

POLICY ON HIV/AIDS
OF
CONTINENTAL INDIA PRIVATE LIMITED

(Implemented with effect from 22.03.2021)

Policy on HIV/AIDS in the Workplace

Continental India Private Limited ("**Company**"), as a social responsible corporate citizen, is fully committed to the well-being of its employees. It is desirous of playing a meaningful role in the nationwide efforts to eradicate HIV/AIDS. The Company recognises that its employees can be exposed to the risk of acquiring HIV/AIDS. 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.

The Ministry of Health and Family Welfare vide notification dated September 10th, 2018, brought in force, the Human Immunodeficiency Virus and Acquired Immune Deficiency Syndrome (Prevention and Control) Act, 2017 ("**Act**"). The Act, provides for the prevention and control of the spread of HIV/AIDS and safeguards the rights of people living with HIV/AIDS and affected by HIV/AIDS.

Based on the Act, the Company's response to HIV/AIDS would as follows:

1. The Company 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 Company. Where any employee perceives discrimination to be occurring as a result of his/her HIV/AIDS status, that individual shall have recourse to the Company's internal grievance procedures.

The Company will take the corrective and disciplinary actions necessary against employees found to be involved in harassment or discrimination against employees affected with HIV/AIDS.

2. HIV infection would not be a cause for termination of employment.
3. No employee shall, by words, either spoken or written, publish, propagate, advocate or communicate by signs or by visible representation or otherwise, the feelings of hatred against any employee infected by HIV/AIDS in general or specifically; or disseminate, broadcast or display any information, advertisement or notice, which may reasonably be construed to demonstrate an intention to propagate hatred or which is likely to expose infected employee to hatred, discrimination or physical violence.
The Company shall adopt 'ZERO TOLERANCE POLICY' towards such behaviour indicated by any of its employees.
4. The Company will not require new job applicants or who are under employment to disclose HIV/AIDS related personal information unless required by law.
5. The Company will educate its employees and encourage them to participate in voluntary counselling and testing. However, HIV/AIDS tests will not be a part of any annual or regular health check-ups, without the employee's informed consent and pre and post-test counselling.
6. It shall be the duty of every employee, who is HIV positive and is aware of the nature of HIV and its transmission to take all reasonable precautions to prevent the transmission of HIV to other persons. Further, He/ She may disclose to his or her Manager or Human Resources representative, the Manager will be supportive and listen to the employee, noting key concerns. Their HIV status will be kept strictly confidential. Medical records of associates with HIV will be considered as confidential information. The Company will take necessary disciplinary actions against Manager or Human Resources representative violating the confidentiality.

7. The Company will sensitize the employees to encourage their participation in planning and implementing the HIV/AIDS education, care and support initiatives.
8. The Company shall designate any person as it deems fit, as the Complaints Officer who shall dispose of complaints of violations of the provisions of the Act.
9. This policy will be reviewed and updated as and when the need arises or developments relating to it necessitate policy review.
10. For any clarification/query related to CSR policy of Company, please contact:

The Director
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For Continental India Private Limited

Sd/-
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