

Cladtek is committed to support global efforts to both treat, and reduce the spread of HIV/AIDS, and to provide a constructive environment at the workplace that sets out to eliminate discrimination and promote education in relation to HIV/AIDS.

In addressing any concerns that Cladtek personnel may have in relation to HIV/AIDS, Cladtek will work in compliance to applicable local, national and regional laws, and best medical and social practices. Additionally, Cladtek will at all times target to operate within the framework established by the International Labor Organization's (ILO) code of practice on HIV/AIDS.

In particular, Cladtek will:

- Help employees whose lives may be touched by HIV/AIDS to minimise any adverse impact on their lives and the lives of others.
- Work to create an environment that is conducive to openness, disclosure and acceptance amongst all employees.
- Target to identify and protect individual rights and outline the responsibilities of employees related to HIV/AIDS.
- To the extent reasonably possible promote access to treatment.
- Promote and support awareness and preventive training programs to reduce the possibility of contracting HIV/AIDS.

Cladtek will review and update this policy on an annual basis. **Cladtek** will also aim to ensure all employees understand and support this policy.

Approved by,



Lee Wilson
Chief Executive Officer