



OCCUPATIONAL HEALTH AND HYGIENE (WELLNESS) POLICY

Delta Corporation Limited considers occupational health, hygiene and wellness issues as an integral part of good business practice. We recognise the fact that our people are our enduring advantage and aspire to achieve a healthy work force throughout our business operations. Our response to Employee Wellness takes into account the legal, business and social requirements, evolving scientific knowledge and community expectations of good corporate citizens.

We are committed to:

- Developing and implementing detailed occupational health and hygiene programs.
- Complying with all applicable laws that include, inter alia, national laws on non-communicable diseases (NCDs), Public Health Act, SADC and ILO codes of practice on HIV and AIDS in the prevention and mitigation of NCDs and HIV and AIDS at the workplace and the community at large.
- Implementing a strategy that is relevant to our operations within the broad framework of the national wellness program areas.
- Encouraging employees to take responsibility for their health status through wellness programs
- Promoting positive living through educating and informing employees on latest developments on life style and self- health audits.
- Making a confidentiality pledge as management commitment affirming that the HIV status of an individual will not be divulged to third parties unless with express written consent of the individual and assurance that there will be no mandatory HIV testing for whatever reason.
- The principle that reasonable accommodation and job security for staff with chronic ailments will not be affected until such time that the staff concerned are no longer capable of discharging the inherent requirements of their jobs.
- Ensuring that all policies formulated and implemented in our operations take cognisance of provisions enshrined in occupational health and hygiene statutes.
- Informing, educating and communicating wellness issues to all employees in support of prevention, care and anti-stigma programs.
- Structuring and programming specific responses to different health issues.
- Conducting constant monitoring and periodic evaluations of the effectiveness of the initiatives.
- Providing support to infected and affected employees and where possible, their immediate families, through ART, Information, Education, Communication (IEC) and workplace counselling.
- Where possible, extend services such as awareness and free testing to external service providers that are part of our on-site supply chain.

We are committed to communicating and making this policy available to our stakeholders who include but are not limited to employees, customers and suppliers of goods and services so that they are aware of our active response to wellness initiatives at the workplace and community.

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P. Gowero
Chief Executive Officer
Delta Corporation Limited

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J. Shumba
Workers Committee Chairman
Dated: 19 February 2015