

**ADDENDUM TO THE AGREEMENT BETWEEN ANGLOGOLD LIMITED AND THE
UNIONS ON HIV/AIDS IN THE WORKPLACE**

**WORKPLACE AND WELLNESS PROGRAMMES FOR THE PREVENTION OF HIV
INFECTION AND THE CARE OF THOSE INFECTED IN ANGLOGOLD.**

Workplace and wellness programmes that have been introduced in AngloGold with respect to HIV/AIDS, include the following aspects:

- A. Information, education and communication**
The management of HIV/AIDS begins with an education programme on prevention of the infection and treatment of AIDS-related conditions. The benefits of VCT and of obtaining treatment if infected must be made clear to employees. Furthermore, education programmes must focus on health promotion, and using methods such as peer education, must endeavour to bring about behaviour change particularly with respect to safe sexual practices.
- B. Treatment of sexually transmitted infections (STI's)**
HIV is transmitted more easily in the presence of another STI such as syphilis, gonorrhoea, and chlamydia. All employees have access to an STI treatment service which follows the syndromic treatment guidelines laid down by the Department of Health and by the World Health Organisation.
- C. Voluntary Counselling and Testing (VCT)**
All employees have access to a confidential voluntary HIV testing service (VCT), which is considered an effective HIV prevention tool. Pre-test counselling ensures that the client has an understanding of the procedure he/she will undergo, and prepares him/her for the implications of a positive or negative result. Both HIV positive and negative people undergo post-test counselling.
- D. Wellness Clinics**
Long term follow-up of HIV positive employees is undertaken in an outpatient Wellness Clinic where disease status is monitored, physical and psychosocial wellbeing is addressed through counselling and lifestyle education, and prevention treatment is instituted. (See E below).
- E. Primary prevention of opportunistic infections**
Cotrimoxazole and Isoniazid (INH) are given to HIV infected employees if medically indicated in order to prevent AIDS opportunistic infections such as tuberculosis (TB), pneumonia, diarrhoea and other bacterial infections.

F. Treatment of TB

More than 50% of HIV infected people will develop TB and a third of HIV infected people will die from it. The consequent increase in TB incidence also puts HIV negative individuals at greater risk. It is recognised that HIV positive people are as easily treated for TB as those that are HIV negative are. A comprehensive TB control programme is in place in AngloGold, which uses both passive and active case finding methods to identify employees infected with TB, and then applies DOTS to implement TB treatment according to national guidelines.

G. Treatment of other AIDS-related opportunistic infections (OI's)

HIV infection is associated with an increasing incidence of minor conditions progressing to AIDS-related opportunistic infections and diseases. All such related conditions and illnesses are routinely treated in AngloGold Health Service facilities, either on an outpatient basis, or as an inpatient, using national guidelines as a minimum standard.

H. Antiretroviral therapy

Antiretroviral therapy has been used with some measure of success in slowing progression to AIDS and death in HIV infected individuals, particularly in developed countries. The feasibility, safety, acceptability and cost of introducing ART in the mining environment have not been tested. AngloGold continues to seek opportunities to do such trials in partnership with other industry role players, with a view to introducing ART for its employees if proven to be viable.

I. Indigenous and other natural immune boosters

AngloGold Health Service offers evidence-based medical care and as such cannot undertake to provide indigenous and other natural immune boosters before their clinical efficacy has been validated by independent controlled clinical trials. However, AngloGold employees can purchase such products from retail outlets of S Buys pharmacies at competitive prices.

J. Nutrition and nutritional supplements

A healthy lifestyle is key to slowing the progression from asymptomatic HIV infection to AIDS and this includes a balanced diet. AngloGold, where it has such control, endeavours to provide nutritionally balanced meals, and undertakes to review their nutritional value at regular intervals. Nutritional supplementation products will be considered by the parties' health and nutrition advisors for their benefits to the wellbeing of HIV infected employees. In the interim, with reference to paragraph I. above, AngloGold employees can purchase such supplements from retail outlets of S Buys pharmacies at competitive prices.