



## HIV/AIDS POLICY

Concor's vision is to be the leading diversified infrastructure group focused on South Africa and other selected African countries.

Concor subscribes to the values of Integrity, Care, Respect, Commitment and Accountability within its business, and is committed to sustainable value creation, world class fulfilment in everything we do and to engage our business activities in a safe, healthy, environmentally sensitive and quality assured manner.

Concor is taking a proactive stance on addressing the devastating impact of HIV/AIDS and in turn on all of our employees and the communities in which we work.

Concor recognizes the seriousness of the HIV/AIDS epidemic and this policy therefore aims to balance the needs of the company, HIV infected employees and other employees. Concor is also aware of the sensitive nature of these issues, and will at all times endeavour to approach the subject accordingly.

Concor has made a commitment to:

- Provide advice on the rights of affected employees and their colleagues
- Make all employees aware on the dangers, prevention, work implications, their responsibilities and false misconceptions in relation to life threatening diseases and thereby empower employees to take responsibility for their health to avoid contracting the disease.
- Ensure there shall be no discrimination against employees with HIV/AIDS.
- Refer employees, when requested, to medical and other resources, such as counselling services and community support groups.
- Accommodate infected employees for as long as they are medically able to work within reasonable operational parameters, safety regulations and fair labour practice.
- Communicate this HIV/AIDS Policy to all employees.
- Encourage voluntary testing and confidential disclosure of HIV status, in order to provide access to appropriate support.
- Institute on-going health monitoring and wellness programmes.

Jerome Govender  
Chief Executive Officer

26 March 2025

Date

