

HIV & AIDS POLICY



CUSTOMER DELIGHT OUR PRIDE
Directors: O. SALANI | P. SALANI



HIV/AIDS POLICY STATEMENT

GASA Holdings (Pty) Ltd is committed to maintaining a healthy working environment by protecting the physical, emotional health and wellbeing of all employees in the workplace. We also have a continuing commitment to provide employment for people with physical challenges. Our aim is to reduce the fear of HIV/AIDS and to make a contribution towards minimizing the social, economic and developmental consequences of this epidemic in Botswana and the region. In summary,

- An employee diagnosed with an AIDS virus related condition may continue to work if deemed medically fit to carry out work duties. The company shall provide reasonable performance standards and duties
- An employee diagnosed with HIV, is entitled, as any other employee, to confidentiality of their medical condition and records
- AIDS education shall be provided to all employees, to give an understanding of how it is spread and reduce unrealistic fears of contracting the virus
- HIV infection or AIDS will not be considered as a basis for termination of employment or for non-employment of prospective personnel. Employees with HIV/AIDS are governed by the same contractual obligations as all other employees

Implementation of this policy requires the cooperation of all members of staff. Our company is committed to ensuring the rights of individuals to work in our company irrespective of their actual or perceived HIV/AIDS status.

Our company fully endorses the aspirations of the Botswana National Policy on HIV/AIDS. We fully support the key responses to the epidemic, namely:

- Elimination of stigma and discrimination on the basis of real or perceived HIV status
- Prevention of new infections
- Care and support of employees infected and affected by HIV/AIDS
- Management and Mitigation of the impact of HIV/AIDS



Managing Director

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