

## Policy on HIV/AIDS

Hero Fincorp Limited (HFCL) is committed to adhering to all applicable laws and regulations pertaining to HIV/AIDS in all our workplaces. Some fundamental principles are as follows:

- HFCL does not and will not discriminate against applicants or employees who have, are perceived to have, are living with, or are otherwise affected by HIV or AIDS.
- HFCL does not require employees, their dependents, applicants for employment, or other third parties to undergo HIV testing as a condition of employment or receipt of benefits.
- All employees must adhere to our non-discrimination commitment. Employees who refuse to work with, withhold services from, harass, or otherwise discriminate against a colleague who has HIV/AIDS, is perceived to have HIV/AIDS, is living with HIV/AIDS, or is otherwise affected by HIV/AIDS will be subject to discipline and/or other corrective actions.
- HFCL is committed to maintaining the confidentiality of an individual's HIV status and HIV-related information.
- HFCL will raise awareness of HIV/AIDS-related issues by providing appropriate training to stakeholders and by the company's corporate social responsibility, etc.
- HFCL will establish a grievance redress mechanism to investigate cases of discrimination, provide support, and implement corrective measures.
- We will continually improve by establishing and reviewing the HIV/AIDS management system

This policy must be followed by all employees and offices of the company.

**For asking questions or reporting issues related to HIV/AIDS  
Please contact complaints officer/EHS team:**

Email: [ehs.hfcl@herofincorp.com](mailto:ehs.hfcl@herofincorp.com)

Call: 7065005468

\* Reporting is always confidential and if you choose, you may report your concern anonymously