

P&G South Africa 2004
HIV/AIDS Report

P&G





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A. Introduction

Worldwide, 40 million people are infected with HIV/AIDS. Africa has been hit hardest, with infection rates in some African countries running as high as 40 percent of the population. AIDS has become the leading cause of death in sub-Saharan Africa, with more than 28 million people infected.

The United Nations has recognized that HIV/AIDS is a global problem that must be fought. Hence one of its Millennium Goals is to "combat HIV/AIDS, malaria, and other diseases." The HIV/AIDS target is to halt and begin to reverse the spread of this disease by 2015. The UN has pointed out that countries such as Brazil, Senegal, Thailand, and Uganda have shown that the spread of HIV can be stemmed.

While HIV/AIDS has not had a significant impact on P&G's global business, we know we need to be proactive. We have commitment from our CEO to play our part in combating the HIV/AIDS pandemic. Our vice president for sub-Saharan Africa is leading the Company's effort. He has implemented a program for employees and their families which includes training, counseling, voluntary testing, and treatment. We are seeking ways to combine the distribution of AIDS drugs with our Safe Drinking Water Program, starting in Uganda and Haiti. This will help prevent diseases associated with unsafe water from impacting individuals with depressed immune systems due to HIV. Finally, we have also offered our management know-how and people resources to the U.S. government in South Africa to help it deploy the \$5 billion in aid promised by U.S. President, George W. Bush, to help combat this terrible disease.

This report describes P&G's South African HIV/AIDS policy and program, using the Global Reporting Initiative™ Pilot Edition Resource Document. For more information on this document visit:

<http://www.globalreporting.org/guidelines/HIV/hivaids.asp>.



B. Governance

Indicator 1. HIV Policy

P&G Sub-Saharan Africa HIV/AIDS Policy

Policy Synopsis: The Company will assist in the prevention of the spreading of HIV/AIDS via proactive employee and family awareness & prevention program, usually outsourced to Companies that are specialists in the field. HIV status alone will not influence employment or job security. Employees with HIV/AIDS will have the same rights and obligations as other employees. The Company will endeavor to offer medical plans that will assist HIV+/AIDS employees to have access to life prolonging medication, and will in some cases supplement these with Company support

1. Employee Risk Reduction

Education

P&G will ensure education & awareness program are made available to all employees. Research has consistently shown that inadequate knowledge about HIV/AIDS is a primary reason for behaviors that lead to infection, and rapid progression of the disease from HIV to AIDS to death.

The program will include knowledge transfer via classroom settings and access to a specialized website to promote self-knowledge, encouraging of voluntary "Know Your Status" blood testing, 1:1 counseling, condom distribution, in-office posters, and annual "Family Days".

P&G will provide this primarily via outsourcing to specialists & trained counselors e.g. "Wellness Management" organizations in South Africa. This will be complemented by in-house resources i.e. peer educators and peer counselors, under the guidance & training of specialists.

First Aid Precautions

Work Place Services will ensure that first aid boxes in the workplace include personal protective equipment e.g. disposable gloves and protective eye gear, to protect against accidental HIV contamination.

First Aiders and other employees will be trained for appropriate use.

2. Personnel Issues

Employment

The Company will not screen job applicants for HIV status, unless required by law.

HIV status alone will not be used in any way to discriminate against an employee with regards to continued employment, training, promotion, or other opportunities presented to employees.

International Postings

Some countries require a certificate indicating the applicant does not have HIV/AIDS, before issuing a work or residence permit. In such cases an employee who is HIV positive or who is not willing to be tested will not be able to be posted to those countries.

Confidentiality & Disclosure

Employees are not obliged to disclose their HIV status.

If an employee discloses to his/her Manager or to Human Resources that he/she has HIV/AIDS, such information will not be divulged further without the written consent of the employee.

The Company, via its education program, will sensitize employees on how to deal with business colleagues who are HIV+ or have AIDS in a caring and supportive manner. Employees who discriminate against employees with HIV/AIDS will be counseled and/or subjected to the standard disciplinary procedures, which could result in a dismissal.

