

Millicom International Cellular

Corporate Position on Key Issues

Child Labor

1) Social and economic context

Millicom actively contributes to economic change through both the workforce it employs and its procurement policies. Millicom creates jobs at a local level to sell its services, to build the infrastructure necessary for expanding its network and for maintenance purposes. As Millicom is not a manufacturer, it sources equipment for its network from manufacturers who in turn source components and assembled products from other suppliers. Millicom also sources services from local companies for the construction and maintenance of its network.

2) Definition of main terms

According to UNICEF, “a child means every human being below the age of eighteen years unless under the law applicable to the child, majority is attained earlier”.

In all Millicom countries of operation, the legal majority age is 18 or above.

Child labor is a violation of fundamental human rights and has been shown to hinder children's development, potentially leading to lifelong physical or psychological damage. It perpetuates poverty across generations by keeping children of the poor out of school and limiting their prospects for upward social mobility.

3) Issue at stake

Millicom operates in countries where labor regulations may be poorly enforced and where child labor can significantly contribute to the daily revenue of many poor families. Although it is a hard reality to face, child labor exists in almost every country where Millicom operates. In light of this reality, Millicom is particularly watchful of the risk of child labor in employment and in its supply chain and distribution network.

4) Facts and figures

According to the International labor organization (ILO), over 70 million primary school-age children are not enrolled in school and most of them are part of the 218 million children involved in child labor in developing countries.

5) Millicom beliefs and principles

Millicom is committed to protecting children against any type of work that would jeopardize their health and safety, or cause damage to their moral standards and prevent them from attending school.

We believe that educating children is essential for sustainable development and that child labor must be fought through labor law enforcement, school attendance, better

education conditions, and access to knowledge, so children can enter the labor market after completing their education.

Following the recommendations of the ILO and the UNICEF, Millicom considers that children must not be employed before they reach the greatest of:

- the local minimum school leave age
- the local minimum working age
- the age of 15.

ILO standards on child labor are primary international legal tools for fighting this problem and Millicom is dedicated to the strict enforcement of these tools.

Physically demanding and hazardous labor is prohibited for anyone under the age of 18. In line with the ILO and UNICEF, we acknowledge, however, that some forms of limited labor, such as vocational training or occasional support to parents, may be acceptable for teenagers.

Millicom intends to work only with suppliers, distributors, subcontractors and other third parties whose working practices and business standards protect children against child labor and exploitation. We also intend to raise awareness of the issue, starting with our employees, clients and providers, as well as children themselves, and involve them in Millicom's future actions and initiatives.

6) Current initiatives

Through 2009 and 2010 the group has implemented a Supplier Code of Conduct in all of its markets to seek assurances that the products Millicom purchases and the services it procures are produced under working conditions that meet the standards of the SA 8000 and the International Labor Organization (ILO) Conventions regarding child labor. The Supplier Code of Conduct will also seek assurances that Millicom's key suppliers will engage with their own suppliers to prohibit child labor.

Millicom's community support initiatives have always had a strong focus on education. The CSR section of our website provides many case studies of our involvement in education projects.

7) Further information

ILO conventions on child labor: The two fundamental conventions and their recommendations:

Minimum age convention N°183: <http://www.ilo.org/ilolex/cgi-lex/convde.pl?C138>

Minimum age recommendation N° 146: <http://www.ilo.org/ilolex/cgi-lex/convde.pl?R146>

Worst forms of child labor convention N°182: <http://www.ilo.org/ilolex/cgi-lex/convde.pl?C182>

Worst forms of child labor recommendation N° 190: <http://www.ilo.org/ilolex/cgi-lex/convde.pl?R190>

Other conventions regarding child labor:

<http://www.ilo.org/ilolex/english/subjectE.htm#s03>

Universal Declaration of Human Rights