



# Anant SPINNING MILLS

(A Unit of Mahavir Spinning Mills Ltd.)

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## THE HIV/AIDS PREVENTION AND CONTROL POLICY

Anant Spinning Mills, Mandideep recognizes HIV/AIDS as a developmental challenge and realizes the need to respond to it by implementing regular HIV/AIDS prevention programmes and creating a non-discriminatory work environment for the employees infected by HIV. For the purpose of making conscientious, sensitive and compassionate decisions in addressing the realities of HIV/AIDS, Anant Spinning Mills has established this policy based on the ILO Code of Practice on HIV/AIDS.

The key elements of the policy are:

1. We recognize HIV/AIDS as a workplace issue, therefore, we are committed to protect our employees from the Human Immuno Deficiency Virus, that causes the deadly AIDS.
2. We believe that those employees with HIV/AIDS should not be discriminated against at work and are entitled to the same rights and opportunities as employees with other serious or life threatening illnesses.
3. We shall foster a culture of maintaining Healthy Work Environment for our employees at all level.
4. HIV status of employees will be kept confidential and an employee living with HIV/AIDS will be kept in employment as long as he/she is in a position to work.
5. We will develop a regular HIV prevention, care and support programme for our employees and their families. We believe in actively creating awareness at various levels through formal and informal education.
6. Anant Spinning Mills will not have HIV/AIDS screening for the purposes of exclusion from employment or work processes.
7. Counseling services shall be made available for employees and their family members seeking help on issues related to HIV/AIDS.

Anant Spinning Mills believes in a dynamic interaction with Government / National / International agencies/ NGOs for constant updation and co-ordination of HIV / AIDS control strategies. Therefore, it will collaborate with M.P. State AIDS Control Society, civil society organizations and ILO to get guidance / technical support in our HIV/AIDS programmes.

The policy will be reviewed by a representative committee, from time to time, to bring about the required changes, if necessary.

Date: July - 30, 2004

  
S. PAL  
CHIEF EXECUTIVE