Performance, Sick Leave, & Termination

In the event of an employee with AIDS being medically unable to continue in his/her present duties, the Company will attempt to place such an employee in an alternative position which s/he is fit and capable of doing.

When an employee is no longer able to continue in employment due to capacity reasons the Company's rules governing ill health retirement will apply, and only thereafter will incapacity be considered.

Factors that will be taken into account will be:

- The possibility that continued employment is against the employee's interest e.g. the continued stress of working may accelerate his/her illness.
- The possibility that continued employment is not in the employer's interest e.g. the employee is no longer able to perform his/her job satisfactorily.

It is the Company's intent to manage AIDS related incapacity situations in a similar manner to how we manage Company initiated separations. Based on current practices, which may be amended from time to time, the packages payable would range from 2 to 7 weeks per completed year of service, depending on the geography within the Sub-Sahara Africa organization.

Plans & Benefits

All standard Company plans will be applied equally to all employees, irrespective of HIV/AIDS status. All employees will receive Company benefits in accordance with the rules and conditions of such plans, as amended from time to time.

Medical support will be provided to all employees in accordance with the rules of the health care delivery system (medical aid) of which the employee is a member. The Company commits to using medical aid program that have HIV/AIDS support that is at least in line with the Community. The Company may, at its sole discretion, supplement unsupported elements of associated costs, if any.

Policy Review

This Policy will be regularly reviewed to keep it appropriate and abreast of latest national and international developments and standards.

Other Related Information

History and Responsibilities

The Policy was created in March 1998 and revised in March 2004. The following have responsibility for its formulation, control, and implementation:

- Vice President, Sub-Saharan Africa – Philippe Bovay
- Human Resources Associate Director, Sub-Saharan Africa – Lyn McDonald
- General Manager, South Africa – Burkhard Pieroth
- Human Resources Manager, South Africa – Thulani Makhathini

Compliance With Other Policies

The Policy complies with several other P&G policies, including the Global HIV/AIDS Policy, Maintaining a Productive Work Environment, Employee Privacy, and Employment. It has been integrated with other P&G South Africa workplace policies and procedures.

Compliance With Laws

The Policy complies with the South African Department of Labour "Code of Good Practice." It also complies with the following South African legal instruments:

- The Constitution's provision for equality and freedom from unfair discrimination
- Labour Relations Act
- Basic Conditions of Employment Act
- Employment Equity Act
- Promotion of Equality and Prevention of Unfair Discrimination Act
- Occupation Health & Safety Act
- Compensation for Occupational Injuries and Disease Act

