# HIV Policy

Kamwenda Engineering Associates and logistics Consultants Ltd, recognizes that HIV/AIDS is an international pandemic and have put measures to ensure non-discrimination, prevention and health support.

As a pandemic HIV/AIDS has affected and infected a majority of us. As such we discourage the discrimination of those infected and support those affected. In addition, we provide relevant education and

training to our staff on HIV/AIDS facts and offer necessary advice to those on ARV treatment.

Mandatory HIV/AIDS testing is not a condition for employment.

We prohibit discrimination in appointment, promotion and transfer. In particular, the the appointment, promotion and transfer of an employee shall take into account only the merit, ability, seniority, experience and official qualifications of the candidate.

Public access to personal data in regard to HIV/AIDS status is bound by rules of confidentiality consistent with medical ethics.

It is the moral responsibility of infected employees to take care of themselves and others to avoid re-infection and infecting others.

Our non-discriminatory policy stipulates that all employees who refuse to work, disclose or harass other employees because of their HIV/AIDS status will be subjected to disciplinary or other corrective actions.