



Airtel Africa plc

Human rights policy

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Contents

03 **Introduction**

03 About the policy

03 Scope of the policy

04 **Our principles and commitments**

04 Policy statement

05 Our principles and commitments

06 Whistleblowing hotline

07 **Appendix**

07 Version control



Human rights policy

This policy outlines the principles that Airtel Africa plc ('Airtel Africa') has established to ensure human rights are observed, protected and promoted across the organisation and in all our business interactions. At Airtel Africa, we deeply value human rights and consider them a fundamental cornerstone of our corporate culture.

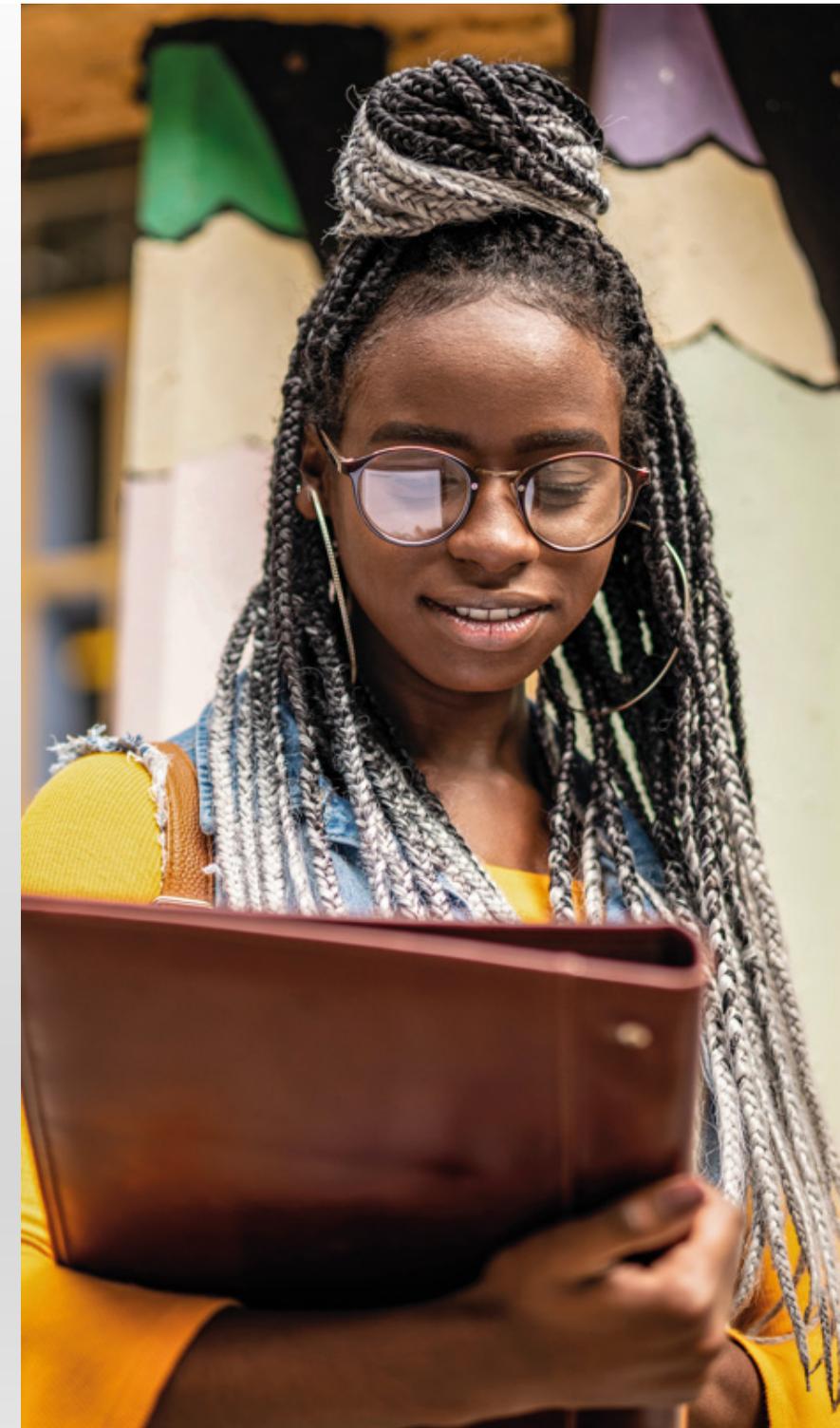
We are committed to upholding human rights in all aspects of our business. To our people and business partners, we emphasise the importance of consistently respecting the rights of colleagues and associates with whom we engage and collaborate. This is also detailed in our Code of Conduct.

