

MTN position on Gender

MTN Group supports and is committed to the promotion of gender equality and diversity in the workplace and the eradication of all forms of unfair gender discrimination. Not only do we believe that this is morally right, but that there is a business imperative for women's empowerment. MTN Group commits itself fully to the articles of the **Convention on the Elimination of all forms of Discrimination against Women**, as well as to the **Women's Empowerment Principles** of the United Nations Global Compact.

MTN's position on gender is underpinned by the following principles:

- High-level corporate leadership commitment to gender equality.
- Every person associated with MTN Group is entitled to enjoy the fundamental right to gender equality and human dignity; we therefore treat all employees fairly at work, respecting and supporting their basic human rights and their right to non-discrimination.
- MTN ensures the health, safety and well-being of all its employees.
- MTN ensures that work-life balance is enabled through policies that support educational, career and occupationally-directed development of women.

- We regard unfair gender discrimination as a serious offence, a gross violation of fundamental rights and detrimental to the status of the MTN Group. Transgressors are therefore subject to our disciplinary procedures.

As part of our intentional actions, MTN's gender policy aims to protect persons unfairly discriminated against on the basis of gender. Through the policy and our women empowerment initiatives we strive to create an enabling environment that specifically addresses the special needs of women and that promotes advancement of all persons, free from gender bias.