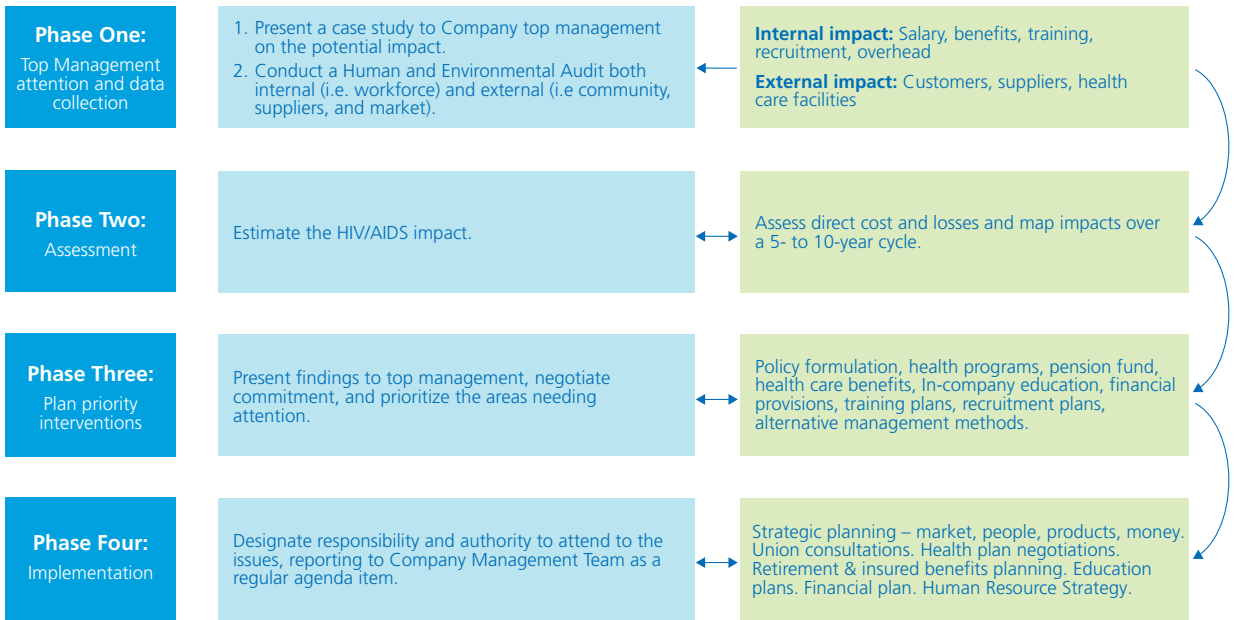
Other Linkages

Although not part of the Policy, an application has been submitted to seek funds to help family members of supply chain employees. These funds would be from U.S. President George W. Bush's Emergency Plan for AIDS Relief (PEPFAR), which is a 5-year, \$15 billion initiative to turn the tide in combating the global HIV/AIDS pandemic.

Indicator 2. Overall Strategy for Managing HIV/AIDS Risk

The following chart describes the overall strategy being used to manage the HIV/AIDS risk to P&G's South African business.

HIV/AIDS Strategy



HIV/AIDS Impact Management Plan:

The following is the management plan for HIV/AIDS:

1. Communicate and implement the HIV/AIDS Strategy.

The strategy is determined by the Leadership Team and serves to demonstrate management's commitment to addressing HIV/AIDS in the workplace.

2. Roll out the HIV/AIDS Policy & Program

The policy is determined by the Leadership Team and serves to give direction and guidance to the balance of the organization with regard to the expected code of good practice related to employees infected with and affected by HIV/AIDS.

3. Communicate the HIV/AIDS Workplace Program

There is presently no vaccine or cure for HIV/AIDS, and research has shown that the most effective way to slow down its spread is to reduce the rate of transmission from infected to uninfected people. The first step toward this end is providing awareness and knowledge of the disease, which in turn will alter behavior. It is for this reason that the bulk of the workplace program will pivot around the prevention strategies of education and training, in an endeavor to encourage employees to make informed choices and decisions and take responsibility for their lives.

4. Implement the components of the HIV/AIDS Workplace Program

Humans do not exist in a vacuum, so any holistic program needs to address the well-being of the infected and affected, too. To this end, the workplace program will work to extend the life expectancy and quality of life of employees living with HIV/AIDS, in a humane manner.

Measurement of internal and external risk

The following baseline measures will be established:

1. Conduct a Knowledge, Attitudes, and Perceptions (KAP) analysis
2. Sick Leave usage percentages
3. Compassionate Leave usage percentages
4. Death incidence percentages
5. Medical care claims percentages

Note – Prevalence surveys to be conducted by external organizations, partnering with union officials as appropriate.

A risk analysis and impact assessment will be determined by conducting a Human and Environmental Audit, which will include the following:

1. Internal costs audit of salary, bonuses, benefits, training, recruitment
2. External impact on customers, suppliers, health care facilities
3. Determine the financial and human resources needed to implement the balance of the workplace program

Communication Plan

1. Deploy the sub-Saharan Africa HIV/AIDS Strategy, sub-Saharan Africa Policy, and South Africa Program to the Steering Team.
2. High-level launch of sub-Saharan Africa HIV/AIDS Strategy, sub-Saharan Africa Policy, and South Africa Program to the organization. First HECATE Corporate Theatre on HIV/AIDS.
3. Department heads to talk about HIV/AIDS during their department meetings.
4. Steering Team to have a standing 30-minute slot at each meeting.

5. Second HECATE Corporate Theatre on HIV/AIDS: "Your Life – Your Choice."

- Message of the play: value of voluntary testing and anti-retrovirals.

6. Third HECATE Corporate Theatre on HIV/AIDS: "Secrets & Lies."

- Message of the play: impact of disease on people's lives, families, and other social structures.