Scope of the policy

This policy is applicable to Airtel Africa and all its subsidiary entities (the 'Group') and to any suppliers, partners or third-party contractors working in any of the Group's premises. We expect our suppliers, partners and third-party contractors to adhere to similar human rights standards throughout their business operations.

Airtel Africa's principles in respecting human rights are based on the United Nations Universal Declaration of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

In 2021, Airtel Africa has become a signatory to the United Nations Global Compact (UNGC) initiative, endorsing our commitment to upholding human rights and adhering to the Ten Principles related to the responsible labour in our policies, operations and procedures.



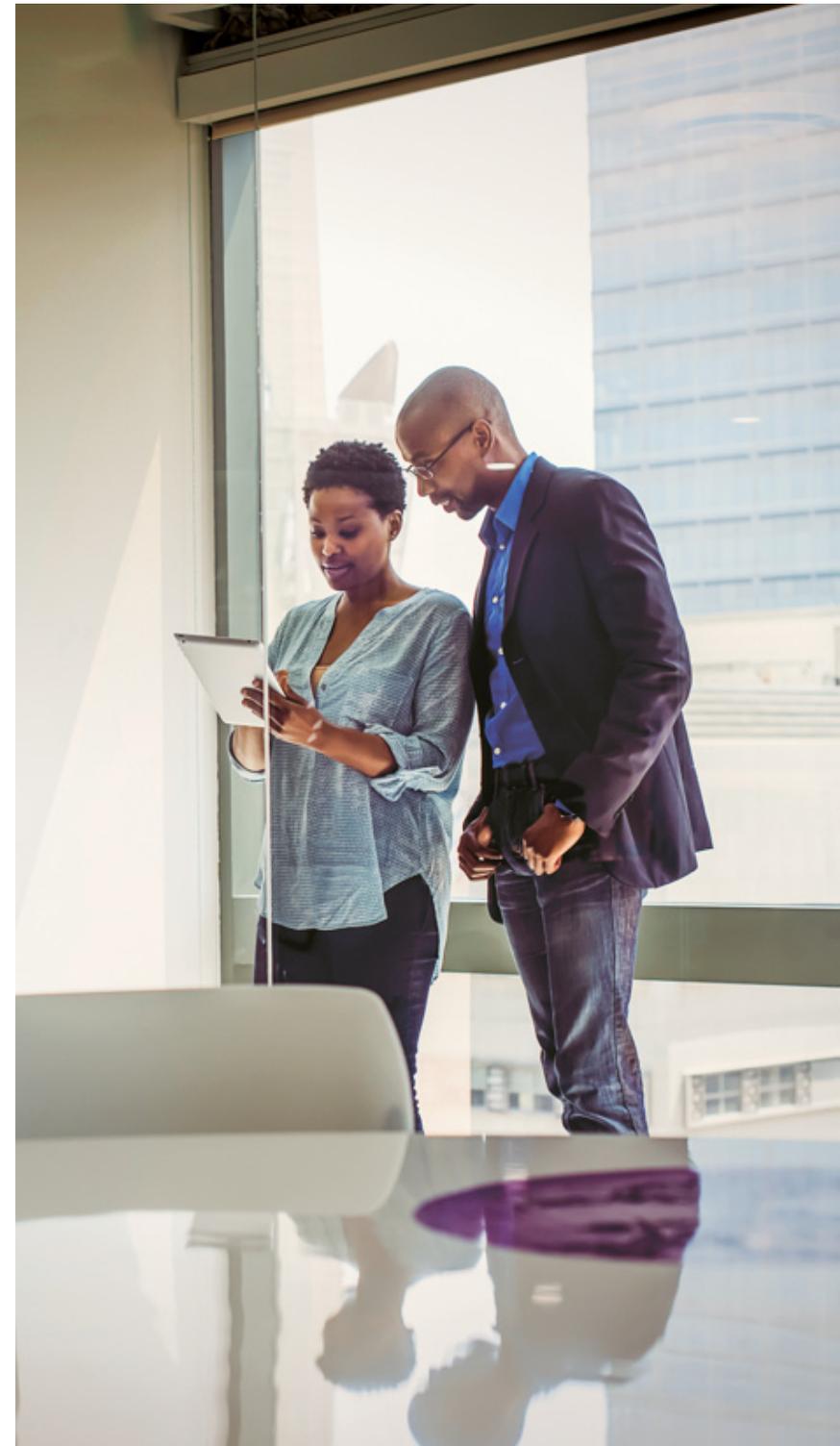
Policy statement

Airtel Africa conducts its business in a way that respects human rights. This is detailed in our Code of Conduct which underpins everything we do. Our commitment is guided by the following principles:

Our principles as a responsible employer

- We prohibit all forms of discrimination or harassment in the workplace on the basis of gender, race, religion, disability, ethnicity, marital status, nationality, sexual orientation or any other characteristics.
 - We are committed to providing an inclusive culture and work environment where each employee has an equal opportunity to reach their maximum capacity. We foster cultural inclusion and diversity in our workforce.
 - We are committed to providing a safe, healthy and productive workplace for all our employees complying with all applicable laws, regulations and internal policies.
 - We support freedom of association, ensuring our employees have the right to form or join trade unions and participate in collective bargaining agreements without fear of reprisal.
