

## **BARLOWORLD GUIDELINES ON HIV/AIDS**

### **OVERVIEW**

Barloworld has for many years on an ongoing basis implemented comprehensive initiatives in its Southern African operations to minimise the impact of HIV/AIDS on our employees and businesses.

HIV is managed like other chronic or life-threatening conditions, with due regard to the growing magnitude of the pandemic.

This strategy is also in line with an integrated approach to Value Creation for all Barloworld stakeholders, with focus on employee value that includes providing an inspiring, caring, equitable and professional business environment.

Barloworld and its businesses will strive to ensure that in the employment relationship there will be no unfair discrimination or victimisation against employees living with HIV/AIDS. Confidentiality and privacy regarding employees living with HIV/AIDS will be observed.

### **STRATEGY**

The key elements of the proactive strategy that Barloworld and its businesses strive towards are:

- Seek to minimise and prevent new infections
- Provide voluntary counselling and testing
- Seek to provide appropriate care treatment including antiretrovirals where indicated, for people living with HIV/AIDS.
- Seek to cultivate a culture of openness, trust and non-discrimination with due regard to privacy considerations.
- Undertake effective community outreach where feasible.
- Establish the prevalence of HIV throughout our Southern African operations, with due regard to privacy and consent for any anonymous HIV prevalence testing that is conducted.
- Monitor and evaluate the effectiveness of the HIV/AIDS strategy.
- Manage the business risk and financial impact involved, with no open-ended liabilities.
- Public policy influence.

### **❖ PREVENTION OF NEW INFECTION**

The prevention of new infection amongst our employees and their families is the primary focus of our strategy.

Combined interventions that are being utilised include:

- ✓ Effective and culturally appropriate information from peer educators and people living with HIV/AIDS to ensure a reduction in high risk behaviour.
- ✓ Treatment of sexually transmitted infections.

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- ✓ Condom distribution without embarrassment.

### ❖ VOLUNTARY COUNSELLING AND TESTING

Ideally all employees should know their status after pre- and post-test counselling with informed consent and with due regard to privacy:

- HIV negative employees should maintain their status
- HIV positive employees should, where indicated, access appropriate care and treatment that prolongs the quality and duration of life.

### ❖ CARE AND TREATMENT INCLUDING THE PROVISION OF ANTIRETROVIRAL MEDICATION

#### (1) Medical aid schemes

Employees and their dependants can access Voluntary Counselling and Testing (VCT), antiretrovirals and other HIV/AIDS benefits as provided. Currently the Barloworld and Munimed Schemes provide such benefits via 'Aid for AIDS', whilst Sizwe utilises 'Lifesense'.

#### (2) Provision of antiretroviral drugs for non-medical aid employees, or where the medical aid scheme does not cater for this benefit.

Principles:

- The company pays up to what it would contribute to medical aid, subject to a maximum of 25% of salary or R25 000/family/annum, subject to applicable territorial limits. This benefit is applicable to employees and immediate dependants.
- Confidentiality will be maintained by utilising appropriate funding mechanisms.
- Treatment is administered by accredited practitioners and disease management organisations or onsite clinics, using nationally accepted protocols, i.e.
  - CD4 count < 200
  - CD4 count < 350 and viral load > 55 000
  - The presence of 'opportunistic infections' or AIDS defining conditions
  - Prevention of mother to child transmission
  - Trauma : rape, needlestick injuries, etc.

N.B. Individuals must commit themselves to long-term treatment and to maintain good adherence to therapy.

- Benefit parity with non-AIDS conditions will apply in order to avoid unfair discrimination issues.
- The provision of benefits for HIV/AIDS and non-AIDS related conditions applies when treatment is unavailable at State facilities. Nevertheless treatment will be provided in cases of emergency, such as needlestick injuries or rape.

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- Benefits covered:
  - Voluntary counselling and testing
  - Antiretrovirals (usually 3 different types of drugs taken at least twice a day)  
Good adherence to therapy is important.
  - Treatment of opportunistic infections
  - Nutritional support where indicated
  - Counselling/EAP consultations
  - Consultations and laboratory tests as per the protocols, via accredited practitioners or onsite clinics.

Hospitalisation costs are excluded.

The provision of assistance for individuals who retire from the company on the grounds of ill-health may be considered on a case by case basis.

### ❖ CULTURE OF OPENNESS, TRUST AND NON-DISCRIMINATION

This is essential in ensuring the success of our HIV/AIDS initiatives.

Co-workers of employees living with HIV/AIDS will be expected to continue normal working relationships with such employees, and afforded dignity and respect.

### ❖ UNDERTAKE EFFECTIVE COMMUNITY OUTREACH WHERE FEASIBLE

Innovative and effective methods, where feasible, will be explored to involve families of employees in prevention and care programmes.

### ❖ ANONYMOUS PREVALENCE SURVEYS

Anonymous HIV prevalence testing on a voluntary basis will continue to be conducted throughout or divisions with the consent of employees concerned and co-operation of the relevant unions in order to:

- Focus our prevention programmes
- Determine appropriate care
- Better HR planning
- Monitor the effectiveness of prevention programmes through serial prevalence surveys.

Outside accredited agencies will be utilised with due regard to privacy to ensure anonymity.

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### ❖ MONITOR AND EVALUATE THE EFFECTIVENESS OF THE HIV/AIDS STRATEGY

Various parameters will be utilised to monitor and evaluate the effectiveness of our HIV/AIDS programme and where necessary take appropriate action. Examples of such parameters that are required, for instance, by the Global Reporting Initiative (GRI) include:

- Prevalence rates amongst the workforce (especially critical positions) as determined by anonymous testing or actuarial means
- Future projected prevalence rates
- Annual and future costs (healthcare, productivity, HIV/AIDS programme) including costs as % payroll
- Overall impact including lost revenue, on Profit After Tax (PAT)
- Impact on absenteeism, deaths and ill-health retirements
- Number and % of employees who attended interactive HIV/AIDS information sessions
- Number of condoms distributed
- Reduction of high risk behaviour
  - results of Knowledge, Attitudes and Practices (KAP) surveys
  - anonymous testing HIV prevalence in 2003 and 2006.
- Care and support
  - % of HIV positive employees who know their status
  - % of HIV positive employees on treatment
  - % of HIV positive employees with access to counselling/EAP services.
- Community Outreach
  - number of family members reached in prevention and care.

### ❖ MANAGE BUSINESS RISK AND FINANCIAL IMPACT WITH NO OPEN-ENDED LIABILITIES

The impact on employment costs and productivity will be managed by our prevention and care initiatives.

Subject to normal humanitarian considerations, employees living with HIV/AIDS are expected to meet the same performance requirements that apply to other employees, within the operational requirements of the business.

### ❖ PUBLIC POLICY INFLUENCE

The group will make input via employer organisations to ensure that a national coherent strategy is implemented.

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### THE BARLOWORLD STANDARD

- HIV prevalence is less than expected amongst ALL levels
- More than 60% of employees know their status
- Fair uptake and compliance in the use of antiretroviral medication
- Access to counselling/Employee Assistance Programmes
- Culture of openness, trust and non-discrimination
- Effective peer educators – 1 : 50 employees or less.
- Active community involvement
- Minimal impact on demand for products and services
- Regular performance measurements and reporting to stakeholders

The programme will be implemented as part of the Organisation and Employee Value Model.

Employees are encouraged to take responsibility for their own health and to participate in programmes to deal with this pandemic.

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