7. HIV/AIDS Family Day (December 1).

Effectiveness of communication strategy will be measured by quarterly Knowledge, Attitudes, and Perceptions improvement measures (versus baseline), utilization of the Web site and peer educators'/counselors' feedback.

Indicator 3. Preparedness and Contingency Planning

Standard succession planning will be used, factoring in a percentage to accommodate turnover. The percentage will be based on the outcome of prevalence testing results. Institutional memory will be achieved through the use of Standard Operating Practices which document organizational procedures and results.

Biannual Organizational Health Assessments will be conducted and appropriate/relevant action plans developed at the time of conducting assessments. Anticipation is that employee morale will not be static and the Employee Assistance Program will continue to be offered. Plans are in place to include supplier's position (policy and program) on HIV/AIDS as a component of the supplier evaluation system currently applicable when assessing a new supplier.

Current assessment is that the market is not forecasted to dwindle due to emerging middle- to upper-income markets, for the nature of the products we manufacture and distribute.

Cost projections are based on World Health Organization-documented HIV/AIDS statistics. These indicate a financial impact that will be absorbed into salary and administration costs. Updated cost projections, specific to P&G South Africa prevalence rates and employee risk profiles, will be conducted as part of the Impact Study (under Workplace Program).

Indicator 4. Monitoring and Reporting Progress

The sub-Saharan Africa HIV/AIDS Strategy and Policy, and South Africa Workplace Program will be regularly reviewed to keep them appropriate and abreast of latest national and international developments and standards. Reporting will be available to the public, stakeholders, etc., via the P&G Web site and updated annually. Employees will have access to additional information via a dedicated intranet site and reinforcement e-mails.

The metrics to assess progress against indicators 1-3 are as follows:

A. Evaluate and monitor effectiveness of interventions:

1. Individual
 - Biannual Knowledge, Attitudes, and Perceptions vs. baseline
 - Intervention direct feedback
2. Company
 - Fiscal year-end measures vs. baseline on death incidence, sick and compassionate leave usage
 - Health care claims movement

B. Assess and improve Company benefits:

1. Health care coverage
2. Retirement funds
3. Group life insurance
4. Group personal accident
5. Funeral benefits
6. Innovative HIV/AIDS benefit funding
 - Voluntary testing
 - Anti-retroviral treatment

Indicator 5. Stakeholder Involvement

Employee representatives have been involved in the development of the policy and program. The Leadership Team has approved the budget and given overall approval to the policy and program.

The policy and program were updated after a benchmarking exercise with other leading companies in South Africa. As shown below, gaps were identified and corrected. The policy and program have been reviewed with the Interfaith Center for Corporate Responsibility (ICCR) and several of its affiliates.

C. Workplace Conditions and HIV/AIDS Management

Indicator 6. Current and Projected HIV/AIDS Prevalence and Incidence Rates

Current assessment is modeled on published South African statistics. Assumption is that 10 percent of the organization is HIV-positive, with 1.5 percent having AIDS. Specific P&G data is not available at this time but will be developed as part of a commissioned Impact Study to be completed during the next year.

Indicator 7. Current HIV/AIDS-Associated Costs and Losses

At this time, no costs or losses due to HIV/AIDS have been determined.

Indicator 8. Future HIV/AIDS-Associated Costs and Losses

At this time, no future costs or losses due to HIV/AIDS have been determined.



Indicator 9. Workplace-Related HIV/AIDS Program and Interventions

The following details the specific HIV/AIDS Awareness & Treatment Program for P&G South Africa. It is consistent with the P&G sub-Saharan Africa Policy on HIV/AIDS. It reflects the medical and legislative environment in South Africa at the time of issue.

