

Helios Towers Human Rights Policy

Helios Towers aims to maximise the benefits of our towers and mobile network access for the communities in Africa and the Middle East where we operate. Through providing local employment and enabling mobile connectivity, we can contribute to the realisation of fundamental human rights and freedoms and promote greater social and economic development. We are committed to conducting our business in a way that respects the human rights of all our stakeholders, including our employees, workers within our supply chain, and members of the communities where we operate. We expect all Group employees, suppliers and other third parties we work with to share this commitment.

We follow the principles of internationally recognised human rights as expressed in the International Bill of Human Rights, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the principles concerning fundamental rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

Helios Towers is also a signatory of the UN Global Compact.

Non-discrimination

We believe companies thrive by having a workforce that mirrors the society they serve. As stated in our internal Diversity, Equity and Inclusion policy, we promote a working environment which prioritises dignity and respect. We adopt a zero-tolerance approach to discrimination and harassment and do not tolerate any form of discrimination on the basis of age, sex, disability, gender, marriage and civil partnership, pregnancy and maternity, race, nationality, religion or belief and sexual orientation. No form of intimidation, bullying or harassment shall be tolerated, and we encourage the entire workforce to report any instance of discrimination that they witness or which comes to their attention.

Health and safety

Our fundamental responsibility is to keep the people who work for us safe – our own employees and those of the third parties with whom we work. In line with this, the requirements of our [Health and Safety policy](#) extend to both our own employees and the third parties we work with. Adherence to the policy is monitored through regular audits and site visits.

Labour rights

Our [Code of Conduct](#) strictly prohibits any form of modern slavery, child labour or forced labour. We respect our employees' right to join or form, or not to join or form, trade unions and to bargain collectively. These same requirements are applied to our contractors, suppliers and partners through our [Third Party Code of Conduct](#).

Our communities

We are committed to active, open and transparent engagement with landowners, community leaders and relevant authorities. All our operating companies undertake community consultation prior to the construction of any new site. This includes ensuring there will be no adverse impacts on Indigenous People or cultural heritage, as outlined in our Site Acquisition Policy.

Right to privacy and freedom of expression

We believe in the rights of all people to freely communicate and share information, and to enjoy the right to privacy and security in their use of digital communications.

Unlike MNOs, we do not have direct access to end consumers or their data. However, in our normal business operations, we need to process certain personal data such as employee compensation details, performance management and other categories of personally identifiable information. We are committed to processing any personal data ethically, and in a manner which is always consistent with applicable laws and our Integrity Policy.

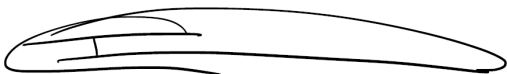
Governance of this policy

The Group CEO has approved this policy and has overall accountability for its implementation. The Board is responsible for overseeing all activities relating to our Sustainable Business Strategy including human rights.

Helios Towers will periodically assess and review the commitments set out in this policy and report progress in our annual reporting.

We are committed to implementing this policy through proactive communication, training, due diligence, audits and engagement with relevant stakeholders. Helios Towers provides channels through which stakeholders can report any concerns relating to this policy including the [Helios Towers Confidential Reporting Line](#), a publicly available, third-party tool that allows anonymous reporting via a website in local languages.

Authorised by:



Tom Greenwood
Group Chief Executive Officer
7 March 2025