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Temeljni kapital 3.235.200.000,00 kn uplaćen u cijelosti  
Članovi uprave društva: Viktor Pavlinić, Johan Bergström, Jasmina Zubić

# Tele2 Ltd. Croatia

## Communication On Progress 2016

*November 2015 - November 2016*

## **Self – assessment**

- ✓ Includes an explicit statement of continued support for the UN Global Compact and its ten principles
- ✓ Description of actions or relevant policies related to Human Rights
- ✓ Description of actions or relevant policies related to Labour
- ✓ Description of actions or relevant policies related to Environment
- ✓ Description of actions or relevant policies related to Anti-Corruption
- ✓ Includes a measurement of outcomes



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H.E. Ban Ki-moon  
Secretary – General  
United Nations  
New York, NY 10017  
USA

November 2, 2016

**RE: Statement of Continued Support by the Chief Executive Officer**

Your Excellency, Mr. Secretary – General,

I am pleased to confirm that Tele2 Ltd. Croatia reaffirms its support of the ten principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

With this communication, we express our intent to continue to advance those principles within our sphere of influence.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

We are committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects.

We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the ten principles.

We support public accountability and transparency, and therefore commit to continue to report on progress on an annual basis, according to the Global Compact COP policy.

Sincerely yours,

Viktor Pavlinić

Chief Executive Officer

Tele2 Ltd. Croatia

Tele2 Croatia does business in a way that encourages protection of all internationally proclaimed human rights and in accordance with all national laws and regulations; thus has developed people related policies and procedures, which ensure that human rights are protected, and that our people are respected and treated equally.

The most relevant document in that area is Tele2 Code of Conduct (hereinafter: the "Code"):

- Based on the ten principles provided by the United Nations (UN) Global Compact;
- Created, implemented and regularly updated on Tele2 Group level; adopted 2010, last revision 2016;
- Covers the following areas: safety of products and services, fair relationship with vendors and suppliers, business integrity (including anti-corruption, fair competition, conflict of interest, political involvement, financial reporting, corporate governance, treating people with respect) and environment.

All employees and business partners are obliged to read, acknowledge and act according to the latest version of the Code.

The Code is always available to employees on company's common drive/shared files, along with all other employee related policies and procedures. The Code identifies how irregularities in compliance with the Code can be reported (who is responsible person on Tele2 Group level, his/her e-mail and phone number).

Below are references to the Code referring to the ten principles provided by the United Nations (UN) Global Compact that are embodied in the Code.

## Human Rights

*Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights*

*Principle 2: make sure that they are not complicit in human rights abuses*

"Tele2 employees are entitled to fundamental human rights which shall be known, understood and respected and be applied equally. No one shall be subject to corporal punishment, physical, sexual, psychological or verbal harassment or abuse. Forced labour, exploited or bonded labour is strictly forbidden. Employees shall not be required to lodge deposits or original identity papers as a condition for employment"

### Measurement of outcomes:

All employees, managers and Board Members have read and signed Code of Conduct. Managers are encouraged to take more active role in monitoring the compliance with the Code while in parallel emphasizing and encouraging employees to stick to the Code and, if necessary, report violations.

## Labour

*Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;*

"The rights of employees to freely associate and to bargain collectively, in accordance with the laws of the countries in which they are employed, shall be recognized and respected"

*Principle 4: the elimination of all forms of forced and compulsory labour;*

"Employees shall not be forced to work more than the limits on regular and overtime hours allowed by the law of the country in which they are employed. Overtime shall be compensated at the legally required rate. All employees shall have contracts specifying the terms of employment".

*Principle 5: the effective abolition of child labour;*

"Children under the minimum working age established by local law or fifteen (15) years, whichever is greater, shall not be used as labour force. Employees under eighteen (18) years shall not be engaged in hazardous or heavy work, or on nights' shifts."

*Principle 6: the elimination of discrimination in respect of employment and occupation;*

"Tele2 does not accept discrimination, whether active or by means of passive support, whether based on ethnicity, national origin, religion, disability, gender, sexual orientation, marital or parental status, union membership, political affiliation or age. Tele2 regards diversity as a lever for profitability. The ambition is to focus on behaving in a way that attracts diversity."

### Measurement of outcomes

Tele2 does not discriminate against any employee; there is no child labour, compulsory labour and employees are free to join union of their choice. Tele2 provides fair pay which is on par and/or above market and industry rates.

## Environment

*Principle 7: Businesses should support a precautionary approach to environmental challenges;*

*Principle 8: undertake initiatives to promote greater environmental responsibility;*

*Principle 9: encourage the development and diffusion of environmentally friendly technologies*

“Tele2 encourages precautionary approach and minimizing environmental impact. Environmental laws and regulations applicable to local surroundings and the relevant business sector shall be complied with. Tele2 promotes a sustainable development and cost efficiency by reducing resource consumption and thus the impact on the environment. Tele2’s environmental efforts are guided by the Tele2 Environmental Policy in which further details on our environmental work are specified.

It is important that goods and services handled by Tele2 are produced and provided in an environmentally friendly way.”

### Measurement of outcomes

Tele2 expects the Environmental policy to be applied and upheld upstream and downstream in the organization; including every affiliate, supplier, and producer to Tele2, notwithstanding if, the party delivers services or goods. Downstream value chain includes suppliers to procurement departments of products and services. Upstream value chain includes stages from sales departments to retailers through to final customers and end of life management for services and products.

## Anti-Corruption

*Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.*

“No Tele2 employee or member of our Board of Directors may offer, ask, give or accept, directly or indirectly, any undue advantage for personal gain from any third party, unless it can be constituted as being within the boundaries of accepted business practices such as representation and reasonable hospitality given in the ordinary course of business.

As guidance, no single gift or benefit should exceed the value of 50 Euro. When in doubt, employees are expected to seek advice from their managers.

Tele2 employees must not offer money or any gift to an official or employee of a governmental entity, except for symbolic gifts of insignificant monetary value provided this is allowed by local law.”

### Measurement of outcomes

All employees, managers and Board Members have read and signed Code of Conduct. Managers are encourage to take more active role in monitoring the compliance with the Code while in parallel emphasizing and encouraging employees to stick to the Code and, if necessary, report violations.