



# COMMUNICATION ON PROGRESS TO THE UNITED NATIONS GLOBAL COMPACT

## Practicing the 10 principles – the MTN Way

March 2009

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Company name	MTN Nigeria Communications Limited
Address	Golden Plaza Building Falomo, Ikoyi Lagos
Country	Nigeria
Telephone no.	+234 803 902 0001
Web address	<a href="http://www.mtnonline.com">www.mtnonline.com</a>
Submission date	March 31 2009
Membership date	2006
Number of employees	Over 5000 permanent and contract staff
Sector	Telecommunications
Contact name	Akinwale Goodluck
Position	Corporate Services Executive

### **Contributing to the Socio-Economic Development of Nigeria**

MTN Nigeria is part of the MTN Group, an emerging global brand which is at the forefront of the growth of telecommunications services in Africa and the Middle East. Since commencing business operations in Nigeria in 2001, MTN Nigeria has consistently placed a premium on first class network quality, excellent customer service and value added services which truly enhance customers' lives. Our commitment to network quality is at the centre of our key value propositions to our esteemed customers. For this reason, MTN's aggressive network expansion programme has continued to break new grounds in national and metropolitan roll-out. MTN's 4700 base stations across the country (as at Dec 2008), ensure dynamic connections amongst over 25 million subscribers in all 36 states of the Federation including the Federal Capital Territory. We provide mobile services to at least 15, 000 towns, communities and villages in Nigeria, making us the biggest network in the country, and thereby a major player in the country's development.

MTN Nigeria's innovative products and value added services signify our appreciation of the increasing sophistication of the Nigerian subscriber. As we continue to offer much more than the traditional GSM services, we aim to become a one-stop shop that continually meets the customers' needs now and in the long term.

Indeed MTN continues to demonstrate its long-term commitment to Nigeria in a way that translates to more than just talk, with over ~~\*\$450~~ billion invested in various fixed assets and facilities located nationwide. This represents the highest Foreign Direct Investment in Nigeria by any single company outside of the oil producing sector. Our strong local content policy for the procurement of goods and services has generated significant income for thousands of Nigerians.

At MTN, we also believe that tax compliance is key to good corporate citizenship and have paid in excess of ~~₦315~~ billion as taxes and levies to various organs of Government – a significant contribution to Nigeria's GDP. We have also committed over ~~₦5~~ billion to various sponsorships and Corporate Social Investment causes. MTN Nigeria has received recognition and endorsement from the federal and several state tax authorities for best of class tax compliance.

Evidently, over the past seven years, MTN Nigeria has made a huge impact on the way Nigerians, live, communicate and do business. As we move forward into the future of ICT with confidence, we will continue to be guided by our core values of Leadership, Innovation, Integrity, Relationship and Can-do, motivated by the desire to connect people with friends, family and opportunities.

**\*\$1 equivalent to ~~₦141~~**

### **Corporate Social Responsibility – A model that works**

MTN Nigeria has become famous for its brand of wide-impact, project driven and sustainable Corporate Social Responsibility (CSR). CSR is an integral part of MTN's business strategy and is woven into the fabric of our business operations, stakeholder relations and employee engagement. MTN's robust approach to CSR is three-pronged and covers:

- Good Corporate Governance
- Inherent value addition to society through our presence/products and services
- Corporate Social investments through the MTN Foundation

The MTN Foundation was launched in 2005 as the vehicle for MTN's aggressive Corporate Social Investment agenda and receives 1% of MTN Nigeria's profit after tax annually towards funding several projects. The blue print for a framework that would transform the quality of life in communities across Nigeria was developed in partnership with diverse stakeholders: NGOs, government bodies and individuals, with valuable experience in the area of social intervention. Following from this consultative process, three key areas of focus were identified – Education, Health and Economic Empowerment. Three years later, the MTN Foundation won the African Investor Award for *Best Initiative in Support of the UN Millennium Development Goals*, having also been the recipient of numerous local and international awards. The MTN Foundation now has 120 project sites in 28 states of the country and the Federal Capital Territory, with an estimated direct impact on 1 million Nigerians.



