



BRIDGESTONE INDIA PRIVATE LIMITED

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BRIDGESTONE INDIA PRIVATE LIMITED (BSID) has always cared for its employees and have implemented various welfare schemes for its employees since the inception of the Company.

Company has various programmes for the development of its employees, and the company has sent several of its employees to Foreign countries for training. Company has welfare schemes like sports leave, medical allowances, periodic medical checkups, hospitalization benefits etc.

BSID initiated the workplace HIV/AIDS programme in November 2003, through the Master Trainers Training organized by ILO at Pithampur for various enterprises.

During this training every participating enterprise developed its approach, which was to create a cadre of peer educators in each enterprise. Since then

Bridgestone India Private Limited (BSID) has conducted its initial peer educators training programme in coordination with ILO and have presently 61 peer educators including two female participants in two batches.

These peer educators are in turn taking the message of HIV/AIDS to the masses.

BRIDGESTONE INDIA PRIVATE LIMITED has developed its own HIV/AIDS policy based on the Guidelines of ILO code of Practice.

S. Matsunaga

Ex. Vice Chairman and Managing Director

1<sup>st</sup> December 2004

### BSID POLICY FOR HIV/AIDS

BSID recognizes HIV/AIDS as a workplace issue and is committed to protect its employees from HIV, the virus that causes AIDS

Employees at all levels shall be regularly imparted awareness on HIV/AIDS

BSID will not discriminate among its employees on the basis of real or perceived HIV Status.

HIV status of a person will not be criteria for either employing someone or keeping people in employment.

BSID will respect the right of confidentiality about the HIV status of its employees

Employees and family members shall be provided counseling and support services on matters pertaining to HIV/AIDS

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