

DENMOR GARMENTS (MANUFACTURERS) INC.

HIV/AIDS WORKPLACE POLICY

Denmor Garments (Manufacturers) Inc. recognizes the seriousness of the HIV/AIDS epidemic and its impact on the workplace not only because of its effects on labour and productivity, but views the workplace as a sector that plays a vital role in reducing the spread of the infection. Denmor joins in supporting national efforts on minimizing the impact of the disease. Below are the policy guidelines that the company will seek to uphold:

1. Denmor is committed to maintaining a safe and healthy working environment for all employees. This commitment rests on the recognition that HIV, and therefore AIDS is not transmitted through casual contact.
HIV is a blood-borne virus. It is spread through sexual contact with blood or blood products, semen, vaginal secretions and breastmilk.
2. Denmor will treat HIV infection and AIDS the same as it does other illnesses. As such, employees will be treated with compassion and understanding as would other employees with other disabling conditions.
3. Denmor takes into account existing legislation and recognizes the ten key principles of the International Labour Organization (ILO) Code of Practice on HIV/AIDS and the world of work. (see attachment of the ten key principles)
4. Recognizing the need for all employees to be accurately and adequately informed about HIV/AIDS, Denmor will make information and educational materials available to all.
5. Information about an employee's medical condition is private and will be treated in a confidential manner. In such cases, only the person directly responsible with arranging benefits would become aware.
6. Denmor maintains an open-door policy. Employees living with or affected by HIV infection and AIDS, and those who have related concerns, are encouraged to contact their Supervisor, Manager, Office Administrator or the Managing Director to discuss their concerns and obtain information.
7. If there are any questions about this policy, its interpretation, or information upon which it is based, please contact any of the persons mentioned at 6.



POLICY IMPLEMENTATION AND MONITORING

The following guidelines will be used:

1. Denmor has established a committee to coordinate and implement its HIV/AIDS policy. The committee will consist of a representative from various departments of the company, management and board of directors.
2. The implementation of this policy will confirm to Denmor's normal disciplinary procedures. Confidentiality will be assured through the process.
3. The policy and related information on HIV/AIDS, will be communicated to all Denmor employees using the full range of communication methods utilized within the organization.
4. This policy will be reviewed as necessary in the light of changing conditions and scientific data derived from studies conducted.

Dated this ___ day of December, 2006

Signatures of Employer and Employees' Representatives:

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Employer Representative

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Employee Representative

Witnessed by:

Dr. Leslie Ramsammy
Minister
Ministry of Health

Dr. Fenton Sands
Representative
USAID





Ten Key Principles of the *ILO Code of Practice on HIV/AIDS* and the world of work

- Recognition of HIV/AIDS as a workplace issue
- Non-discrimination
- Gender equality
- Healthy work environment
- Social dialogue
- Screening for purposes of employment
- Confidentiality
- Continuing the employment relationship
- Prevention
- Care and support





Appendix: List of Local HIV/AIDS information and service organizations (optional)

- Ministry of Health
Brickdam
Georgetown
226-5861
- Guyana HIV/AIDS Reduction & Prevention Project (GHARP)
45 High Street Kingston
Georgetown
Tele #: 231-6311
- National AIDS Programme Secretariat
Hadfield Street
Georgetown
Tele #: 227-4911
- Artist in Direct Support (AIDS)
North Road
Bourda
Georgetown
Tele #225-5112
- Volunteer Youth Corps
146 Crown Street
Queenstown
Georgetown
Tele # 231-4016
- Youth Challenge Guyana
Thomas Street
South Cummingsburg
Georgetown
Tele # 225-0129
- Lifeline Counselling Services
Lamaha Street
Georgetown
Tele # 231-7289
- Guyana Responsible Parenthood Association
70 Quamina Street
South Cummingsburg
Georgetown
Tele # 225-0738