## **Executive Statement Of Continued Support For The Global Compact:**



Welcome to the second Communication on Progress for MTN Nigeria, the comprehensive report on our policies, practices and progress in adhering to the ten (10) principles of the Global Compact.

As a proud member of the UNGC, we believe that sound business policies and processes are the foundation for long-term corporate sustainability. This belief, coupled with our core values of *Leadership, Integrity, Innovation, Relationships* and *Can-Do*, have been a significant factor in our ability to remain in a leading position in the telecommunications industry in Nigeria.

Our practices and progress in the areas of human rights, labour standards, the environment and anti-corruption have in many ways challenged other organisations to embrace similar practices and we are proud to be an example to others.

Indeed, I am pleased to report that since our first submission of the Communication on Progress (COP) last year, we have made significant strides and recorded achievements which have brought us closer to our goal of being the leading operator in emerging markets of Africa and the Middle East which typifies Leadership-in-Action!

The progress we have made under each principle equates to the physical, tangible evidence of something that merely began as a thought, idea or vision towards becoming an employer of choice; giving back to our community of operation; caring for the environment and conducting responsible and ethical business activities. As we vigorously pursue these objectives, three issues remain in focus:

Firstly, accountability- MTN Nigeria will continue to ensure operational and financial accountability, which is at the heart of effective corporate governance.

Secondly, transparency. MTN Nigeria will continue to display openness with regards to internal /external reporting and disclosure of relevant information to our diverse stakeholders. Key to this is our continued invitation for feedback and even public discussion of such information.

Thirdly, collaboration. MTN Nigeria will continue to strengthen ties with like-minded organisations thereby benefiting from the resulting impetus from shared ideals and goals for greater effectiveness. This holds particularly true for the fight against corruption where multi-stakeholder approaches will produce greater results.

As I restate MTN Nigeria's commitment to the principles of the UN Global Compact, I acknowledge the crucial role of MTN staff, Management and the Board of Directors, whose individual and collective support have led to the achievements highlighted in this report.

**Ahmad Farroukh**

Chief Executive Officer, MTN Nigeria

**PRINCIPLE 1**

**Businesses should support and respect the protection of internationally proclaimed human rights.**

**Strengthening our commitment through Policy**

MTN Nigeria upholds and enforces codes of conduct which promote fundamental human rights guided by the following policies: [Wellness Policy](#), [MTNN Code of Ethics](#), [MTNN Corporate Business Principles](#), [Guidelines in the Conduct of Government Affairs](#), [Supplier Code of Conduct](#), [Conditions of Service Manual](#)

**Demonstrating our commitment through Action**

- MTN Nigeria recognises that shelter is a basic human right and has taken steps to enhance the ability of MTN employees to secure quality accommodation. The organisation's financial and operational support to the staff cooperative - MTN Employees Cooperative society (MEMCOS) has facilitated the construction of a housing estate dubbed "The Y'ello Estate housing scheme". This will provide homes to staff who will also receive bank-subsidised mortgage facilities, not commonly available in Nigeria. An additional Mortgage Interest Subsidy Scheme for qualifying staff (based on job performance appraisals) has also been approved and is now being implemented.
- The general public has also benefitted from the recognition of shelter as a fundamental human right. The MTN Foundation in partnership with *Habitat for Humanity* built 100 housing units in Nassarawa state in the Northern Nigerian region for low income earners. This initiative has earned the commendation of prestigious local and international organisations like Harvard Business School, The Bill & Melinda Gates Foundation, The Clinton Foundation, USAID, to name a few.

## **Principle 2**

**Businesses should make sure they are not complicit in human rights abuses**

### **Strengthening our commitment through Policy**

We are strongly committed to ensuring that the organisation, its employees, suppliers and customers are not complicit in human rights abuses on the basis of physical disability, gender or race thereby promoting diversity in the organisation. This commitment is applied through policies governing our work and business relationships with suppliers and customers : [Supplier Code of Conduct](#), [MTNF Policy Manual](#); [MTNN Code of Ethics](#); [Conditions of Service Manual](#)

