



BENGUET CORPORATION

**PREVENTION AND CONTROL OF
HIV/AIDS POLICY**

Document No :
Date Prepared : **June 10, 2014**
Revision No : **00**
Effective Date : **June 20, 2014**

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Issued by:

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Approved by:

RENATO A. CLARAVALL
President/OIC

I. PURPOSE

Benguet Corporation (BC) adheres to the Republic Act No. 8504 known, as "Philippine AIDS Prevention and Control Act of 1998" thus, this policy signifies the intention of the company to strengthen the government's campaign on the prevention and control of HIV/AIDS

II. SCOPE

This policy applies to all employees (regardless of employment status), consultants, retainers, and outsourced employees working for Benguet Corporation.

III. GUIDELINES

- 3.1 HRD in coordination with the Company's accredited healthcare provider shall conduct
- 3.2 orientation on HIV/AIDS awareness including prevention, testing and treatment as part of the health and safety programs of the Company.
- 3.3 The HIV/AIDS awareness program discusses about the causes, modes of transmission, consequences, and means of prevention and control of HIV/AIDS.
- 3.4 In the orientation program, employees who have high risk of acquiring HIV/AIDS are also encouraged to submit themselves to a "Voluntary HIV Testing" conducted in accredited HIV Testing Centers. This procedure will determine the presence or absence of HIV infection.
- 3.5 The authorized representative of the Company's accredited healthcare provider may also conduct orientation on "Sexually Transmitted Diseases" as part of its campaign on the prevention and control of HIV/AIDS.
- 3.6 The HIV/AIDS awareness program of BC adheres to the government's mandate of "No Compulsory HIV Testing". As such, the HIV screening test is not part of its pre-employment physical examination and Annual Physical Examination (APE)..

- 3.7 The compulsory testing may only be allowed as stated in the section 17 of RA No. 8504;
- 3.7.1 When a person is charged with any of the crimes punishable under Anti-Rape Law (RA 8353) or An Act to Impose the Death Penalty on Certain Heinous Crimes (RA 7659).
 - 3.7.2 When complying with "Organ Donation Act" (RA 7170)
 - 3.7.3 When the determination of HIV status is necessary to resolve the relevant issues under "Family Code of the Philippines" (EO 309).
- 3.8 If in case an employee suspected or found to have an HIV/AIDS, the Company shall:
- 3.8.1 Ensures the confidentiality of such information.
 - 3.8.2 Comply with the "no discrimination in the workplace" policy as stated in the RA NO. 8504.
 - 3.8.3 Not terminate the employee on the sole basis of having suspected to have HIV/AIDS.
 - 3.8.4 Coordinate with Philippine National Aids Council to assist the employee on the treatment, prevention and control of HIV/AIDS.

IV. REFERENCE

Republic Act No. 8504

V. ADMINISTRATION

CHQ-HR shall administer this policy

VI. EFFECTIVITY

This policy will take effect upon approval date

REVIEW AND POLICY UPDATE

This policy is effective upon approval of President/OIC and will be reviewed/updated by CHQ-HR as maybe necessary. *The Company reserves the right to revise and/or revoke this policy as it deems fit or warranted.*

20 June 2014

Date Signed