

HIV & TB POLICY

Kumba is a leading value-adding iron-ore supplier to the global steel industry. As an African growth company, Kumba understands the challenges posed by the HIV and TB epidemics and is concerned about the implications for our organisation, employees, their families, contractors and the communities within which we operate. Our vision of Zero Harm aligns with South Africa's long term vision of:

- Zero new HIV and TB infections
- Zero preventable deaths associated with HIV and TB
- Zero discrimination associated with HIV and TB
- Zero new HIV infections due to vertical transmission (mother to child)

Kumba recognises that the HIV and TB epidemics, if not managed, can result in reduced quality of life, diminished work performance and loss of life. Through our focus on wellness, we recognise the need to manage all chronic illnesses and acknowledge the links between HIV, TB and STIs. We believe informed individuals making the right choices can prevent new infections and better manage chronic conditions. Our HIV and TB programme aims to reduce new infections and promote effective disease management in line with South Africa's National Strategic Plan.

To achieve this, Kumba is committed to:

- **Complying with legal requirements:** including the Constitution and relevant legislation.
- **Applying leading practice standards:** including relevant codes and other requirements.
- **Providing resources:** to ensure implementation of our Wellness, HIV, TB and STI programmes.
- **Preventing:** the spread of HIV, STIs and TB through sensitive, accurate, up-to-date information about reducing the risk of infection and ongoing confidential access to condoms.
- **Providing training and awareness:** to equip all employees and contractors to understand their responsibilities in preventing infection and supporting effective disease management.
- **Counselling:** compulsory pre-test counselling by trained counsellors and post-test counselling for those who choose to be tested for HIV, STIs and TB.
- **Ensuring access to treatment:** to assist infected and affected persons to access appropriate diagnosis, treatment, care and on-going support.
- **Reinforcing non-discrimination:** on the basis of HIV and TB in recruitment, employee conditions and benefits, confidentiality and disclosure.
- **Acknowledging the vulnerability of women:** and equipping them to cope and manage the associated risks.
- **Ensuring Confidentiality:** in keeping with the legal right to confidentiality and privacy concerning health matters and HIV status. Where an employee chooses to voluntarily disclose their HIV status to the employer, this information may not be disclosed to any other party without the employee's express consent.
- **Setting objectives, targets and performance indicators:** at all levels of the organisation to monitor, evaluate and review progress and compliance.
- **Collaborating:** with our tripartite partners and other stakeholders in the health sector
- **Continual improvement:** of our HIV and TB management efforts and related systems and performance.

This policy will be communicated and made available to all employees, contractors and other stakeholders on request. It will be periodically reviewed to ensure its continued suitability to the nature and scale of our HIV, STI and TB related risks and the overarching Health and Wellness programmes.



Norman Mbazima
CHIEF EXECUTIVE OFFICER
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