	<p style="text-align: center;">SAFETY MANAGEMENT SYSTEM (Doc No. 5.2.3.1)</p>	<p>Effective Date: 15 May 2021 Revision No. ISO 45001 Date Reviewed: 10 Oct 23 Page: 1 of 5</p>
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HIV&AIDS, SEXUALLY TRANSMITTED INFECTIONS AND TUBERCULOSIS MANAGEMENT POLICY

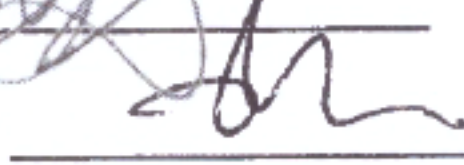
The vision of Dorning Crushers (Portershoek Quarry) is to align the management of HIV and AIDS, STI's and TB with the National Strategic Plan of South Africa 2012-2016 which is:

- Address social drivers of HIV and AIDS, STI's and TB prevention; -
 - Provide education and health promotion regarding the HIV and AIDS, STI's, epidemics to empower our employees to take care of their own health;
 - Develop and implement appropriate interventions and programmes to address alcohol and substance abuse which is a leading cause of risky behavior ; and
 - Promote gender equality in the workplace to prevent HIV infection due to biological vulnerability and gender norms
1. Prevent new HIV and AIDS, STI's, and TB infections:
 - Establish programmes for HIV counseling and testing (HCT) and encourage our employees to practice and know their status;
 - Provide male and female condoms (barrier contraceptives for both males and females) that are accessible to everyone in the workplace;
 - Implement a TB screening programmes through annual investigation for those employees TB symptoms;
 - Implement and maintain a risk based medical surveillance programme for all employees that will quantify their exposure to occupational health in the workplace;
 - Provide health promotion an monitoring chronic disease management and lifestyle modification (e.g. smoking cessation);
 - Establish procedure, training, protective measures and post exposure prophylactic treatment for those at risk to infections from biological products.
 2. Prevent Health and Wellness
 - **Dorning Crushers (Portershoek Quarry)** is committed to creating a healthy and safe working environment for all employees;
 - Reduce disability and death resulting from HIV and STI's and TB through universal access to HIV and TB screening diagnosis;
 - Ensure that employees living with HIV and AIDS and STI's and TB continue their work for as long as they meet performance requirements with free access to wellness and physical support;
 - Support employees on chronic for HIV and AIDS and TB.
 3. Ensure the protection of human rights
 - Encourage the rights to non-discrimination, equal opportunity and training for those living with HIV and AIDS and TB;
 - Protect the dignity and confidentiality for those living with HIV and AIDS and TB;
 - Reduce HIV and AIDS and TB related stigma.
 4. Implementation
 - All managers in this operation/company shall be responsible to communicate this policy to employees.

Consistent review of this HIV & AIDS, STI's and TB policy and related procedures shall be conducted every three years through a process of consultation with employees and the stakeholders.

CEO 

Date 10/10/23

Manager 

Date 10/10/23

Safety Representative 

Date 10/10/23