### **Demonstrating our commitment through Action**

- Official hearings are routinely been held to intervene in reports of unfair treatment of staff which are tantamount to an abuse of fundamental human rights. Our *Conditions of Service* manual is clear on the conduct of such proceedings and strict penalties are imposed on guilty parties. MTN has also developed a very comprehensive Employee Handbook titled *Y'ello Companion*. This publication is an updated compendium of all the company policies, including those designed to protect and uphold the fundamental rights of staff. Printed in an easy-to-read format and distributed to all staff across the country, Y'ello Companion is a veritable tool for enlightening staff about their rights and empowering them to seek redress should these rights be violated.
- MTN has promptly responded to calls for financial and moral support relating to victims of abuse amongst the general public. A compelling example is the case of a six-year old who underwent horrific abuse at the hands of a neighbour who severed both his arms in a brutal physical attack. MTN bore the costs of his medical treatment in Germany and the subsequent fitting of prostheses in recognition of the importance of this intervention to the young boy's future.

### ***Principle 3***

**Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.**

#### **Strengthening our commitment through Policy**

Guided by the following policies, MTN supports the participation of its employees in structured processes which serve as a platform for negotiating work conditions and office regulations. MTN also respects the rights of individuals to form or belong to voluntary organisations of their choice, in so far these do not violate the organisation's conflict of interest policy: [Employee Council Constitution](#), [MTNN Code of Ethics](#) - Outside Activities, Employment and Directorships (3.1),

#### **Demonstrating our commitment through Action**

- The Management of MTN Nigeria ensured the necessary logistics support and awareness for the 2008 Employee Council elections, thereby achieving success on two fronts. First, 36 new representatives were sworn into the employee council through a fair & transparent electoral process. Second, the elections exceeded voting and participation levels expected of those eligible to vote (non-management staff) attesting to the fact that a significant number of these staff believe they have a voice through the employee council. 75% of the total numbers of MTN Nigeria staff are represented by members of the Employee Council.
- MTN encourages staff to join MEMCOS (MTN Employees Co-operative Society) as well as professional associations which very often serve as advocacy groups for its members' rights as well as for burning issues of general concern. The introduction of a policy (insert link) by which the organisation reimburses staff for professional exam fees is further encouragement for staff to be active members of associations of their choice. About 55% of staff are currently members of MEMCOS.

**Principle 4**

**Businesses should support the elimination of all forms of forced and compulsory labour.**

**Strengthening our commitment through Policy**

MTN staff are its most valued asset with a fundamental right to voluntary and not forced labour. Our commitment to eliminating all forms of forced and compulsory labour is clearly spelt out in the [Conditions of Service Manual](#); and the [MTNN Code of Ethics](#)

**Demonstrating our commitment through Action**

- MTN Nigeria enforces specific post-tertiary educational & professional criteria as pre-requisites for taking up employment with the organisation. For this reason, employees are mature enough to understand all details of their employment contract and voluntarily sign their consent to work within such terms and conditions. MTN also insists on similar criteria for temporary staff whose employment contract is administered by 3<sup>rd</sup> party consultants and ensures that this is communicated formally and agreed by all parties.
- MTN partners with leading NGOs which promote entrepreneurship amongst youth; various microfinance schemes targeted at empowering women to take care of their families and provides various forms of support to encourage children to obtain a good education. Therefore making them less of a target for compulsory labour.

### ***Principle 5***

**Businesses should support the effective abolition of child labour.**

#### **Strengthening our commitment through Policy**

MTN rejects all forms of child labour and upholds activities which prevent its occurrence. This is contained in the policy statement of the [MTNF Policy Manual](#) as well as the [Conditions of Service Manual](#). MTN is committed to abolishing child labour through its strict adherence to age restrictions for its labour force and also enforces this with sub-contractors and service providers such that underage personnel are not allowed on the premises.

MTN's flagship projects under our Corporate Social Investment 'umbrella' focus on increasing literacy amongst children, empowering women because this means that their children will be catered for, and developing identified talent amongst indigent children. Such projects sustain the reduced exposure to the likelihood of child labour for young and vulnerable children.

