

General standard disclosures

STRATEGY AND ANALYSIS

G4-1	Chairman and CEO Statement on page 3
G4-2	Overview of market context, and the associated risks, challenges and opportunities are set out in pages 4 to 5 and via links to www.vimpelcom.com

ORGANIZATIONAL PROFILE

G4-3	Pages 1 and 2
G4-4	Pages 1 and 2
G4-5	Rear cover
G4-6	Pages 1, 2
G4-7	Available at http://www.vimpelcom.com/Investor-relations/Share-information/Share-ownership/
G4-8	Pages 2, and www.vimpelcom.com/
G4-9	Pages 2, 47 and www.vimpelcom.com/
G4-10	Pages 2, 38/39, 47 and www.vimpelcom.com/
G4-11	Page 38
G4-12	Pages 37
G4-13	Page 1
G4-14	Not addressed
G4-15	Pages 6 and 7
G4-16	Pages 6 and 7

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-17	Page 1, and Form 20-F available at www.vimpelcom.com/
G4-18	Pages 8 and 9 cover how we have determined report content. Aspect boundaries are summarised in the table below
G4-19	Page 8
G4-20	Recorded in the Material Aspect Disclosure table
G4-21	Recorded in the Material Aspect Disclosure table
G4-22	Recorded in the Material Aspect Disclosure table
G4-23	None

STAKEHOLDER ENGAGEMENT

G4-24	Pages 6 and 7
G4-25	Pages 6 and 7
G4-26	Pages 6 and 7
G4-27	Pages 6 and 7

REPORT PROFILE

G4-28	Inside front cover
G4-29	Group CR Report for 2014 (published in May 2015)
G4-30	Annual (inside front cover)
G4-31	Inside front cover, and rear cover
G4-32	Page 42/43
G4-33	Page 42/43

General standard disclosures

GOVERNANCE	
G4-34	Page 10, and http://www.vimpelcom.com/Profile/Corporate-governance/
G4-35	Page 10
G4-36	Page 10
G4-37	Pages 6 and 7
G4-38	http://www.vimpelcom.com/Profile/Corporate-governance/
G4-39	http://www.vimpelcom.com/Profile/Corporate-governance/
G4-40	http://www.vimpelcom.com/Profile/Corporate-governance/
G4-41	http://www.vimpelcom.com/Profile/Corporate-governance/
G4-42	Page 10
G4-43	Page 10
G4-44	Page 10 and http://www.vimpelcom.com/Profile/Corporate-governance/
G4-45	Page 10 and http://www.vimpelcom.com/Profile/Corporate-governance/
G4-46	Page 10
G4-47	Page 10
G4-48	Page 10
G4-49	Page 10
G4-50	None in 2015
G4-51	http://www.vimpelcom.com/Profile/Corporate-governance/Remuneration/
G4-52	http://www.vimpelcom.com/Profile/Corporate-governance/Remuneration/
G4-53	http://www.vimpelcom.com/Profile/Corporate-governance/Remuneration/
G4-54	Not reported
G4-55	Not reported
ETHICS AND INTEGRITY	
G4-56	Page 10
G4-57	Pages 29 and 30
G4-58	Pages 29 and 30

MATERIAL ASPECTS (from VimpelCom materiality assessment)

Social

Human rights

VimpelCom Material Aspect	KPI(s)	Reference to GRI version 4 disclosure (or nearest equivalent)	Page Reference	Aspect Boundary within VimpelCom	Aspect Boundary outside VimpelCom
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ONLINE FREEDOM, SAFETY AND PROTECTION OF MINORS

Protection of Minors	Case studies relating to business initiatives	NA	p35/36	All Business Units contributing to this report (page 1)	Customers: children and parents
Online Safety (fraud etc.)	Case studies relating to business initiatives	NA	p35/36	All Business Units contributing to this report (page 1)	Customers
Freedom of Expression	Case studies relating to business initiatives	NA	p35/36	All Business Units contributing to this report (page 1)	Customers, particularly political activists and advocates, and protesters

