

HIV / AIDS POLICY

GODREJ & Boyce Mfg. Co. Ltd. will seek to provide a workplace free of discrimination and to foster a work environment where all employees feel comfortable and respected.

While the Company will ask a person who is being offered a job, to undergo general medical tests before the issue of the appointment letter, the same will not cover HIV/AIDS test, without an informed consent and pre-test counseling of the candidate.

The Company will make available information and education programmes on prevention, care and counseling of HIV/AIDS to all employees. The major objective is to ensure that all employees are aware of and understand the risks associated with HIV infection.

Details of employees confirmed to have AIDS or to be HIV-positive will be dealt with, in strict confidentiality by the Management. Medical reports will be kept confidential.

The Company will permit employees who may become infected with HIV or who may suffer from AIDS to continue in their usual duties for as long as they are capable of normal performance requirements, with reasonable accommodation, where possible.

The Company shall ensure that co-employees shall not shun their HIV-positive peer or refuse to work alongside with them.

Employees with AIDS will be entitled to all normal employee benefits which are in effect at any given point in time and which are applicable to employees in the same job classification. When an employee is no longer able to continue in employment due to ill health, the Company's policy governing ill health will apply.

The Company will encourage employees to participate in voluntary counselling and testing. However, HIV/AIDS tests will not be a part of any annual or time-to-time health check-up without the concerned employees' informed consent and pre-test counselling.

For GODREJ & Boyce Mfg. Co. Ltd.



(J.N. Godrej)
Chairman & Managing Director

Dated: 1st March, 2012