#### **Demonstrating our commitment through Action**

- The MTNF C.A.R.E.S (Children at Risk Empowerment Scheme) is a project that aims at improving the psychological well-being, health, protection, educational development & social inclusion of Orphans and Vulnerable Children in Nigeria. 250 children who would have been exposed to child labour and exploitation are currently being catered for under this project in four states across the country.
- In 2008, MTN Nigeria donated significant resources (cash and in-kind) to over 25 orphanages around the country thereby enhancing their ability to protect children from dangerous, exploitative work. In addition, MTN staff made contributions from their personal finances, food and clothing, to several orphanages, even going so far as to raise over one million Naira (estimated at about 6, 000 dollars) from staff-organised football matches alone. This is in addition to a staff volunteer initiative which teaches children of secondary school age about the world of work thereby increasing their options for meaningful means of livelihood.

### **Principle 6**

**Businesses should uphold the elimination of discrimination in respect of employment and occupation.**

### **Strengthening our commitment through Policy**

MTN as a leading player in the telecommunication industry believes in filling vacant positions with people who have excellent and appropriate skills, experience, exposure, qualifications and behavioural profile without prejudice to gender, ethnic origin, marital status, religion, race, colour, age and physical handicap. This is contained in the policy statements of the [Conditions of Service Manual](#) and the [MTNN Code of Ethics](#)

### **Demonstrating our commitment through Action**

- MTN prides itself on its policies of non-discrimination, diversity and inclusion. That is why the company has consistently and deliberately encouraged female employees to achieve their full potential. 17 new female managers were appointed in 2008, increasing the number of female managers from 51 to 68 out of a total number of about 220 managers.
- The MTN Workplace HIV policy takes an active and sustained stance regarding any form of discrimination against people living with HIV/AIDS. MTN is committed to HIV education and awareness programmes for its employees as well as to providing medical and psychological support. We have trained several employees as HIV counsellors, provide access to anti retroviral therapy and offer a special, highly confidential medical package for employees diagnosed with HIV.
- The MTN Foundation's *Partners Against AIDS in the Community* (PAAC) works actively towards eliminating the discrimination of HIV-positive Nigerians. In addition, MTN supports institutions such as the Albino foundation who canvass against the discrimination of this group of people based on erroneous cultural perceptions. Both areas of support leverage on the first-hand experience and local content of the project partners to ensure that these projects continue to make an impact.



- The MTN Foundation *Disability & U* campaign as well as the *CDC Information Marketplace* Programme raise awareness and support for physically challenged persons. Staff volunteer projects have also generated awareness and better understanding of their peculiar needs through organising football matches involving physically challenged persons.

**Principle 7**

**Businesses should support a precautionary approach to environmental challenges.**

**Strengthening our commitment through Policy**

MTN remains committed to taking proactive steps that will ensure a safe environment for its employees and the communities in which it operates. This is contained in the [MTNN Code of Ethics](#)

**Demonstrating our commitment through Action**

- MTN Nigeria was the first telecommunications operator to embark on the Environmental Impact Assessment (EIA) of its operations across Nigeria. This led to approval by the Federal Ministry of Environment of first, a provisional Environmental Impact Assessment (EIA) Certificate, following which a final EIA certificate was issued.
- MTN's team of Safety, Health & Environment (SHE) Professionals carried out an audit of all its 4700 Base Station (BTS) sites and facilities nation-wide to ensure compliance with the requirements of the EIA certificate. A team of experts from the International Finance Corporation also conducted a review of our environmental activities to ensure sustainable/continual improvement and expressed satisfaction with MTN's level of compliance to international environmental laws and regulations.

**Principle 8****Businesses should undertake initiatives to promote greater environmental responsibility****Strengthening our commitment through Policy**

MTN adheres to a comprehensive regime of environmental policies including but not limited to: Safety, Health and Environmental (SHE) Policy; Environmental Policy; Waste disposal and management policy.

