations, and offices.

3. Guiding Principles

This policy aligns with the **National Policy on HIV/AIDS and the World of Work**, as well as guidelines established by the **Government of India**. Dhampur Sugar Mills Limited adheres to the following principles:

3.1 Compliance with National Guidelines

The company will implement all relevant policies, guidelines, and directives issued by the Government of India concerning HIV/AIDS.

3.2 HIV/AIDS as a workplace issue

The company recognizes HIV/AIDS as a workplace issue and will create an enabling environment to facilitate open discussions, information exchange, and awareness on prevention, care, and support, including access to counselling for employees and their families.

3.3 Employee Participation

The company will sensitize and encourage employees to take an active role in planning and implementing HIV/AIDS education, care, and support initiatives.

3.4 Non-discrimination and stigma-free workplace

The company will actively discourage and take measures to eliminate any form of discrimination or stigmatization against employees based on their actual or perceived HIV status.

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3.5 Equal opportunity and non-discrimination

No employee will be discriminated against in matters of recruitment, promotion, training, benefits, or any other employment privileges due to their HIV/AIDS status.

3.6 No mandatory testing

The company will not require employees or job applicants to undergo compulsory HIV testing as a condition of employment. Employees will have the right to voluntarily disclose their HIV status, if they choose to do so.

3.7 Confidentiality

Employees are under no obligation to disclose their HIV status to the company. Any medical information, especially regarding HIV/AIDS, will be treated with the strictest confidentiality by medical professionals and other responsible employees handling such data.

3.8 Job Security

HIV infection will not be a cause for termination of employment. The company will support employees living with HIV/AIDS to remain employed as long as they are medically fit to perform their duties.

3.9 Workplace Awareness and Education

The company will conduct ongoing education and awareness programs to create a supportive workplace environment. Employees will be encouraged to foster a climate of inclusion and compassion, ensuring that affected individuals feel valued and supported as part of the Dhampur Sugar Mills family.

4. Access to Healthcare and Support Services

4.1 Healthcare Services

Dhampur Sugar Mills Limited will facilitate access to healthcare services, including counselling, National Policy on HIV/AIDS and the World of Work treatment referrals, and support programs for affected employees and their families.

4.2 Collaboration with Healthcare Institutions

The company will collaborate with healthcare institutions and NGOs to provide assistance, ensuring that employees receive the best possible care and guidance.

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5. Periodic Review and Policy Implementation (*New Addition*)

5.1 Policy Review

This policy will be reviewed periodically to ensure alignment with updated national and international guidelines.