

Levi Strauss & Co. Worldwide HIV/AIDS Workplace Policy

P R E A M B L E

HIV/AIDS poses a complex challenge for the global workforce. It impacts the health of employees and their dependents, employee absenteeism, and productivity. At the same time, HIV/AIDS underscores the importance of employee rights, nondiscrimination, and confidentiality.

While LS&CO. believes that public health is primarily the responsibility of national and local governments, specific issues around HIV/AIDS require companies like ours to reinforce workplace practices that ensure confidential access to key HIV/AIDS prevention, treatment and care services.

Since the early 1980s, LS&CO. has been committed to addressing HIV/AIDS in the workplace. Our business response has been guided by our company values and advanced by our Citizenship Value Proposition (CVP). As such, our goals are to develop prevention education programs, and care and treatment initiatives, to ensure that our employees and their families are treated with dignity and respect, and can access HIV/AIDS services when needed. For additional information, please refer to the HIV/AIDS Prevention, Treatment and Care Program website on Threads: <http://lsportal/sites/hiv/ep/default.aspx>.

The following global policy, supported by our Worldwide Code of Business Conduct, outlines key principles relevant to HIV/AIDS (e.g. confidentiality of personnel information, nondiscrimination). We encourage all LS&CO. employees to familiarize themselves with the content of this policy.

Recognizing that developments regarding HIV/AIDS are ongoing, we regard this policy as a living document that will be further enriched as more clarity emerges about HIV/AIDS, the management of the disease, and medical, occupational and employment developments surrounding it. Accordingly, we will monitor developments and amend this policy as appropriate. Any changes will be communicated on the HIV/AIDS Prevention, Treatment and Care Program website on Threads: <http://lsportal/sites/hiv/ep/default.aspx> and through local HR representatives, where appropriate.

B A C K G R O U N D

Building on our values of Empathy, Originality, Integrity and Courage, the underlying philosophy of the Worldwide HIV/AIDS Workplace Policy is to ensure access to a healthy working environment, and comprehensive prevention, treatment and care for LS&CO. employees and their dependents worldwide. This policy supports our effort to advance best practices in HIV/AIDS workplace programs that position us as leaders in the apparel industry, while building on our strong legacy and commitment to addressing HIV/AIDS issues in the workplace.

P U R P O S E

The LS&CO. Worldwide HIV/AIDS Workplace Policy has been formulated in line with relevant national and international guidelines and codes of practice (see LS&CO. Worldwide Code of Business Conduct, Local Requirements). The Policy is intended to:

- support the Company's commitment to provide a safe and healthy workplace for all employees;
- heighten the awareness of employees (and their dependents) regarding HIV/AIDS issues, including prevention, treatment and care services, where possible;
- ensure a supportive work environment for all employees regardless of their HIV/AIDS status;
- eliminate stigma and discrimination in the workplace on the basis of actual or perceived HIV status, or vulnerability to HIV infection; and
- manage and mitigate the business impact of HIV/AIDS in the workplace.



BASIC PRINCIPLES

Environment:

- LS&CO. agrees and commits to the creation of a supportive environment where the human rights and dignity of employees and dependents, including those living with HIV/AIDS, are protected. All HIV-positive employees and those living with AIDS should be protected from HIV-related discrimination.
- LS&CO. endeavors to create a supportive (non-hostile) environment. We also endeavor to offer employees the opportunity to discuss their concerns and obtain information.
- LS&CO. will not discriminate on the basis of actual or perceived HIV status, or individuals perceived to be at increased risk of HIV infection, in the conditions of work, including recruitment, deployment, retirement, employee development, promotions, and access to and receipt of, benefits.
- LS&CO. will make every effort to ensure that employees with HIV are not stigmatized and will take appropriate action when such behavior is discovered.

Employment:

- LS&CO. will continue to follow appropriate hiring practices in accordance with legal practices in the locations where we operate.
- LS&CO. will not require mandatory testing for HIV, except as required by national or local laws or trade union agreements. When testing occurs, it must be with informed consent. Medical confidentiality and privacy regarding HIV/AIDS status will be protected.
- HIV status will not affect employment at-will, terms of employment, hiring practices, or any other aspect of employment as required under local law. The only medical criteria for all LS&CO. employees are fitness, capacity to work and ability to perform essential functions of the job.
- LS&CO. agrees that employees living with HIV/AIDS should, at a minimum, be managed in a manner comparable to employees suffering from any other chronic disease, in terms of employment policies and benefits, including but not limited to, absenteeism, assessment, work accommodation, disability benefits and leave of absence.

Confidentiality:

- LS&CO. is committed to ensuring absolute confidentiality of all employees' health information. Any breaches of confidentiality will be treated seriously and our Worldwide Code of Business Conduct will be applied in HIV/AIDS circumstances.

Local Differences:

- This HIV/AIDS policy shall be in compliance with international good practice guidelines, relevant national statutes and the LS&CO. Worldwide Code of Business Conduct.
- LS&CO. will do its utmost to allow local communities to benefit from the preventive activities that LS&CO. organizes for its employees.



ELIGIBILITY

Unless otherwise stated, this policy applies to the following populations:

- All LS&CO. employees (full-time, part-time, hourly, etc.) who are on LS&CO.'s payroll irrespective of participation in other employee-benefit programs.
- All legal dependents of LS&CO. employees, including spouses, domestic partners, and children, biological, adopted and orphaned.

Additional details on Program Eligibility criteria for the HIV/AIDS Prevention, Treatment and Care Program can be found on the Threads website: <http://lportal/sites/hiv/ep/default.aspx>.

DEFINITIONS

The following are terms defined to support this Policy. For more information and/or more detailed descriptions, please refer to the Worldwide Code of Business Conduct and the HIV/AIDS Prevention, Treatment and Care Program website on Threads.

AIDS (Acquired Immune Deficiency Syndrome)	The disease caused by HIV, which weakens the body's immune system until it can no longer fight off the simple infections that most healthy people's immune system can resist or control (such infections are called "opportunistic infections").
Dependent	All legal dependents of LS&CO. employees, including spouses, domestic partners, and children, biological, adopted and orphaned.
Spouse	One's legally married wife or husband.
Domestic Partner	An individual in an unmarried relationship with an LS&CO. employee sharing a committed relationship with the following characteristics: living together as an unmarried couple; financially interdependent; jointly responsible for each other's common welfare; and consider themselves to be life partners.
Discrimination	Prejudicial or harassing treatment of an employee based on that person's HIV status as applicable under local law.
Employee	Any person who is employed at-will or party to a contract of employment to which LS&CO. is the employer party.
HIV (Human Immunodeficiency Virus)	The virus that may cause AIDS.
HIV/AIDS	Another term for expressing the continuum of HIV-related conditions.
Stigma	Disapproval of personal characteristics or beliefs that are against cultural norms.

LS&CO. will review and update this policy on a regular basis to ensure that it is in line with legal regulations and other policies, and to ensure that the rights and interests of all groups are taken into account.

For additional information, please refer to the HIV/AIDS Prevention, Treatment and Care Program website on Threads: <http://lportal/sites/hiv/ep/default.aspx>.