- We uphold the fundamental right to freedom of expression and opinions for our people, fostering an environment where all employees feel empowered to share ideas and beliefs while ensuring that such expressions are lawful and respectful of our ethical values.
 - We ensure fair and equitable compensation, adhering to minimum wage (living wage) standards in each of the regions of our presence and promoting the principle of equal pay for equal work.
 - We prohibit forced labour of any kind, modern forms of slavery and human trafficking.
 - We oppose the unlawful employment or exploitation of children.

>> Airtel Africa's Code of Conduct can be found on our website www.airtel.africa





Our objective is to bring the power of telecommunication technology to promote and continue supporting respect for human rights throughout our markets and communities, across our supply chain and stakeholder groups.

Our principles as a customer service business

- We are committed to treating our customers with dignity and respect, ensuring their rights are upheld in all interactions.
- We protect customer privacy, ensuring the secure handling of personal data and respecting their preferences regarding data use.

Our principles as a partner

- In our collaborations, we seek to uphold the human rights of all involved parties, maintaining ethical standards and fostering equitable relationships, while also setting an example for our partners and suppliers.
- We assess potential partners based on their commitment to human rights and ethical practices before entering any form of business relationship.

Our principles in relation to broader stakeholders

- We recognise our responsibility to uphold the human rights of all stakeholders with whom we engage as we conduct our business.
- We respect the rights of local communities where we operate, respecting customs, traditions and the right to live in a clean environment.

Oversight and accountability

The human rights policy is overseen by the Board of directors, including Airtel Africa's chief executive officer.

