



**TOTAL**  
COMMITTED TO BETTER ENERGY

## HIV/AIDS DIRECTIVE

The genuine concern for the dignity, health and the safety of our employees is part of Total Kenya's corporate values. We shall not accept discrimination or breach of privacy whether related to HIV/ AIDS, malaria, tuberculosis, STD and similar diseases.

Specifically on HIV/AIDS, Total Kenya adheres to the following principles:

- Neither direct nor indirect screening for HIV/AIDS shall be carried out at any pre-employment assessment;
- Company employees shall not be discriminated against on the basis of their assumed or known HIV status. This applies to all aspects of employment including promotion opportunities and training;
- All employees and their immediate families will be provided with appropriate HIV prevention and awareness training;
- Voluntary tests are encouraged and remain strictly confidential.
- Confidential HIV/ AIDS counseling services shall be made available to all staff;
- When the HIV related illness results in partial incapacity, the Company will do its best to keep the employee in a position compatible with his/ her medical status;
- Discrimination against employees with HIV infection is condemned in line with the Code of Conduct of the Group;
- The Company shall provide an employee or immediate family member suffering from HIV related illness with appropriate treatment in line with the company's medical directive.

**ALUKO Olagoke**  
Managing Director

A handwritten signature in black ink, appearing to be 'A. Olagoke'.