**Demonstrating our commitment through Action**

- The Management of MTN Nigeria ensured the necessary logistics support and awareness for the 2008 Employee Council elections, thereby achieving success on two fronts. First, 36 new representatives were sworn into the employee council through a fair & transparent electoral process. Second, the elections exceeded voting and participation levels expected of those eligible to vote (non-management staff) attesting to the fact that a significant number of these staff believe they have a voice through the employee council. 75% of the total numbers of MTN Nigeria staff are represented by members of the Employee Council.
- MTN encourages staff to join MEMCOS (MTN Employees Co-operative Society) as well as professional associations which very often serve as advocacy groups for its members' rights as well as for burning issues of general concern. The introduction of a policy (insert link) by which the organisation reimburses staff for professional exam fees is further encouragement for staff to be active members of associations of their choice. About 55% of staff are currently members of MEMCOS.
- MTN has integrated environmental management into its corporate social responsibility efforts. These include pollution control, waste management and infrastructural rehabilitation. The MTN Foundation Project C.L.E.A.N (Cleaning the Local Environment around Nigeria) initiative provides waste recycling facilities, public conveniences and water supply to a large market in Oyo state. On successful completion of this pilot project, we intend to replicate this model in other large markets nationwide.
- An Environmental Management System (EMS) featuring waste management initiatives and strategies has been documented in line with ISO-14001 requirements. An environmental hazard register highlighting all environmental aspects, risks and risk mitigation/recovery measures in alignment with EMS ISO

14001 standards has also been concluded. Work is also in progress on using a myriad of technologies to build a Radio Base Transceiver Station (RBS) that is a streamlined site with a common cabinet/shelter, replacing the air conditioning system with fans or passive heat exchanges with the battery cooled separately.

- Ageing, defective and noise generating Generators are systematically being replaced with Sound Proof Generators to ensure that the decibel levels of generators installed at all new sites are compliant with internationally approved standards. Currently, many MTN generators now conform to 65dBA at 7m noise level which is in line with of global best practice.
- MTN' s use of myriad technology in some of its base stations will enable networks over time to achieve energy efficiency at individual radio sites and thus potentially reduce energy levels by 30% or more.

**Principle 9**

**Businesses should encourage the development and diffusion of environmentally friendly technologies.**

**Strengthening our commitment through Policy**

MTN is committed to ensuring greater environmental responsibility across the country with regards to all its products and services. This is contained in the [MTNN Code of Ethics](#)

**Demonstrating our commitment through Action**

- MTN requires all its recharge card manufacturing partners to produce 100% bio-degradable recharge cards that integrate easily into the environment thus ensuring that the recharge cards we sell and distribute do not pose an environmental hazard. In addition to the use of bio degradable recharge cards, MTN also introduced the use of virtual top ups (VTU) i.e. electronic recharge and ATM VTU i.e. top up through automated teller machines (ATMS) thus reducing the use of paper recharge cards.
- MTN is currently exploring the use of alternative energy, such as the use of bio fuel and biodiesel to reduce its dependence on petrol or diesel without jeopardising food security. Tests have been conducted in partnership with Ericsson, on a couple of BTS sites. Once complete, the current trials to replace conventional fuels will ensure greater energy efficiency, reduce fuel consumption and reduce CO2 exhaust emissions.

**Principle 10**

**Businesses should work against corruption in all its forms, including extortion and bribery.**

**Strengthening our commitment through Policy**

MTN has a zero-tolerance policy in its commitment against corruption in all forms. Several policies and practices have been put in place to ensure this: [Conditions of Service Manual](#), [MTNN Code of Ethics](#), [Disciplinary Process](#), [MTN Nigeria Gifts & Donations Policy](#)

**Demonstrating our commitment through Action**

- MTN continues to entrench its anti-corruption stance through various staff anti-fraud road shows. A total of ten (10) anti-fraud road shows were held in six cities across Nigeria in 2008, ensuring improved awareness by staff about the company's stance against corruption and fraud. This has been approved as a yearly event.
- MTN's whistle-blowing policy encourages employees to report suspected cases of corruption or fraud to its Internal Forensic/Anti Fraud Unit for investigation. This policy also offers protection and ensures total confidentiality for its employees who report corrupt behaviour.
- MTN is actively committed to the United Nations Global Compact (UNGC) anti-corruption initiatives. Consequently, we participated in the UNGC project named 'Resisting Extortion & Solicitation in International Sales and Transaction' (RESIST). MTNN contributed practical examples of dealing with real-life situations of corruption and bribery. We also provided content for the UNGC publication titled The Business Case Against Corruption and received commendation for our input.

