



Workplace

Workplace: Labour practices

Labour practices

- MTN ensures that its staff have freely chosen employment and that no forced, bonded or indentured labour or involuntary prison labour is utilised by itself or its suppliers.
- MTN does not support the use of child labour or the employment of young workers below the age of 18 or below a country's legal age for employment.

Non-discrimination and fair treatment

- MTN ensures that its employees and personnel within the workplace are free from harsh and inhumane treatment and free from any form of sexual harassment, physical and other forms of abuse, corporal punishment or torture, mental or physical coercion or verbal abuse of employees and personnel, or the threat of any such treatment.
- MTN does not unfairly terminate any employment contract (or similar contract with a member of its personnel).

Respect and dignity

- MTN treats all employees and personnel with respect and dignity and ensures that they are protected from physical, sexual, verbal or other forms of abuse, coercion or harassment.

Wages, benefits and working hours

- MTN adheres to applicable laws and mandatory industry standards pertaining to regular working hours, and overtime hours, including for breaks, rest periods, holidays and maternity and paternity leave.
- MTN ensures that its employees and personnel receive at least the minimum compensation or living wage, benefits and overtime payments required by law. Even where overtime is allowed by law, MTN will ensure that employees and personnel do not work excessive overtime.

Freedom of association, expression, privacy and security

- MTN believes in the rights of all people to freely communicate and share information and opinions, and to enjoy the right to privacy and information security without interference. MTN will endeavor to protect the rights of all people using its services in the respective jurisdictions in which it operates.
- MTN grants its employees and personnel the right to freedom of association and respects the rights of workers, as set forth in local laws, to associate freely, join or not join labour unions, seek representation and join worker's councils. Workers shall be able to communicate openly with management regarding working conditions without threat of reprisal, intimidation or harassment.

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Workplace: Labour practices cont.

Health, safety and environment

MTN works to provide its employees and personnel with a safe and healthy working environment which also complies with all applicable standards, laws and regulations. We also endeavor to ensure:

Workplace environment

- We provide our employees and personnel with a safe and healthy working environment.
- At a minimum we provide adequate workstations including potable drinking water, adequate lighting, temperature, ventilation, sanitation and personal protective equipment.
- In addition, our facilities are constructed and maintained in accordance with the standards set by applicable laws and regulations.

Emergency preparedness and response

- MTN identifies, assesses and prepares for emergency situations. This includes staff notification and evacuation procedures, emergency training and drills, appropriate first-aid supplies, appropriate fire detection and suppression equipment, and adequate exit facilities.
- We regularly train our employees on safe working conditions, emergency planning, responsiveness, as well as medical care.

