



OIL SEARCH LIMITED

HIV / AIDS POLICY

Oil Search is committed to promoting and protecting the health of our people by ensuring that they are informed about HIV and AIDS and the potential effect on their lives, their family, friends and the company.

This policy is driven by ethical principles including confidentiality, non-disclosure, tolerance, non-discrimination and reasonable accommodation.

To facilitate these objectives Oil Search Limited will:

- Promote an environment in which people living with HIV / AIDS are able to be open about their disease/illness status without fear of discrimination.
- Implement awareness and education programs across the company.
- Provide our people with the knowledge and skills to effectively manage HIV/AIDS in the workplace.
- Educate and encourage people living with HIV to act and live responsibly so that they do not infect others.
- Not discriminate against people living with HIV/AIDS with regard to recruitment, career advancement, remuneration, performance management, training or other terms and conditions of employment.
- Develop proactive HIV/AIDS workplace procedures and ongoing mitigation programs.
- Provide our people with a healthy and safe workplace environment which prevents accidental transmission of HIV.
- Address the level of support provided to infected and affected employees and their immediate family.
- Allocate resources to combat HIV/AIDS in the workplace and mitigate the effect on and by the communities in which we operate.
- Monitor the prevalence and incidence of HIV/AIDS in a controlled manner.
- In accordance with Australian and PNG law, not require HIV screening as part of pre-employment or other workplace-related physical examinations.
- Provide voluntary counselling and testing.
- Treat all information about individuals with HIV/AIDS with the strictest of confidence.

Peter Botten
Managing Director