## **Making this C.O.P available to stakeholders**

*An electronic version of the C.O.P will be made available to the following stakeholders:*

- ✓ *All categories of staff*
- ✓ *MTNN/MTNF Directors*
- ✓ *MTN Suppliers*
- ✓ *MTN Consultants and agencies*
- ✓ *Media partners*
- ✓ *MTNF Implementation partners*
- ✓ *MTN Health providers*

Appendix 1- Table of all MTN Foundation Projects by Portfolio as at December 2008

EDUCATION		
Project Name	Project Description	Project Location
<b>UniversitiesConnect Project in partnership with NetLibrary Nigeria Limited (NLN)</b>	This innovative project is the 1st of its kind in Nigeria, designed for <b>universities</b> with the aim of bridging the digital & knowledge divide by providing access to information worldwide, through an online real time research library.	3 beneficiary Universities for this project include; University of Lagos, Lagos State; Ahmadu Bello University, Kano State, University of Nigeria, Enugu State.
<b>SchoolsConnect Project in partnership with SchoolNet Nigeria (SNNG)</b>	SchoolsConnect aims to bridge the digital & knowledge divide in <b>public secondary schools</b> through the provision of up-to-date ICT infrastructure.	To date, the project has been implemented in 49 schools in 12 states namely; Lagos State, Enugu State, Kaduna State, Kwara State, FCT (Abuja), Rivers State, Bauchi State, Cross River State, Ogun State, Ekiti State, Niger State, Imo State.
<b>Child Friendly School Initiative in partnership with UNICEF (CFSI)</b>	An initiative aimed at improving infrastructure in <b>primary schools</b> and improving the quality of education.	The project has been implemented in 3 states namely; Delta State, Bauchi State and Lagos State
<b>MTNF- MUSON Music Scholars in partnership with MUSON (Musical Society of Nigeria)</b>	A unique scholarship programme that enables talented youth with financial constraints to acquire a qualitative music education of international standards.	Lagos State
<b>Beautification of King's College Lagos Football Pitch in partnership with Newton &amp; David Floral Decorators</b>	A project aimed at promoting environmental responsibility, sports and youth development.	Lagos State



*Appendix 1- Table of all MTN Foundation Projects by Portfolio as at December 2008*

<b>MTNF JA "Company Program" for schools which have already benefitted from the SchoolsConnect project in partnership with Junior Achievement (JA) Nigeria</b>	An original and practical program which teaches students about economic issues and business related activities with the aid of their class teacher and two volunteer business consultants/role models.	The project is currently in 24 schools in 6 States. The States are; Lagos States, Enugu State, Kaduna State, Kwara State, FCT (Abuja) and Rivers State
<b>Provision of MTNF School Bags &amp; Exercise Books</b>	To further support primary, secondary, vocational and tertiary institutions across the country especially in locations where we are not currently running any projects.	All the 6 geo-political zones of Nigeria

Appendix 1- Table of all MTN Foundation Projects by Portfolio as at December 2008

<b>HEALTH</b>		
<b>Project Name</b>	<b>Project Description</b>	<b>Project Location</b>
<b>MTNF PAAC (Partners Against AIDS in the Community) in partnership with Hope World Wide Nigeria</b>	To support the fight against the HIV/AIDS pandemic in the 6 geopolitical zones through projects on awareness, prevention, voluntary counseling & testing (VCT), prevention of mother-to-child transmission, nutritional & psychosocial support to HIV/AIDS positive people registered in the MTNF PAAC support group.	6 VCT Centres established in Lagos State, Kogi State, Cross River State, Imo State, Sokoto State, Gombe State. FCT (Abuja)
<b>MTN Nigeria workplace HIV/AIDS</b>	A comprehensive workplace HIV/AIDS programme designed to provide MTN staff and their dependants with medical and psychological support.	All MTN locations across Nigeria
<b>Partnership with Sickle Cell Foundation of Nigeria</b>	To establish sickle cell clinics for the provision of preventive and curative healthcare services for sufferers of the sickle cell disorder. Over 4 million Nigerians suffer from this disease.	Lagos State

