



## **MTN position statement**

### **Labour practices**

#### **Introduction**

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

#### **Purpose**

The purpose of this position paper is to set out MTN's principles and approach to labour practices with all its employees and stakeholders in a manner that is consistent with its values and best practices, while ensuring that MTN remains compliant with its listing requirements, licence conditions and legal obligations.

#### **MTN's approach**

MTN is guided by the following globally defined standards:

- ILO Declaration on Fundamental Principles and Rights at Work, International Labour Organization.
- Convention on the Elimination of All Forms of Racial Discrimination.
- Convention on the Elimination of All Forms of Discrimination against Women.
- Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment.
- Convention on the Rights of Persons with Disabilities.
- Convention on the Rights of the Child.
- Convention on the Elimination of Violence and Harassment in the World of Work.
- United Nations Universal Declaration on Human Rights.
- International Covenant on Civil & Political Rights, United Nations.
- International Covenant on Economic, Social & Cultural Rights, United Nations.
- United Nations Global Compact Principles.

#### **MTN's key labour principles**

##### **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 in any manner whatsoever.
- We prohibit all forms of discrimination, unfair treatment, or unfair termination of employment based on, but not limited to, the following grounds: 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 or any other arbitrary grounds.
- We make every effort and fully subscribe to the principles of equal pay for work of equal value.
- We adopt a zero-tolerance approach to all forms of harassment and discrimination in the workplace and have taken decisive steps to foster an inclusive and safe culture for our employees and other stakeholders in our extended ecosystem.
- We strive to achieve equal opportunities in access to employment and to positions of leadership and decision-making at all levels.
- As part of driving our inclusive culture priorities, we leverage our '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 proactively detects, prevents and acts upon any form of discrimination and harassment.

- We prohibit all forms of harassment – be they sexual, psychological or cyberbullying – as well as threats, shaming, hostile teasing, insults, constant negative judgment, and language that is, or is perceived to be, racist and/or sexist.

#### **Wages, benefits and working hours**

- 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.
- We do not support the use of child labour or the employment of young workers below the age of 18 or below a country's legal prescribed working age.
- We endeavour to maximise the representation and participation of nationals across our markets.
- We adhere to applicable legislation and mandatory industry standards pertaining to regular working hours and overtime hours, including breaks, rest periods, annual leave, holidays, maternity and paternity leave, and/or other leave entitlements as may be prescribed by local laws and industry regulations.
- We ensure that our employees and personnel receive at least the minimum compensation or living wage, benefits and overtime payments as may be prescribed by applicable legislation. Even where overtime is allowed by law, we ensure that employees and personnel do not work excessive overtime.

#### **Freedom of association, expression, privacy and security**

- MTN believes in adhering to applicable legislation pertaining to labour rights (i.e., the ILO Convention) of all its employees and stakeholders to freely communicate and share information and opinions, and to enjoy the right to privacy and information security without interference, notwithstanding all applicable legislation in every jurisdiction.
- We will endeavour to protect the rights of all people using our services in the respective jurisdictions in which we operate and as may be in line with applicable legislation and industry regulations.
- 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 or seek representation. Workers shall be able to communicate openly with management regarding working conditions without threat of reprisal, intimidation or harassment of any nature whatsoever.

#### **Roles and responsibilities**

- Our Board of Directors – through the Group Social, Ethics and Sustainability Committee – has oversight of the Group's actions and performance regarding labour.
- The Group's Executive Committee is responsible for policy implementation and for identifying, addressing and remedying labour risks, driven by the Group Human Resources function, in line with the MTN's policies.

#### **Accountability and transparent reporting**

- Our labour-related policies apply to all our directors, officers, employees and representatives of the Company whether permanent, temporary or on contract.
- We expect our intermediaries, agents, contractors, suppliers and business partners to uphold the same standards.
- Our Supplier Code of Conduct outlines the minimum standards including labour matters with which each supplier of products or services must comply.
- We are committed to transparency and disclosure regarding labour at MTN.



### **Communication and training**

- MTN's labour-related policies are shared with all employees of MTN's operating entities, subsidiaries and partners. The policies are translated into local languages, as required. Detailed training is provided to employees and partners on an annual basis.