

TOTAL KENYA LIMITED

HIV/AIDS POLICY

The genuine concern for the dignity, health and the safety of our employees is part of Total Kenya's corporate values. As far as our employees are concerned, we do not accept discrimination or breach of privacy. What is at stake is not only HIV/AIDS but also malaria, tuberculosis, STD and similar diseases treatment.

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

- Neither direct nor indirect screening for HIV/AIDS should be carried out at any pre-employment assessment;
- Company employees are not 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 counselling services shall be made available to all staff;
- The company will do its best to keep the employee in the company in a position compatible with his/ her medical status, when the HIV related disease results in partial incapacity. Discrimination against employees with HIV infection is condemned in line with the Code of Conduct of the Group;
- The Company takes all due precautions to ensure that staff and customers are not exposed to HIV/AIDS infection;
- The company shall provide any employee or immediate family suffering from an HIV related illness with appropriate treatment and care in line with the company's medical policy.

Alexis VOVK
MANAGING DIRECTOR

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TOTAL