

HIV / AIDS

	NAME	DESIGNATION	DATE
Reviewed	Thabo Moabi	Group Human Resources Manager	May 2021
Approved	Group SHERQ, Social and Ethics Committee	Group SHERQ, Social and Ethics Committee	January 2012
Reviewed	Thabo Moabi	Group Human Resources Manager	November 2020
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1. OVERVIEW

Grindrod acknowledges the seriousness of the Acquired Immune Deficiency Syndrome (AIDS) and the Human Immune-deficiency Virus (HIV) as a significant public health challenge. Grindrod commits to treating those employees impacted by HIV / AIDS with respect, dignity and the relevant support.

2. POLICY PROVISIONS

2.1 Unfair discrimination

An applicant or employee's HIV or AIDS status will not be used to unfairly discriminate in decisions taken regarding recruitment, selection, appointment, development, job classification, grading, remuneration, performance evaluation and disciplinary processes, or with any other policy, process and procedure guiding the employer and employee relationship.

2.2 Employee rights

- An employee's medical information will be treated by Grindrod with the most strictest confidentiality and will not be reflected in personnel records
- An employee is under no obligation to undergo an HIV / AIDS test or divulge their HIV / AIDS status to Grindrod, organised labour representative or other employees
- In an instance where an employee advises Grindrod of their HIV / AIDS status, an appropriate counselling service will be arranged at the employee's request and / or with their consent
- An employee with HIV / AIDS, as in the case of other life-threatening illnesses, will be allowed to continue their work activity under the condition that they are able to physically and mentally meet the performance standards, and if their continued employment does not pose a safety or health risk to themselves and others
- Those employees refusing to work with employees with HIV / AIDS will be progressively educated and, as necessary, counselled. Continued refusal or failure to positively respond to such interventions will result in disciplinary action

- An employee with HIV / AIDS requesting sick leave shall be treated in accordance with sick-leave guidelines for life-threatening illnesses
- An employee with HIV / AIDS has access to the Grievance Procedure to pursue and escalate any perceived or actual grievance he / she may have, and the Human Resources Department is available for guidance in this regard

3. POPIA

The right to privacy is an integral human right recognised and protected in the South African Constitution and in the Protection of Personal Information Act 4 of 2013 (“POPIA”). Grindrod is committed to compliance with POPIA and other applicable legislation, protecting the privacy of data subjects and ensuring that their personal information is used appropriately, transparently and securely. Please refer to Grindrod’s POPIA Policy.

4. RELATED POLICIES

This policy should be read in conjunction with, inter alia, the following policies:

POLICY	AVAILABLE ON INTRANET
Code of Ethics	Yes
Conflict of Interest	Yes
Whistleblowing	Yes
POPIA	Yes
Disciplinary	Yes
Dismissal for operational requirements	Yes
Grievance	Yes
Incapacity	Yes
Preferential Appointment	Yes
Sexual Harassment	Yes
Substance Abuse	Yes
Termination	Yes
Time and Attendance	Yes
Bursary	Yes
Disability	Yes
Funeral	Yes
Leave	Yes
Medical Aid	Yes
Retirement Funding	Yes
Conditions and Terms of Employment	Yes

Graduate	Yes
Relocation	Yes
Reward Philosophy	Yes
Smoking	Yes
Study Assistance	Yes
Talent Management	Yes