

# B11 - HIV/AIDS

## 1 Scope

This standard applies to all operations, including projects, in which the community prevalence of HIV is at one per cent or greater (as defined by UNAIDS), or in lower prevalence areas where the presence of HIV/AIDS poses a significant business risk, for example due to the threat to employee health, company reputation or business sustainability. It covers risk assessment, programme design and evaluation to ensure the effective management of the significant risks that HIV poses to workers, their dependents and the communities in which we operate.

Rio Tinto has committed to not discriminating at pre-employment or during employment on the grounds of HIV status; all operations must manage their HIV/AIDS programmes in compliance with this commitment.

## **2 Programme design**

- 2.1 All operations must assess the risks posed by HIV. For all high or critical risks (as defined in the HSEQ MS – Element 3), a mitigation programme incorporating sustainable development principles, must be implemented covering the life of the operation from exploration, project development and commissioning, to operation and closure.
- 2.2 The HIV/AIDS risks of all labour contracts must be assessed. For all high and critical risks, control strategies must be implemented.
- 2.3 The risks posed by HIV/AIDS to the business' workforce and communities must be assessed in the development of the multi-year communities plan. This assessment must include consideration of and seek synergies with the business' workplace HIV strategy, goals and objectives.
- 2.4 Discrimination towards employees on the basis of actual or perceived HIV status is forbidden.
- 2.5 All information on the HIV status and condition of employees and community members, including that relating to counselling, care and treatment and receipt of benefits, must be maintained in medical confidence.
- 2.6 HIV/AIDS screening is not a requirement for recruitment or a condition of employment.

### **3 Programme elements**

- 3.1 Where the HIV prevalence rate is at or above one per cent (as defined by the UNAIDS), operations must ensure that employees and one nominated partner have affordable access to an integrated HIV/AIDS programme that includes antiretroviral therapies (ART). At separation of the employee from employment, transition to alternative, affordable source of ART, such as via government or NGO, must be sought.
- 3.2 Operations must ensure that employees and their nominated partner have access to medical provider(s) that comply with HIV/AIDS drug protocols consistent with the current WHO Guidelines or (equivalent recognised scheme) applicable to the host country.
- 3.3 The programmes must address the following components:
- i) prevention, awareness and education;
  - ii) voluntary counselling and testing (VCT);
  - iii) wellness, counselling and treatment; and
  - iv) monitoring and evaluation.

- 3.4 Partnerships must be actively sought with specialist external organisations to assist the business to deliver HIV education, awareness raising and treatment to employees, their dependents and where indicated by the multi-year community plan, to the broader community.

## Revision history

Version no.	Effective date	Prepared by	Authorised by	
1 (Strategy)	2004	Liz Wall	Elaine Dorward-King	
Version no.	Revision date	Revised by	Authorised by	Reason for change
2	December 2008	Rob McDonald	Elaine Dorward-King	Strategy revisions approved by ExCo and published as an HSE performance standard.