

HIV/Aids employee workplace programme

Diageo employs around 4,000 people in Africa so it is vital for our businesses across Africa to maintain a healthy workforce and provide them with a safe environment where their full potential can be released. Diageo is committed to developing and implementing a responsible approach to managing HIV/Aids through effective workplace programmes, partnerships and community involvement that seek to reduce the impact of HIV/Aids on our employees, their families and our business partners.

Diageo's workplace HIV/Aids programme, which is non-discriminatory, voluntary and confidential, has four elements, all of which are provided free:

- promoting behavioural change to prevent the spread of HIV through educational programmes and by distributing condoms
- encouraging employees and their families to enroll for routine counselling and HIV testing
- counseling and support for HIV-positive individuals to acknowledge their status and seek treatment
- treatment and care, including counselling, clinical management of opportunistic infections, palliative care and access to anti-retroviral drugs for life, for employees and their families even when the employee is has left the Business.

Fundamental to the programme is the principle of non-discrimination and confidentiality based on informed and consensual practices that aim to reduce stigma and maintain a secure working environment.

Education and Prevention Programmes

Diageo businesses have done a lot to facilitate HIV/Aids awareness, education and prevention among its employees. Since the launch of the policy in 2003 every employee has attended an information session and received a copy of the HIV/Aids policy. HIV/Aids also forms part of the company induction programme for new employees. All operations have trained peer educators that are responsible for promoting behaviour change through prevention and awareness education on HIV/Aids and STI's; informing company policy on HIV/Aids; supporting those affected by HIV/Aids; and promoting VCT services that ensure employees are aware of the benefits of routine testing, the medical care programme available and confidentiality of all medical information. Peer educators are also encouraged to educate their families and routinely participate in community events.

In addition, free male and female condoms are located in toilets at every operation for employee use.

Due to the endemic proportions of Malaria and TB in some African countries, many of Diageo businesses have established a wider health and well-being programme that also addresses these diseases. In Cameroon, every

employee who is tested or gets an annual medical check up receives a mosquito net. Since January 2007, 360 employees have undergone VCT and received a mosquito net, representing 85% of the permanent employee workforce.

Care and Treatment Programme

In 2003, Diageo made a commitment to provide employees and their dependents access to anti-retroviral drugs for life at no cost. It is well documented that ARV drugs can slow down and even reverse the progression of HIV infection, delaying the onset of AIDS by twenty years or more. Anti-retroviral treatment (ART) can play a central role in prevention as well as treatment. People are more likely to come forward for testing if there is some hope of receiving treatment and are more likely to adopt lower risk behaviours to avoid infecting others.

All of Diageo's businesses operate a medical programme with appropriate HIV/Aids treatment and care strategy. Employees are encouraged to know their HIV status through confidential voluntary counselling and testing carried out by external health service organisations or where the business has an on-site medical health clinic. Routine testing is encouraged that will enable early detection of the disease and ensure appropriate care and treatment is given. Treatment for opportunistic infections is also provided along with access to anti-retroviral treatment (ART) and nutritional information to encourage healthy living. Many of our businesses' on-site health service facilities also provide vital follow-up care, treatment and support.

Community Involvement

Diageo encourages engaging the community in HIV/Aids and most operations are involved in community outreach opportunities and extend HIV/Aids education into their supply chain. Diageo's operation in East Africa, EABL, has been one of our most active participants in engaging community and suppliers. In Kenya, barley farmers are an important supplier for our breweries. EABL ensures condoms are available at the company barley-collecting centre in Molo and peer educators on site distribute them to farmers. Field Officers also distribute condoms to the farmers during field visits and educate them on HIV/Aids prevention. In addition, EABL distribute condoms, provided by the Ministry of Health free of charge, to a post office in the local area to benefit the wider community. For the past four years EABL have conducted a HIV/Aids 'Family Day' that is a company-wide event that also engages business partners and the community. Information displays, live theatre groups and music all add to the festivities and VCT is offered on site for anyone to be tested. In 2005 around 1,500 people attended with over 140 people requesting VCT. Many were encouraged by the Managing Director of KBL, one of EABL's subsidiary companies, and his wife being publicly tested and announcing their status.

In June, 2007, EABL held a 'Ladies Day' to share learnings and expertise on total wellness covering HIV/Aids, family issues and personal health. EABL has considerable knowledge and experience from a successful HIV/Aids employee programme, which is largely supported by a group of 40 committed and passionate peer educators. Over 170 people attended which consisted of female employees and spouses of EABL employees and received sponsorship from Sara Lee, a neighbouring business, and NOPE (National Organisation of Peer Educators). The plan is to extend the Ladies Day to include females of neighbouring businesses and also hold a 'Male Wellness Day'.

Partnerships

Working with partners is a key element of our HIV/Aids programme. Each operation partners with health service providers and NGOs to provide HIV/Aids training for peer educators and in some cases, line managers. They also play a vital role in providing technical assistance, enhancing workplace and community programmes and assisting the company in the delivery of VCT services and effective supply of anti-retroviral drugs.