



## **HIV/AIDS POLICY**

CAFCA is located at 54 Lyton Road, Workington, Harare. The business is responsible for the manufacture and supply of cables for the transmission and distribution of information and energy for the Southern and Central African markets.

CAFCA recognizes HIV/Aids as a legitimate business risk and as such, the Board of Directors is responsible for ensuring that this business risk is effectively managed.

CAFCA remains committed to the well being of all staff. Our determination is to reduce the impact of HIV/AIDS on our staff, their families and the Company through effective partnerships and workplace programmes rooted in culturally appropriate prevention messages and linked to improved support for HIV positive staff.

- ❖ We strongly encourage attitude and behavioral change and seek to minimize the HIV/AIDS through comprehensive, extensive and proactive HIV/AIDS workplace education and awareness programmes.
- ❖ We support Voluntary Counseling and Testing (VCT) as an effective link between prevention and support and therefore will not require new and existing staff to be tested for HIV/AIDS without their consent.
- ❖ We support wellness programmes for staff which include:
  - Understanding HIV/AIDS;
  - Encourage a healthy lifestyle;
  - Endeavoring to offer a subsidized nutritional meal each working day at workplace;
  - Preventing and treating opportunistic infections such as TB; and
  - Raising awareness on Sexually Transmitted Infections (STIs) and providing the necessary treatment.
- ❖ Every employee has a right to privacy. We will therefore ensure that information relating to an employee's counseling, HIV status and treatment is kept strictly confidential.
- ❖ We are committed to non-discrimination on the basis of an employee's HIV/AIDS status.
- ❖ We believe in the principles of reasonable accommodation and therefore jobs for staff with HIV/AIDS, as in the case of any other debilitating illness, will not be affected until such time that the staff concerned are no longer capable of fully discharging the inherent requirements of their jobs.

**Rob Webster**  
**MANAGING DIRECTOR**  
**JANUARY 2017**

**Reuben Nyamundanda**  
**WORKERS REPRESENTATIVE**  
**JANUARY 2017**