

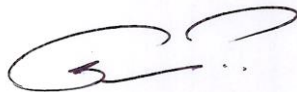
ESSAR PROJECTS LIMITED

HIV/AIDS PREVENTION POLICY

Essar Projects Limited (EPL) and its subsidiaries recognize HIV/ AIDS as a developmental challenge and realize the need to respond to it by creating a non-discriminatory work environment for HIV infected workmen.

In order to make conscientious, sensitive and compassionate decision in addressing the realities of HIV/AIDS, EPL commits itself to the following as far as HIV/AIDS are concerned.

- HIV/AIDS education and awareness shall be made available to all employees and contract personnel.
- Training the project implementation team, HSE team, establishing linkages for efficient diagnosis and treatment of the affected workers, effective monitoring of implementation and documentation for further learning.
- Forming peer educators after training them through professional agencies so that they can be the focal point for the education and awareness programs among the workmen.
- HIV positive employees shall be governed by the same contractual obligations as all other employees



Shiba Panda
Managing Director
Essar Projects Ltd
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