



EURO-MED LABORATORIES PHIL., INC.

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Highway, Brgy. Bucal Sampaloc 2,
City of Dasmariñas, Cavite

WORKPLACE POLICY AND PROGRAM ON HIV/AIDS

In conformity with Republic Act No. 8504 otherwise known as the Philippine AIDS Prevention and Control Act of 1998, this company policy is hereby issued for the information and guidance of the employees in the prevention and control of HIV/AIDS in the workplace.

Objective:

1. Provide information and education to all employees on HIV/AIDS including magnitude, impact and preventive and control measures
2. Perform its Corporate Social Responsibility by preventing and controlling the spread of HIV/AIDS in the workplace

Scope: This policy and program shall apply to all employees regardless of employment status.

POLICY STATEMENT:

The company is committed to the protection and maintenance of the employee's health and well being within affordable limits. It recognizes its corporate social responsibility to support government initiatives to prevent and control the spread of HIV/AIDS.

I. Structure: The Anti-HIV/AIDS Program shall be managed by the Human Resources (HR) Department in coordination with the Health & Safety Committee composed of representatives from the Union and different departments of the organization.

II. Responsibility: The following shall be implemented by the Human Resources Department and the Health & Safety Committee:

1. Preventive Measures

1.1 Conduct of HIV/AIDS Advocacy, Training and Education. The Company Physician in close coordination with the HIV/AIDS Program Committee shall facilitate the conduct of counselling and/or lectures, which will be held at least once (1) a year.

2. Medical Management

2.1 Set up a referral system and provide access to preventive, diagnostic and treatment services for employees.

III. Non Discrimination

1. Workplace management of employees with HIV/AIDS shall not differ from that of any other illness. Persons with HIV/AIDS related illnesses

should be able to work for as long as medically fit and not detrimental to the health of others and of self.

2. Employees with HIV/AIDS may be allowed to work with reasonable working arrangements as determined by the Company Physician.

IV. Compensation

The Company shall provide access to Social Security System and Employees Compensation benefits under PD 626 to employees, as appropriate.

V. Confidentiality

The Company shall maintain full confidentiality of HIV/AIDS employee cases. Access to medical records is limited to authorized personnel only.

VI. Roles and Responsibilities of Employers, Union and Employees

1. Responsibilities

- 1.1 The Company, together with the union and company focal personnel for HR shall develop, implement, monitor and evaluate the workplace policy and program on HIV/AIDS
- 1.2 The Company shall provide information, education and training on HIV/AIDS prevention for its workforce.
- 1.3 The Company shall ensure confidentiality of the health status of its employees and the access to medical records is limited to authorized personnel.
- 1.4 The HR Department shall see to it that the company policy and program is adequately funded and made known to all employees.
- 1.5 The HR Department and Health & Safety Committee together with the union shall jointly review the policy and program and continue to improve these by networking with government and organizations promoting HIV/AIDS prevention.
- 1.6 Employees and the Union shall not have access to personnel data relating to a worker's HIV/AIDS status.
- 1.7 Employees shall comply with universal precaution and preventive measures.


2. Implementation and Monitoring

The Health and Safety Committee shall periodically monitor and evaluate the implementation of this Policy and Program.

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