INVESTMENT

Supply chain: social and environmental standards	Number of suppliers assessed, proportion of total technology spend covered by strategic suppliers, results of assessments. Data not currently collected on the number of suppliers screened before contracting.	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	p37	HQ Procurement department and global strategic suppliers	Global strategic suppliers and their supply chains
Various Human Rights-Related Issues	Activities relating to human rights including stakeholder engagement, development of good practice guidelines and due diligence.	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	p9	All Business Units contributing to this report (page 1) and Netherlands HQ	

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING, CHILD AND FORCED LABOR, SUPPLIER ASSESSMENT

Supply chain: social and environmental standards and employees: remuneration and hours	Number of suppliers assessed, proportion of total technology spend covered by strategic suppliers, results of assessments. Data not currently collected on the number of suppliers screened before contracting.	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	p37	HQ Procurement department and global strategic suppliers and employees from all Business Units contributing to this report (page 1) and Netherlands HQ	Global strategic suppliers and their supply chains
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MATERIAL ASPECTS (from VimpelCom materiality assessment)

Economic performance

VimpelCom Material Aspect	KPI(s)	Reference to GRI version 4 disclosure (or nearest equivalent)	Page Reference	Aspect Boundary within VimpelCom	Aspect Boundary outside VimpelCom
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ECONOMIC PERFORMANCE

Economic Development	Economic value added	Direct economic value generated and distributed	p47	VimpelCom Ltd legal entities consolidated in Financial Statements	Shareholders, suppliers, providers of capital, communities
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ECONOMIC PERFORMANCE – MARKET PRESENCE

Economic Development	Entry-level wages	Ratios of standard entry level wage by gender compared to local minimum wage	p38	All Business Units contributing to this report (page 1)	Communities from which we hire. Host governments.
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ECONOMIC PERFORMANCE – INDIRECT IMPACT

Economic Development	Discussion of CAPEX spend on Network Infrastructure	Development and impact of infrastructure investments and services supported	p47 (Economic Value) and p37 (Supply chain)	VimpelCom Ltd legal entities consolidated in Financial Statements	Shareholders, suppliers, providers of capital, communities, governments and regulators
Network Reliability and Coverage	Population coverage and network quality measures	NA	p32 and 33	All Business Units contributing to this report (page 1)	Customers, governments and regulators, local communities
Social Application of ICT Services	Various case studies throughout report (supporting entrepreneurs, M2M, mobile financial services, mAgriculture, mHealth, mEducation etc.)	Significant indirect economic impacts, including the extent of impacts	Mainly in sections 'Make Your Mark' and 'Services for Society'	All Business Units contributing to this report (page 1)	Customers, communities, host governments, civil society.

ECONOMIC PERFORMANCE – PROCUREMENT PRACTICES

Economic Development	Definition of Global Strategic Suppliers and GSS share of technology spend provided.	The percentage of procurement budget spent with local suppliers	p37	VimpelCom Ltd legal entities consolidated in Financial Statements	Suppliers, communities
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MATERIAL ASPECTS (from VimpelCom materiality assessment)