*Appendix 1- Table of all MTN Foundation Projects by Portfolio as at December 2008*

<b>MTNF Project C.L.E.A.N (Cleaning the Local Environment all Around Nigeria) in partnership with NINAAFEH</b>	Aimed at promoting greater environmental responsibility and well being through the provision of a proper waste collection, sorting, disposal and recycling system as well as public conveniences and water supply.	Oyo State
<b>MTNF Children At Risk Empowerment Scheme (MTNF C.A.R.E.S) Project</b>	To improve the well-being and social development of Orphans and Vulnerable Children in four states in Nigeria by providing integrated care and support.	Plateau State, Lagos State, Kogi State - planned Cross River State - planned

<b>ECONOMIC EMPOWERMENT</b>		
<b>Project Name</b>	<b>Project Description</b>	<b>Project Location</b>
<b>Rural Telephone Project in partnership with Growing Businesses Foundation (GBF)</b>	This project aims to empower rural women in Nigeria to start their own call centers through the provision of telephone equipment and micro-finance loans.	The project has been established in 8 States namely; Enugu State, Akwa Ibom State, Kwara State, Kogi State, Oyo State, Edo State, Kaduna State, Borno State, with plans underway for additional 14 States & the Federal Capital Territory(FCT)
<b>MTNF Rural Housing Project in partnership with Habitat for Humanity International</b>	This is a low cost housing mortgage scheme that provides a means for low-income earners to own their own homes, thereby addressing the housing /shelter challenges in Nigerian communities	Nassarawa State
<b>MTNF-Lady Mechanic Initiative (LMI) in partnership with The Lady Mechanic Initiative</b>	This project aims to rehabilitate and empower disadvantaged and vulnerable young women by providing them with skills in the auto care industry from which they can make a living.	Lagos State

*Appendix 1- Table of all MTN Foundation Projects by Portfolio as at December 2008*

<b>MTNF "How-to... Guide" in partnership with FATE Foundation and Growing Businesses Foundation</b>	A handbook which will facilitate economic empowerment of a large number of Nigerians through small business opportunities.	Project to be established in 6 States namely; Borno State, Kano State, Kwara State, Imo State, Lagos State, Rivers State
<b>MTNF-Partner Capacity Building in partnership with Development Alternatives and Resource Centre (DARC)</b>	To build the capacity of MTN Foundation partners and position them to better serve the larger society.	All 36 states of the country and the Federal Capital Territory
<b>MTNF-Farm Fresh Milk F.L.O.W (Fulanis Living Optimally Willingly) Project in partnership with Integrated Dairy Farm Ltd (IDF)</b>	To contribute to agriculture and nutrition through improving the breeding of cattle, production and sale of milk.	Project established in 3 States namely; Kaduna State, Bauchi State, Plateau State
<b>Children's Development Centre (CDC) 2007 'Disability &amp; U' Road Show and Seminar.</b>	The aim of the program is to increase public awareness on physical and mental disabilities and children with special needs. To help integrate them into mainstream society so they can contribute to development across Nigeria.	Lagos State

**PHOTOGRAPHS OF CSR PROJECTS**



**Low cost housing project - Nassarawa State**



*Appendix 2 -Photographs of CSR Projects*

**University of Lagos Library *before* its rehabilitation by the UniversitiesConnect Project**



**University of Lagos Library *after* its rehabilitation by the UniversitiesConnect Project**



**A typical secondary school classroom in Ekiti State**



**A transformation – the renovated SchoolsConnect laboratory in Ekiti State**





**A HIV/AIDS voluntary counseling and testing (VCT) laboratory**



**A HIV/AIDS interactive touch screen with messages written in 5 Nigerian languages**



*Appendix 2 -Photographs of CSR Projects*

**Waste-to-wealth/environmental health initiative, Alesinloye Market, Oyo State**



**Waste recycling plant, Alesinloye Market, Oyo State**



*Appendix 2 -Photographs of CSR Projects*



**Milk F.L.O.W project in Northern Nigeria – Bauchi, Kaduna and Plateau states**

