
	HEALTH SAFETY AND ENVIRONMENTAL	Doc #	BMM-HSE-GEN-POL-0011
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HIV and AIDS POLICY			

Black Mountain Mine commits to a comprehensive HIV/AIDS policy, which aims to protect the human rights of its workforce, promote non-discrimination, and improve the quality of lives for the affected employees and their families. The company's programme includes education, prevention, treatment, and general employee health and wellness.

Black Mountain Mine strives to:

- Prevent the incidence of HIV/Aids through the provision of accessible, accurate, gender-specific and culturally appropriate education and awareness programmes to all employees and contractors. This education includes an understanding on the risks, impacts, and prevention and control measures as well as counselling, testing and support options available to employees. This programme shall be extended to families and communities wherever possible;
- Provide counselling and testing to prevent further infections and prompt early and proactive treatment to all employees and contractors. HIV/AIDS tests are classified as confidential and are not required as part of any pre- employment medical. Employees shall, therefore, not be obliged to disclose their status;
- Ensure care, support and treatment is made available to all employees to help to improve the quality of life of those living with HIV/AIDS;
- Ensure that HIV/AIDS status does not affect employment, employee rights and development opportunities by committing to the elimination of stigma and discrimination through non-discriminatory policies and practices. No employee shall be isolated or dismissed due to their status. Any prejudice or victimization shall not be tolerated and shall result in disciplinary action;
- Undertake collaboration and community investment to share knowledge and form alliances with diverse stakeholders including employees, communities, civil society, government, and non-government agencies, strengthening local community health systems to achieve a sustainable and effective broad-reaching HIV/AIDS programme.

Black Mountain mine will measure and report progress against this policy and review performance on a periodic basis.

Authorisers		10 Sep 2024
	Black Mountain Mine General Manager	Date