

HIV/AIDS Policy

This policy supports Sappi's Group Sustainability Charter and our approach to sustainable development.

Our approach to sustainability is based on a holistic view of *Prosperity, People and Planet (3Ps)*.

Being a sustainable organisation means that we balance and integrate the 3Ps into our business decisions, strategies and processes to help us add more value for all our stakeholders. Our strong sustainability governance structure is underpinned by our commitment to living our value statement: *As OneSappi, we do business safely, with integrity and courage, making smart decisions that we execute with speed.*

The safety and well-being of our employees, contractors and visitors is embodied in our value statement. As such, excellence in health and safety is integral to the success and sustainability of our business.

We acknowledge the seriousness and implications of HIV/AIDS for Sappi and our employees, and provide effective resources and leadership in order to combat the pandemic.

At Sappi we:

- Provide access to preventative measures such as promoting HIV counselling and testing (HCT)
- Ensure employees' HIV status remain confidential and treat people with dignity and respect
- Promote the creation of a supportive and non-discriminatory working environment
- Provide guidance and treatment for the appropriate management of HIV-related infections/disease, at risk behaviour and other diseases that might impact on the HIV/AIDS epidemic or HIV/AIDS-infected individuals
- Offer appropriate support and counselling services to employees affected by the disease and where reasonably possible to their families
- Provide and ensure access to appropriate information
- Educate employees and the communities surrounding our operations about at risk behaviour and about where to receive help and support

- Liaise with local HIV/AIDS service organisations and other resources in the community
- Monitor and evaluate our HIV/AIDS programme; conduct periodic HIV/AIDS impact analyses in order to determine the present and future impact of the epidemic on Sappi's employees
- Advise management regarding implementation and progress of the programmes
- Encourage contractors and suppliers to practise responsible HIV/AIDS management within their organisations
- Provide employees with access to precautions, including personal protective equipment for staff potentially exposed to blood products as a result of providing medical support services
- Determine employee benefits in terms of rules and requirements of the relevant funds and schemes which may change from time to time
- Consult employees and their representatives on the content and implementation of this policy, and
- Conduct regular risk assessments to identify issues that inhibit the achievement of set HIV goals and objectives.

Going forward, we will continue to develop our manufacturing, human, social and natural resources in a way that ensures our sustainability approach enhances our long-term viability and overall *Prosperity*.

Alex Thiel
Chief Executive Officer
Sappi Southern Africa