



HIV/AIDS

POLICY & STRATEGY

HIV/AIDS

1.0 About This Policy

- Ok Tedi Mining Limited recognises that HIV/AIDS is a global problem impacting on our employees, dependants and their communities, our service providers, customers and the infrastructure where we operate.
- We have a responsibility to manage the potential impact of HIV / AIDS on our business.

We will:

- Facilitate education and training initiatives within the workplace and community that will prevent or reduce the risk of infection
- Protect the rights of employees to work within a non-discriminatory environment with medical confidentiality.
- Understand the impact of the disease on our employees and our business and develop indicators to measure the success of our programmes
- Support community based research and management programmes through collaboration with government, industry, NGO's and relevant institutions
- Ensure medical response procedures are available for any employee in the company who may be exposed to infection as a consequence of their work.

2.0 About Our Strategy

- **Communications**
Ensure that messages about HIV/AIDS are clearly understood by everyone who works for OTML and our communities to enable them to make decisions about their own health and wellness and ultimately to change high risk behaviour.
- **Saving Lives**
Saving the lives of people who are not infected, by empowering them through various interventions to remain healthy and HIV/Aids free.

REVISION #: 1 _____

REVISION DATE: 1st July 2003

DOCUMENT #: HIV/ AIDS Policy & Procedures

CUSTODIAN : HOSPITAL AMINISTRATOR -
COMMUNITY SERVICES

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- **Living positively**
Enhance the quality of life of people living with HIV/AIDS through a holistic approach to health and wellness.
- **Measuring and monitoring**
Tracking the progress of HIV/AIDS as well as the effectiveness of our interventions.
- **Stakeholder engagement**
Engaging other stakeholders such as NGOs, Government, workers union and local communities on HIV/AIDS to pool critical resources and share information on best practice and lessons learned.

3.0 This Policy includes these Procedures

- HIV/AIDS Procedures

4.0 Administration

It is the responsibility of the **Community Services - Hospital Administration Dept** to administer the HIV/AIDS Policy and Procedures, in liaison with The Human Resources Dept and the Occupational Health and Safety Dept.

5.0 Exceptions

The approval for granting exceptions to this policy and any associated procedures may be given only by the **Hospital Administrator** in liaison with the **Manager Human Resources**.

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