

HIV / AIDS POLICY

MAN-GEN-0000-PHI-0008

Dietsmann fully realizes that HIV/AIDS is an epidemic that can affect individuals at any level of society and that it has complex socio-economic implications and consequences. Dietsmann, therefore, actively supports and encourages all measures and initiatives aimed at preventing and reducing the spread of this sickness.

Dietsmann is committed to:

- Providing its employees with the necessary information concerning the various aspects of HIV/AIDS via information and training programs dealing with HIV preventive measures and practices. The information and programs are updated regularly to ensure they keep abreast of medical advances in AIDS-related fields, and they are promoted every December 1st during the World AIDS Day;
- Not tolerating any form of discrimination whatsoever against any employee who is, or may be suspected of, suffering from the HIV virus. Any such discrimination is deemed unacceptable and will incur sanctions;
- Never requiring HIV testing as a prerequisite to the hiring of an individual;
- Never obliging employees to notify the company that they are HIV-positive. Should Dietsmann become aware that an employee has been tested HIV positive, the Company will ensure maximum confidentiality on the matter;
- Allowing neither HIV infection nor AIDS to be used as grounds for breach of contracts.

This HIV/AIDS Policy shall be made known and explained to all employees.

Cesare Canevese
Chief Executive Officer



October 2022