

## Policy on HIV & AIDS

### 1. Background

Section 12 of The HIV & AIDS (Prevention & Control) Act, 2017 read with Rule 7 and the HIV & AIDS (Prevention & Control) Rules, 2018 mandates the adoption of the Model Policy to be notified by the central government. Since no such model policy has been notified yet, the company has formulated this policy to guide its employees towards fulfilment of its obligations under the law.

### 2. Objective

This policy lays down the guidelines which needs to be followed by the employees across Mahindra EPC Irrigation Limited and ensure commitment to non-discrimination and prevention of HIV/AIDS.

### 3. Scope & Applicability

All the employees in MEIL are governed by this policy.

### 4. Policy Statements

1. The company will implement all applicable policies, guidelines and directives in dealing with prevention, control and treatment of HIV or AIDS
2. The company will not ordinarily require testing for HIV / AIDS as part of pre-employment or periodical medical testing unless required by any law or order of any Court or necessitated by the nature of job involving risk of transmission. Testing necessitated by nature of job will not be carried out without an informed consent along with pre-test & post-test counselling of the candidate.
3. The company will not discriminate against any employee infected by HIV/AIDS with respect to promotions, trainings or any other privileges, as applicable to all employees of the organization.
4. The company will keep data related to any person infected with HIV / AIDS secure and shall only disclose if ordered by any court or under any law.
5. If an employee has been infected, information gathered through informed consent shall be kept confidential in accordance with the guidelines to ensure that such information is protected from disclosure.



6. HIV/AIDS infection would not be a cause for termination of employment. A HIV positive employee will be allowed to continue to work in his/her job unless medical conditions interfere with the specific job, he/she has been assigned. Basis the health conditions, the employee may be shifted to another suitable position.
7. The Company will provide education & counselling, supplementary information to all employees including safe blood donation and transfusion and prevention measures. Wherever possible and appropriate, this service and programs will be extended to family members of the employees.
8. Annual training programs will be conducted at each establishment to help employees understand and implement the HIV and AIDS Policy.
9. Any person who feels they have been discriminated against may report it to the Sunil Patharkar, Sr. Employee Relation Manager. All complaints will be investigated confidentially, and appropriate action will be taken.

The company recognizes that some workplace areas, because of size, location, multiple lines of business, or other issues, may develop customized implementation schedules for the implementation of the policy as outlined herein above. However, in NO case, the workplace is exempted from its commitment to HIV/AIDS non-discrimination, awareness, prevention, and support for the Company's employees and their eligible dependents.

This policy will be reviewed and updated as and when the need arises or when developments relating to it necessitates policy review.

  
  
**Abhijit Page**  
**Chief Executive Officer**

Effective Date : 30<sup>th</sup> August'2023

Next Review Date : 29<sup>th</sup> August'2026