The program comprises the following five sections:

1. Awareness & prevention
2. Medical treatment of employees who are HIV-positive
3. Medical treatment of employees with AIDS
4. Death & related issues
5. Goals & measures

Awareness and Prevention

- P&G will arrange for awareness and education programs for its employees via specialists in the field, i.e. the wellness program.
- The wellness program will include at least quarterly group meetings at the P&G offices; availability for one-on-one private counseling with counselors; training of peer educators and counselors; conducting of Knowledge, Attitudes, and Perceptions (KAP) surveys and analysis; an annual Family Day in which employee spouses and children are also directly reached.
- P&G will make available to employees a Web site dedicated to HIV/AIDS, to encourage self-education.
- P&G will place awareness posters and free condoms in workplace restrooms.
- P&G and the wellness program will encourage participation in Know Your Status via voluntary blood testing at the associated wellness or government clinics. The wellness program will include pre- and post-test counseling, with complete employee confidentiality maintained.
- Post-exposure prophylactic (PEP) drugs will be made available to employees or spouses who are rape victims, or to employees who come into contact with the body fluids of another employee in a work-related

accident. The drugs must be administered within 72 hours of the incident and continue for 30 days to reduce the risk of HIV infection's occurring due to the incident.

Medical Treatment of Employees Who Are HIV-Positive

- The Company will fund the premium for a comprehensive health care insurance plan that has robust HIV/AIDS coverage, at minimum in line with community standards. Employees may include their dependants on the plan, with the premium at employee expense. The Company will aim to secure preferential rates from the health care plan for employee dependants.
- Vitamins and nutritional supplements are recognized by the medical community as important to delaying the onset of AIDS. P&G's current health care program covers these.
- Individuals who are HIV-positive need to be tested every six months to track viral load. This testing monitors progress of the disease and determines when intensified medication with anti-retrovirals (ARVs) is required. P&G's current health care program covers these costs.
- It has been medically established that an up-to-5-month treatment of Nevirapine significantly reduces mother-to-child HIV transmission. P&G's current health care program generally covers the cost of Nevirapine. Should coverage be insufficient relative to treatment chosen by the physician, P&G will supplement the cost.

Medical Treatment of Employees With AIDS

- Vitamins and nutritional supplements are recognized by the medical community as important to help prolong the lives of individuals with AIDS. P&G's current health care program covers these.
- Anti-retrovirals (ARVs) are recognized by the medical community as instrumental in prolonging the lives of individuals with AIDS. P&G's current health care program covers the cost of ARV treatment up to ZAR35,000 per year (US\$4,700), which is sufficient for full-time treatment
- Individuals with AIDS need to have tests conducted every two to three months for various reasons, e.g. to measure effectiveness of the ARV treatment via tracking of viral load, full blood count, and differential blood and liver testing due to the toxicity of ARVs,

etc. P&G's current health care program covers these tests.

- It has been medically established that an up-to-5-month treatment of Nevirapine significantly reduces mother-to-child HIV transmission. The current health care program generally covers the cost of Nevirapine. Should coverage be insufficient relative to treatment chosen by the physician, P&G will supplement the cost.
- At some point, employees with AIDS become too ill to continue to work in any capacity, and they go to hospices or remain at home until death. While the current health care program covers part of the hospice accommodation, facilities are insufficient and hence home-based care is needed. This may not always be available if there is no immediate family at home full-time, and the current health care program does not cover this item. P&G will therefore cover the cost of outsourced home-based care for the approximately three to four months for which this service is usually needed.
- In order to ensure access to ARV's, viral load testing, and counseling, P&G will continue to pay for the health care program for up to one year.

Death and Related Issues

- Funeral costs, including the casket, burial plot, and family and friend reunion, can be high in South Africa. P&G funds an African Funeral Insurance coverage which is sufficient to fund the costs of a casket and burial plot. This coverage is currently in line with community practices.
- P&G South Africa funds a life insurance program as part of its retirement funds (Pension and Provident Funds). In the event of death, the employee's family is entitled to a lump sum payment equivalent to three times the employee's annual gross salary. This coverage is currently in line with community practices.
- P&G will endeavor to locate an expert in estate planning and will assistance who will offer consultation to employees with HIV/AIDS, on a pro bono basis.

Program Goals and Measures

Within two years:

- 80 percent of employees would have subjected themselves to voluntary Know Your Status testing. Statistics will be gathered by the wellness clinic.

