



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

May 2025

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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



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.