



INDIAN OIL CORPORATION LIMITED

POLICY ON HIV/AIDS IN THE WORKPLACE

HIV/AIDS is one of the humankind's deadliest scourges in the modern era. There is no medical cure available at present and the strongest medicine to fight and contain this threat is prevention through awareness about HIV/AIDS. Indian Oil Corporation Limited, as a socially responsible Corporate citizen, reiterates its intense commitment to join the fight against HIV/AIDS by creating awareness on prevention of HIV/AIDS amongst its stakeholders and also by extending necessary care and support to the affected employees and their family members.

Based on the National Policy on HIV/AIDS and the World of Work, the Corporation's response to HIV/AIDS would be guided by the following:

1. The Corporation would implement all policies, guidelines and directives of the Government of India on HIV/AIDS.
2. The Corporation identifies HIV/AIDS as a workplace issue and will endeavour to create and promote a favourable work environment for free information exchange and awareness on prevention, care and support including promotion of counseling of HIV/AIDS among the employees and their families.
3. The Corporation will sensitize the employees to encourage their participation in planning and implementing the HIV/AIDS education, care and support initiatives.
4. The Corporation will endeavour to discourage and eradicate discrimination or stigmatization of employees on the basis of their real or perceived HIV status.
5. The Corporation will not discriminate against any employee infected by HIV/AIDS with regard to promotions, training or any other privileges/benefits applicable to the employees of the Corporation.
6. IndianOil is an equal opportunity employer and would not insist on compulsory HIV testing and screening of employees during the pre-employment medical test or anytime during the course of their employment.
7. There will be no obligation on the part of the employees to inform the Corporation about their clinical status, except on a purely voluntary basis. Confidentiality will be strictly maintained regarding all medical information, especially HIV/AIDS status of the employees, by the treating doctors and other employees handling medical information.
8. HIV infection would not be a cause for termination of employment.
9. The Corporation will encourage employees to create a climate at the workplace through ongoing education and awareness programmes so as to make the affected person(s) comfortable and to make him/her feel like part of the IndianOil family.