- 80 percent of employees would have accessed the specialized Web site on HIV/AIDS. Statistics will be gathered by the Web site owner.
- The Knowledge, Attitudes, and Perceptions (KAP) of employees would have improved, as measured by the pre- and post- KAP surveys conducted by the wellness clinic.
- P&G will have qualified in-house peer educators and/or counselors at a ratio of 1:50. This is the current practice recommended by medical specialists.

Confidentiality and Non-Discrimination Concerns

Workplace Program management is outsourced to a third party. Employees are not obliged to disclose their HIV status. If an employee discloses to his or her manager or to Human Resources that he or she has HIV/AIDS, such information will not be divulged further without the employee’s written consent.

The Company, via its education program, will sensitize employees on how to deal with HIV-positive or AIDS-infected business colleagues in a caring and supportive manner. Employees who discriminate against employees with HIV/AIDS will be counseled and/or subjected to standard disciplinary procedures, which could result in dismissal. As of this date there have been no instances of grievances or legal action brought by employees.

Indicator 10. HIV/AIDS Budget

The South African Workplace Program budget is approximately ZAR200,000 (US\$28,000) per annum. The breakdown is as follows:

	ZAR
1 KAP Analysis	14,000
2 Prevalence Survey	20,000
3 Impact Study	12,000
4 Industrial Theatre #001	8,000
5 AIDS Insite Web Site (per annum)	49,000
6 Voluntary Counseling & Testing Clinic	5,000
7 Executive Training	6,250
8 Management Training	9,000
9 Industrial Theatre #002	8,000
10 Industrial Theatre #003	8,000
11 Peer Educator Training (5-day)	4,000
12 Peer Counselor Training (5-day)	4,000
13 Family Day on World AIDS Day	52,000

TOTAL ESTIMATE 199,250
 usd1:zar7 **USD 28,464**

The program budget is included in Human Resources’ department budget but dedicated to the HIV/AIDS Workplace program. It will be administered by the program owner in conjunction with the Human Resources budget owner.

Indicator 11. Voluntary Counseling and Testing (VCT) Program

The voluntary counseling and testing program is under discussion with the service provider, and details are not available at this time.

Confidentiality and Non-Discrimination

Employees are not obliged to disclose their HIV status. If an employee discloses to his or her manager or to Human Resources that he or she has HIV/AIDS, such information will not be divulged further without the employee’s written consent.

The Company, via its education program, will sensitize employees on how to deal with HIV-positive or AIDS-infected business colleagues in a caring and supportive manner. Employees who discriminate against employees with HIV/AIDS will be counseled and/or subjected to standard disciplinary procedures, which could result in dismissal.

Indicator 12. Other Support and Counseling Programs and Measures

Currently HIV/AIDS support and counseling are available under the standard Employee Assistance Program offered by the Company. As the HIV/AIDS Program is deployed, peer educators and counselors will be trained and additional support will be provided as part of the Voluntary Counseling and Testing program.

Indicator 13. HIV/AIDS Education and Training Program

Communication of HIV/AIDS Strategy, Policy, and Programs is via presentation format, reinforcement e-mails, and material accessible on the Company's intranet. The awareness and education training program will be deployed using the following methodologies:

- Posters, brochures, and pamphlets
- Industrial theatre productions
- Sponsored Family Day
- P&G's "AIDS Insite" Web site
- Peer educators (1:20 ratio)
- Peer counselors (1:50 ratio)
- Condom distribution at sites
- Employee Assistance Program (EAP) educators
- EAP counselors
- Classroom HIV/AIDS training
- Classroom legal rights training

The training will be given to all P&G South Africa permanent and temporary employees. The work force is 100 percent proficient in the business language, English, and all have a minimum of Grade 12 education.

Additional training and precautions will be provided to first aid staff who might be exposed to HIV while responding to an accident. Employees are encouraged to bring their family members for additional training during the sponsored Family Day event.

The effectiveness of the program will be monitored via biannual KAP surveys versus baseline results and direct feedback from participants.

Indicator 14. Condom and Femidom Distribution Program

Currently condoms are available in both men's and women's restrooms. Replenishing of stock is done on a daily basis as part of bathroom hygiene procedures. The product is supplied by a government organization, which has responsibility for quality assurance.