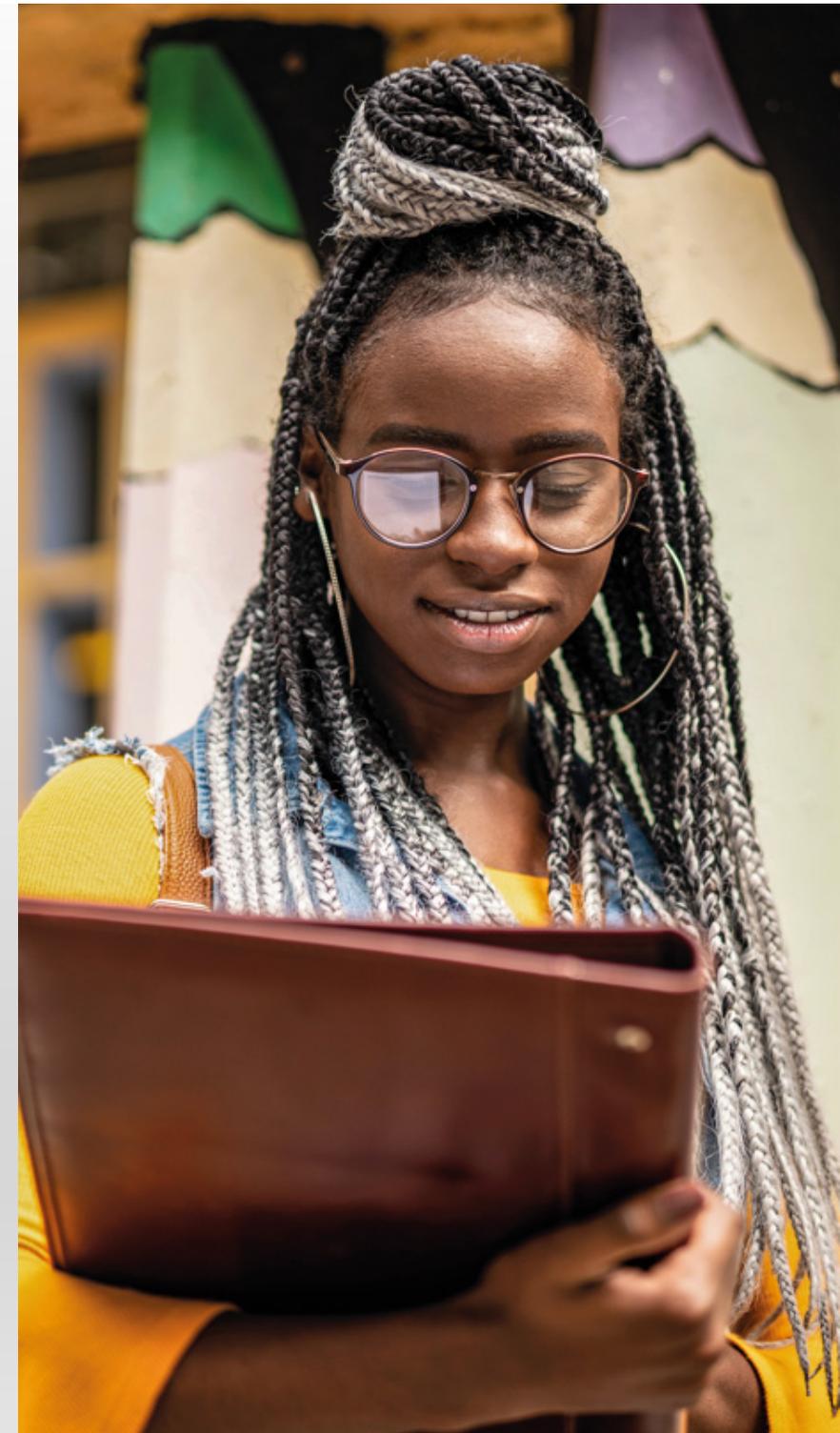
Whistleblowing hotline

Airtel Africa maintains high levels of transparency and integrity by providing confidential channels of communication on human rights.

Airtel Africa maintains an external and independent whistleblowing hotline which is accessible through the following channels for all internal and external stakeholders:

- By phone (non-toll fee): +27 12542 5381 or country toll-free numbers which are visibly displayed in all our locations
- By e-mail: airtelombudsperson@kpmg.co.za

>> The whistleblowing policy statement can be found on our website www.airtel.africa



Version control

The human rights policy is subject to change based on need or in response to changes in Airtel Africa’s operations, emerging issues, regulations and stakeholder requirements. Any changes to this document will be approved by the authorised signatories and communicated to all relevant stakeholders, including employees, vendors and contractors.

Version	Revisions	Approved by	Date	Policy code
1.0	This is the first standalone human rights policy of Airtel Africa plc.	Audit and Risk Committee and the Board of directors.	December 2023	AAL/HR/PO/067





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