



MTN position statement

Labour Practices

Introduction

MTN is committed to responsible labour practices across its multiple footprints. Our approach is consistent with internationally recognized principles, while ensuring that MTN remains compliant with the terms of our various jurisdictional obligations and licence conditions.

- 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.
- MTN endeavours to maximise the representation and participation of nationals across our markets.

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.
- MTN prohibits all forms of discrimination, unfair treatment, or unfair termination of employment based on the following grounds (but not limited to); race, gender, pregnancy, marital status, mental health status, HIV/AIDS status, medical condition, ethnic or social origin, sexual orientation, age, disability, religion, conscience, belief, culture, language, birth or nationality, and family responsibility.
- MTN subscribes to the principles of equal work for equal pay.
- We create an environment conducive to the elimination of harassment and discrimination in the workplace by providing procedures for reporting and correcting such actions.
- Our Anti-Harassment and Discrimination Policy applies to all employees of MTN, job applicants, customers, suppliers, contractors, visitors, third party personnel and any other persons who may have dealings with the MTN Group, including Non-Executive Directors. All employees of MTN must ensure that they familiarize themselves with the provisions of our policy.
- Acting on our Inclusive Culture priorities, we crafted the 'Speak-up' framework to systemically embed a culture of safety, openness, and honesty in our work environment. It aims to strengthen our commitment towards an inclusive global organisation which prevents, proactively detects, prevents, and acts upon any form of discrimination and harassment.
- our Anti-Harassment and Discrimination Policy to broaden the scope of harassment and align with new legislative amendments. It prohibits all forms of harassment- be it sexual, psychological, or cyberbullying – as well as threats, shaming, hostile teasing, insults, constant negative judgment, and language that was racist or sexist.
- MTN adopts a zero-tolerance approach to all forms of harassment and discrimination and has taken decisive steps to foster an inclusive and safe culture for our employees and extended ecosystem at MTN.

Wages, benefits and working hour

- MTN adheres to applicable laws and mandatory industry standards pertaining to regular working hours, and overtime hours, including for breaks, rest periods, holidays, maternity



and paternity leave, and/or other leave entitlements as prescribed by local laws and regulations.

- 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 endeavour 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.

Communication and training

- MTN ensures that all employees are made aware and socialised on applicable policies and procedures within the workplace, through its various internal communication channels.
- Policies and localised labour practices are made available in a universally accepted languages in accordance to local language requirements in the country of operation.