

Corporate Responsibility (CR)

On April 2, 2015 published our 2014 Corporate Responsibility Report. The report is Millicom's third externally assured CR report in line with Global Reporting Initiative (GRI) G4 guidelines.

In addition to presenting our overall governance and management of responsible business and risk, and performance in key non-financial indicators, the report highlights progress in our five corporate responsibility focus areas. Within the CR report Millicom also published its first "Transparency Report" on how we manage different requests from government and law enforcement agencies, and engage more widely on the issues of privacy and freedom of expression.

Highlights of the report include:

- Signing a three year agreement with UNICEF on child online protection and jointly hosted the first workshop on the topic in Latin America.
- Our carbon emissions per base station were 39% lower compared to the 2008 baseline, putting us well on our way to reach our reduction target of 50% by 2020. Energy use per base station was reduced by 10% year-on-year.
- Percentage of women in top 500 senior management positions rose to 22% from 19%.
- Completion of sales of electronic waste in Tanzania and El Salvador based on new responsible waste management systems.
- Half of our African General Managers are now women.
- Diversity committees were launched in Costa Rica and Ghana to work on gender inclusivity initiatives.
- Our revised Supplier Code of Conduct is now a mandatory appendix to all agreements to be signed with new suppliers, as well as contract renewals for existing suppliers.
- We carried out 101 whistle-blower investigations, with 54 cases resulting in terminations of employment.

In Q1 2015, Millicom in collaboration with UNICEF finalised the first version of a child rights assessment tool for the telecommunications sector, and carried out two pilots projects. Diversity working groups were established in two more operations.

Our 'zero fatality' health and safety campaign launched by the end of 2014 is taking shape with zero fatalities so far in 2015, and road traffic accidents are reducing in number. Our businesses in Colombia have been preparing for external auditing and certification against OHSAS 18001 which will be completed during a health and safety week at the end of April.

Creating positive social impact in our communities

To increase the local relevance of our social investment projects and to align them clearly to the business objectives of each operation, it was decided in 2015 to shift towards a model with a global framework, control and guidance that strengthens and further develops local and individual initiatives. Accordingly the central Millicom Foundation is now dormant.

The Tigo Digital Changemakers Award, which was a big success with over 2,000 applications in 2014, continues. We hosted the final stage of the 2014 Award in a number of our African countries in Q1 2015, where Tigo colleagues continued to help screen the entries and select the most promising and innovative projects that use digital and mobile technology to solve social challenges.

Compliance and Business Ethics

The Code of Ethics for our employees that was revised and rebranded as Millicom Code of Conduct in 2014 was approved by the Audit Committee in Q1 2015. The Code will be formally launched in Q2 2015 and training will commence in the second half of the year using the Millicom University e-learning platform.