



Policy on Human Immunodeficiency Virus and Acquired Immune Deficiency Syndrome (Prevention and Control) Act, 2017

1. Introduction:

IFIN Global Group is committed to upholding the principles of non-discrimination, confidentiality, and support for employees affected by Human Immunodeficiency Virus (HIV) and Acquired Immune Deficiency Syndrome (AIDS). This policy is in accordance with the Human Immunodeficiency Virus and Acquired Immune Deficiency Syndrome (Prevention and Control) Act, 2017.

2. Scope:

This policy applies to all employees, job applicants, and other stakeholders associated with IFIN Global Group.

3. Non-Discrimination:

IFIN Global Group strictly prohibits discrimination against any employee based on their HIV status. All employment-related decisions, including hiring, promotion, training, and termination, will be made without regard to an individual's HIV status.

4. Confidentiality:

The organization recognizes the sensitive nature of HIV-related information. All medical records, including HIV status, will be kept confidential, and access will be restricted to those who require such information for legitimate reasons, such as medical professionals and relevant HR personnel.

5. HIV Testing:

IFIN Global Group does not require employees to undergo mandatory HIV testing for employment, promotion, or any other employment-related decisions. Any testing related to HIV will be voluntary, confidential, and conducted with the informed consent of the individual.



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6. Support and Counseling:

The organization is committed to providing support and counseling services for employees affected by HIV/AIDS. Confidential counseling services will be made available to employees seeking guidance or assistance.

7. Training and Awareness:

IFIN Global Group will conduct regular training sessions to raise awareness among employees about the Human Immunodeficiency Virus and Acquired Immune Deficiency Syndrome (Prevention and Control) Act, 2017, and to dispel myths and misconceptions associated with HIV/AIDS.

8. Prevention and Education Programs:

The organization will implement programs to educate employees on the prevention of HIV/AIDS, promoting a healthy and supportive work environment.

9. Grievance Redressal:

A grievance redressal mechanism will be established to address concerns or complaints related to the implementation of this policy. Employees are encouraged to report any issues promptly, and confidentiality will be maintained during the investigation process.

10. Review and Revision:

This policy will be reviewed periodically to ensure its effectiveness and compliance with any amendments to the Human Immunodeficiency Virus and Acquired Immune Deficiency Syndrome (Prevention and Control) Act, 2017.

11. Compliance:

IFIN Global Group is committed to complying with all applicable laws and regulations related to HIV/AIDS prevention and control.