

COCA-COLA AMATIL (PNG) LTD WORKPLACE HIV/AIDS

MANAGEMENT AND PREVENTION POLICY

1. INTRODUCTION:

Coca-Cola Amatil (PNG) Ltd's (CCA) Workplace HIV/AIDS Management and Preventive policies and programmes cover both the HIV/AIDS awareness (preventive) campaign, financing and management of healthcare benefits to employees.

CCA's HIV/AIDS policy and programmes are unique in the following aspects:

- The Healthcare benefits are built in as part of the Company's employment condition;
- A financing mechanism will be established through the auspicious of the Coca-Cola (PNG) Foundation (a non-profit making entity) to oversee and finance the implementation of the programmes;
- The implementation of the policies and programmes will be reviewed and improved on an ongoing basis.
- CCA will co-operate with the Department of Health and the PNG National Aids Council (NAC) and Provincial Aids Committees – when implementing its AIDS awareness and preventive programmes.
- Finally, the CCA HIV/AIDS workplace policies and programmes will be implemented within the framework of the National HIV/AIDS MANAGEMENT AND PREVENTIVE ACT 2003, the National HIV/AIDS STRATEGIC PLAN of PNG and in conformity with the principles and norms governing PNG's International obligations – especially with respect to Human Rights consideration.

2. COCA-COLA AMATIL (PNG) LIMITED HIV/AIDS WORKPLACE POLICY:

The Company is an equal opportunity Employer and respects human rights for all its employees at the workplace. This is reflected in its HIV/AIDS workplace policy as follows:-

- No discrimination against employees with HIV in job application, promotions, training, access to sickness and retirement benefits;
- Allow employees with HIV to continue working as long as their physical conditions permits normal work performance standards;
- Assess the employee's reclassification, assignment to lighter duties should the employee with HIV be no longer able to work normal standards;
- Pay for the employees antiretroviral drugs as soon as the employee is medically assessed as needing those drugs to sustain/support the HIV infected employee;
- Obtain drugs through the selected sources within the country and the final payment for the drugs is as follows:-

Employee	-	10%
Company	-	40%
Coca-Cola Foundation	-	<u>50%</u>
		<u>100%</u>

- Maintain support until the Employee retires or passes away;
- At all times, the Company will facilitate access to counselling services to the HIV/AIDS affected employee;
- Conduct Education/Awareness to all employees on HIV/AIDS and take on other prevention measures;
- Conduct only Voluntary HIV/AIDS testing for employees or potential employees;
- Coca-Cola Amatil (PNG) Ltd, is committed to upholding a non-discriminatory policy towards all employees regardless of their HIV/AIDS status;
- Being aware of the magnitude of problem, CCA will act, with a comprehensive and practical response programme, to provide relief, care and promote goodwill and;
- Human Solidarity.

3. HIV/AIDS WORKPLACE MANAGEMENT AND PREVENTIVE PROGRAMME:

- Company's workplace HIV/AIDS policy is designed to promote a result and action orientated, people centred programme to meet the needs of employees in a humanly responsive manner/approach.
- Programme is comprehensive and concerted;
- Based on the recognition of the dignity of every human person;
- And respecting one's right to privacy, equality of access to healthcare services and provision of;
- Affordable treatment.

4. PROGRAMME CONTENT:

The Components of the programme entails the following:

- Testing, counselling and treatment programmes;
- Support services to cover spouses and children;
- Monitoring and evaluation to improve effectiveness of programme delivery;
- HIV/AIDS Awareness and preventive programmes;
- Community Involvement;
- Expanded healthcare initiatives in offering access to anti-retroviral drugs to employees;
- Providing immediate relief and care;
- Minimizing the costs resulting from the effects of HIV/AIDS on employees.

5. THE PROCESS OF IMPLEMENTATION:

- The fight against the threat and the spread of HIV/AIDS epidemic, is an enormous task, further complicated by demographic, cultural and economic factors;
- It will require a comprehensive, co-ordinative and concerted efforts of stakeholders at all levels of society;

- Implementation will be done through the creation of and sustaining an innovative system of co-operative partnership with every level of society and;
- Encouraging the full participation of stakeholders;
- For the programmes to be effective the Company will work with NGO groups and in particular, interacting with people living with AIDS; and
- Within the company structure, HIV/AIDS awareness programmes are incorporated into existing functional activities such as training, marketing and promotions;
- Making sure that the programmes resonate with intended audiences.

6. USING THE POWER OF PARTNERSHIP:

- Company cannot work alone; it must create network of partners and work in collaboration with:
 - International Organization, TCCC, UN Agencies, Donors;
 - National Government, local and international NGOs and build;
 - Alliances with community groups and;
 - Working in partnership with Government;
 - Meaning: Working through the policy and legislative framework of the Government;
 - Through the Health Ministry and the;
 - National AIDS Council;
 - Community and the AIDS victims; their families and their relatives.

7. BENEFITS:

- (i) Immediate benefits:
- Provision of relief and care to the victims and their families;
 - Avoidance of social disruptions and human misery;
 - Co-operative partnership provides better understanding and removes fears through lack of information and ignorance;
 - Better access to health services;
 - Affordable healthcare services available to those who need them.

(ii) Long term benefits:

- Slowing down the impact of AIDS will contribute positively to maintaining the momentum of economic growth and prosperity;
- Promote Healthy and Positive Living;
- Contribute positively to increasing GDP;
- CCA recognises the value of its workforce, the value of the nations youth, the value of its customers, and the value of its shareholders, and believes in contributing towards developing a healthy environment, where stakeholders at all levels of society can prosper together in their varying degrees with full satisfaction.

8. CONCLUSION:

- CCA is ready to play its part as a responsible corporate citizen to offer its services to meeting social obligations;
- By playing a pro-active role in assisting the Government of PNG and its instrumentalities (e.g. National Aids Council) to combat the threat and spread of the AIDS epidemic;
- CCA will provide the framework through which local, national and international network and partnership can be build;
- To support this co-operative endeavour in solicitating resources and co-ordinating efforts; and
- Focussing on the designing and implementation of effective preventative and management programmes to meet the needs of stakeholders;
- Monitoring and evaluating the impact of programme implementation;
- And undertake constant reviews and recommending actions for improvements;
- In the final analysis, CCA believes THAT PREVENTION IS BETTER THAN CURE;
- And INVESTING IN POSITIVE AND HEALTHY LIVING, PROMOTES ECONOMIC HEALTH AND PROSPERITY FOR ALL.