

**HIV & AIDS POLICY**

The GVK-Siya Zama Building Contractors Holdings (Pty) Ltd (Group) acknowledges the seriousness of the HIV and AIDS epidemic in South Africa and its significant impact on the workplace. It shares the understanding of AIDS as a chronic, life threatening disease with social, economic and human rights implications.

The Companies within the Group recognise that the epidemic poses one of the greatest challenges to business development and that some of our best leaders, managers and a great number of our workers at all levels of the production system could be affected by the disease. HIV and AIDS-related absenteeism, loss of productivity and the cost of replacing workers lost to AIDS pose serious threats to in an increasingly competitive world market.

The GVK-Siya Zama Building Contractors Holdings (Pty) Ltd (Group) seeks to minimise these implications through an established comprehensive workplace programme.

  
E. Meyburgh  
Group CEO

10.01.2017  
Date