

VICFISH LTD. EMPLOYMENT POLICY ON HIV/AIDS AND DISABILITY

Vicfish Ltd is a labor-intensive fish processing factory that started her operations in 1992. By nature of shop-floor operations, physical and mental fitness of an employee is a major requirement. Vicfish Ltd is by obligation complying with the Employment and Labor Relation Act No 6 of 2004 which, among other provisions, provides for core labor rights e.g. prohibition of discriminatory practices at workplaces.

In recognition and respect to Part II, Sub-Part C, Section 7, Sub-section (4) (i) and (m) of the above Act, Vicfish Ltd has an **EMPLOYMENT POLICY ON HIV/AIDS AND DISABILITY.**

Policy Purposes

- To control attitudes and employment practices which discriminate and stigmatize HIV-positive and disabled potential and working employees
- Support HIV-positive and disabled employees in their special needs, make them feel comfortable and respected and enable them enjoy equal employment rights as their co-workers

Scope of Policy

Implementation of this policy is the sole responsibility of Vicfish Ltd management and her employees. In respect of the above policy, Vicfish Ltd is responsible for:

1. Creating and maintaining a non-discriminatory, harassment-free, respectful and caring working environment to all employees regardless of their HIV status or disability.
2. Executing disciplinary action against any practices of discrimination, disrespect and breach of confidentiality of an HIV positive or disabled employee.
3. Protecting privacy and confidentiality of HIV-positive employees.
4. Giving all job applicants equal opportunities for being employed regardless of their HIV/AIDS status or disability and equal employment rights when they are employed.
5. Ensuring that no applicant for an employment shall undergo an HIV test as a pre-requisite for employment or continuing employment.
6. Ensuring that disabled and HIV-positive employees shall have equal employment obligations as all other employees.

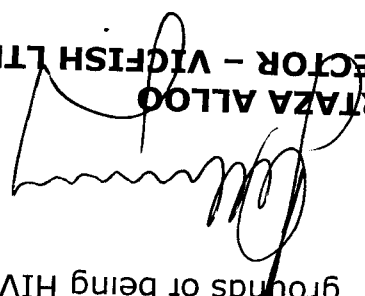
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7. Ensuring that HIV-positive employees are well sensitized and act responsibly so as not to pose a perceived or actual health risk to themselves, their co-employees or customers.
8. Providing reasonable facilitation and necessary support to enable HIV-positive and disabled employees to remain in employment as long as their ability to work permits. This includes access to HIV/AIDS education, care and services
9. Strengthening and supporting voluntary testing and counseling, recognizing and addressing special needs of known HIV-positive and disabled employees.
10. Avoiding any practices of knowingly and purposely terminating or discriminating against any employee solely on the grounds of being HIV-positive or disabled.

MURTAZA ALLOO
DIRECTOR - VICFISH LTD



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