Indicator 15. General Health Care and Wellness Provisions

All employees are placed on the Company's medical insurance plan, Discovery Health. It is the employee's choice whether to place his or her spouse and/or additional dependants on the same plan. Medical insurance coverage is applicable and standard for all levels of permanent employees.

All P&G employees and their dependants have access to medical insurance coverage (including sexually transmitted diseases) even though P&G has no permanent on-site clinic. Please refer to South African government Web sites for details of what is covered by the public health care sector.

Preventive Measures

It has been medically established that an up-to-5-month treatment of Nevirapine significantly reduces mother-to-child HIV transmission. The current health care program generally covers the cost of Nevirapine. Should coverage be insufficient relative to treatment chosen by the physician, P&G will supplement the cost.

Post-exposure prophylactic drugs will be made available to employees or spouses who are rape victims, or to employees who come into contact with the body fluids of another employee in a work-related accident. The drugs must be administered within 72 hours of the incident and continue for 30 days to reduce the risk of HIV infection's occurring due to the incident.

Care for HIV-Positive Employees

Vitamins and nutritional supplements are recognized by the medical community as important to delay the onset of AIDS. P&G's current health care program covers these.

Individuals who are HIV-positive need to be tested every six months to track viral load. Testing monitors progress of the disease and determines when intensified treatment with anti-retrovirals (ARVs) is required. P&G's current health care program covers these costs.

ARVs are recognized by the medical community as instrumental in prolonging the life of individuals with AIDS. P&G's current health care program covers the cost of ARV treatment up to ZAR35,000 per year (US\$4,700), which is sufficient for full-time treatment.

At some point, employees with AIDS become too ill to continue to work in any capacity, and they go to hospices or remain at home until death. While the current health care program covers part of the hospice accommodation, facilities are insufficient and hence home-based care is needed. This may not always be available if there is no immediate family at home full-time, and the current health care program does not cover this item. P&G will therefore cover the cost of outsourced home-based care for the approximately three-to-four months for which this service is usually needed.

Employees will become aware of the program via internal communications and the internal Web site.

Indicator 16. Additional Benefits and Support for Employees With AIDS-Related Conditions

In the event an employee with AIDS is medically unable to continue in his or her present duties, the Company will attempt to place such an employee in an alternative position which he or she is capable of doing. When an employee is no longer able to continue in employment due to capacity reasons, the Company's rules governing ill-health retirement will apply, and only thereafter will incapacity be considered.

Factors taken into account will be:

- The possibility that continued employment is against the employee's interest; e.g. the continued stress of working may accelerate his or her illness.
- The possibility that continued employment is not in the employer's interest; e.g. the employee is no longer able to perform his or her job satisfactorily.

It is the Company's intent to manage AIDS-related incapacity situations in a similar manner to how we manage Company-initiated separations.

Disability Benefits

As per current standard plan terms and conditions, when an employee is no longer able to continue in employment due to capacity reasons, the Company's rules governing ill-health retirement will apply, and only thereafter will incapacity be considered.

In addition to the above, P&G will endeavor to locate an expert in estate planning and will assistance who will offer consultation to employees with HIV/AIDS, on a pro bono basis.

Ongoing Health Care or Health Service

When an employee is no longer able to continue in employment due to capacity reasons, the Company's rules governing ill-health retirement will apply, and only thereafter will incapacity be considered.

At some point, employees with AIDS become too ill to continue to work in any capacity, and they go to hospices or remain at home until death. In order to ensure access to ARVs, viral load testing, and counseling, P&G will continue to pay for the employee's health care program for up to one year.

Funeral Costs

Funeral costs, covering the casket, burial plot, and family and friend reunion can be high in South Africa. The total can reach ZAR42,000 to 70,000 (US\$6,000 to \$10,000). P&G funds a South African Funeral Insurance coverage to the value of ZAR8,400 (\$1,200), which is sufficient to fund the costs of a casket and burial plot. This coverage is currently in line with community practices.

Death Benefits

P&G South Africa funds a life insurance program as part of its retirement funds (Pension and Provident Funds). In the event of death, the employee's family is entitled to a lump sum payment equivalent to three times the employee's annual gross salary. This coverage is currently in line with community practices.

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