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CHEMICAL WAREHOUSE HIV/AIDS POLICY

Chemical Warehouse recognizes the significant and growing impact that HIV/AIDS has on the communities, families and employees in the countries in which we operate. HIV/AIDS has profound human, social, economic and developmental costs. Both as a business and a good corporate citizen, Chemical Warehouse 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 program includes education, prevention, treatment, and general employee health and wellness.

Chemical Warehouse strives to:

- ❖ Prevent the incidence of HIV/AIDS through the provision of accessible, accurate, gender-specific and culturally appropriate education and awareness programs to all employees and contractors;
- ❖ Promote counseling and testing to prevent further infections and prompt early and proactive treatment;
- ❖ 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, development opportunities, benefits or sick leave 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;
- ❖ Undertake collaboration and community investment to share knowledge and form alliances with diverse stakeholders including employees, communities, civil society, government and nongovernment agencies, strengthening local community health systems to achieve a sustainable and effective broad- reaching HIV/AIDS program;

We shall measure and report progress against this policy and review performance on a periodic basis to ensure ongoing management of HIV/AIDS. The content and implementation of this policy shall be reviewed as and when need arises and actions taken accordingly.