



**Policy on HIV/AIDS Prevention, Non-Discrimination, and Support**

*May 2025*



## **Policy on HIV/AIDS Prevention, Non-Discrimination, and Support**

SAMHI Hotels Limited, including all its subsidiaries (collectively referred to as the “**Company**”) is committed to ensuring a workplace free from discrimination, stigma, and bias against individuals affected by **Human Immunodeficiency Virus (HIV) and Acquired Immune Deficiency Syndrome (AIDS)**. This policy aligns with the **HIV and AIDS (Prevention and Control) Act, 2017**, to promote awareness, protect the rights of employees, and support affected individuals.

### **Non-Discrimination & Equal Opportunity**

- No employee shall face discrimination in hiring, promotion, training, or employment benefits due to their HIV status.
- Employees will not be required to disclose their HIV status, and any voluntary disclosure will be handled with strict confidentiality.
- No employee shall be terminated, demoted, or denied benefits solely based on their HIV status.

### **Workplace Confidentiality & Privacy**

- Information about an employee’s HIV status will be kept strictly confidential and will not be disclosed without the individual's consent.
- Employees have the right to privacy regarding their health status, and any breach of confidentiality will be subject to disciplinary action.

### **Awareness & Prevention Programs**

- The organization will conduct regular awareness and sensitization programs to educate employees on HIV/AIDS, transmission, prevention, and rights.
- Counseling and voluntary testing services will be encouraged but not mandated.

### **Grievance Redressal**

- Any employee facing discrimination or harassment due to their HIV status may report it to the designated Equal Opportunity Officer.
- Complaints will be handled sensitively and resolved in a fair and confidential manner.
- **Complaint Officer:** Ms. Anamika Chandola  
**Contact Details:** [anamika.chandola@samhi.co.in](mailto:anamika.chandola@samhi.co.in)



### **Medical Support & Reasonable Accommodations**

- Employees affected by HIV/AIDS will be provided reasonable accommodations to continue their employment without discrimination.
- The company will facilitate access to counseling and medical support as needed.

### **Compliance & Policy Review**

- This policy will be periodically reviewed to ensure compliance with the **HIV and AIDS (Prevention and Control) Act, 2017**, and any amendments thereto.
- Necessary revisions will be made to strengthen workplace inclusivity and support for affected individuals.

### **Conclusion**

The Company is committed to creating a safe, non-discriminatory, and supportive work environment for all employees. Through this policy, we reinforce our commitment to equality, dignity, and the protection of rights for individuals affected by HIV/AIDS.