Environmental

VimpelCom Material Aspect	KPI(s)	Reference to GRI version 4 disclosure (or nearest equivalent)	Page Reference	Aspect Boundary within VimpelCom	Aspect Boundary outside VimpelCom
ENERGY					
Company Energy Use	Energy consumption of network, offices, buildings and vehicles	Energy consumed within the organization	p26	All Business Units contributing to this report (page 1) and Netherlands HQ	Broader society through impacts of climate change
Company Energy Use	Network energy efficiency measures	Reduction of energy consumption	p27	All Business Units contributing to this report (page 1), and HQ	Broader society through impacts of climate change
EMISSIONS					
Environment: climate change risk	Scope 1 CO ₂ e emissions	Direct greenhouse gas (GHG) emissions (Scope 1)	p26	All Business Units contributing to this report (page 1) and Netherlands HQ	Broader society through impacts of climate change
Environment: climate change risk	Scope 2 CO ₂ e emissions	Energy indirect GHG emissions (Scope 2)	p26	All Business Units contributing to this report (page 1) and Netherlands HQ	Broader society through impacts of climate change
Environment: climate change risk	Network energy efficiency measures and use renewable energy	Reduction of greenhouse gas (GHG) emissions	p27	All Business Units contributing to this report (page 1) and Netherlands HQ	Broader society through impacts of climate change
ICT Services and Climate Change	Case studies relating to business initiatives	NA	p25	All Business Units contributing to this report (page 1)	Customers, and broader society through impacts of climate change
COMPLIANCE					
Environment: local issues	Level of fines for environmental non-compliance	Monetary value of significant fines and number of non-monetary sanctions for environmental non-compliance	p26	All Business Units contributing to this report (page 1)	Broader society through impacts of climate change
TRANSPORT					
Environment: climate change risk	Energy use, and number and fuel-type of vehicles	Significant environmental impacts of transport for the organization's operations	p26	All Business Units contributing to this report (page 1)	Broader society through impacts of climate change
SUPPLIER ENVIRONMENTAL ASSESSMENT					
Supply chain: social and environmental standards	Number of suppliers assessed, proportion of total technology spend covered by strategic suppliers, results of assessments (relating to environmental performance). Data not currently collected on the number of suppliers screened on environmental issues before contracting.	Percentage of new suppliers that were screened using environmental criteria and negative environmental impacts in the supply chain / actions taken	p37	HQ Procurement department and global strategic suppliers	Global strategic suppliers and their supply chains

MATERIAL ASPECTS (from VimpelCom materiality assessment)

Social

Society

VimpelCom Material Aspect	KPI(s)	Reference to GRI version 4 disclosure (or nearest equivalent)	Page Reference	Aspect Boundary within VimpelCom	Aspect Boundary outside VimpelCom
LOCAL COMMUNITIES					
Customer Satisfaction	Net Promoter Score and case studies	NA	p31	All Business Units contributing to this report (page 1)	Customers
Disaster Response	Case studies relating to business initiatives	NA	p40	All Business Units contributing to this report (page 1)	Local communities and customers
Local Community Engagement	Amount of cash donated, in-kind giving and employee volunteering hours provided to local community projects	Operations with implemented local community engagement, impact assessments, and development program	p40/41	All Business Units contributing to this report (page 1)	Local communities
ANTI-CORRUPTION					
Anti-Bribery and Anti-Corruption	People trained on anti-bribery and anti-corruption issues	Communication and training on anti-corruption policies and procedures	p29/30	All Business Units contributing to this report (page 1) and Netherlands HQ	Governments, suppliers, local communities, customers
Anti-Bribery and Anti-Corruption	Investigations and disciplinary actions arising from (any) breach of Code of Conduct. We currently do not provide further detail on the grounds of confidentiality	Confirmed incidents of corruption and actions taken	p30	All Business Units contributing to this report (page 1) and Netherlands HQ	Governments, suppliers, local communities, customers
PUBLIC POLICY					
Corporate Governance	Political donations will be reported in the future	Total value of political contributions by country and recipient/beneficiary	NA	All Business Units contributing to this report (page 1) and Netherlands HQ	Politicians, governments
ANTI-COMPETITIVE BEHAVIOR					
Responsible Marketing	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices, product responsibility and marketing issues	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices, product and service non-compliance	p31	All Business Units contributing to this report (page 1)	Customers, regulators, competitors
CUSTOMER PRIVACY					
Customer Privacy and Data Security	Complaints received and substantiated by the organization, complaints from regulatory bodies and the number of identified leaks, thefts, or losses of customer data	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	p35	All Business Units contributing to this report (page 1)	Customers, regulators, governments
Government Surveillance	Case studies relating to business initiatives	NA	p35	All Business Units contributing to this report (page 1)	Customers, regulators, governments

MATERIAL ASPECTS (from VimpelCom materiality assessment)

Social

Labor practices and decent work

VimpelCom Material Aspect	KPI(s)	Reference to GRI version 4 disclosure (or nearest equivalent)	Page Reference	Aspect Boundary within VimpelCom	Aspect Boundary outside VimpelCom
EMPLOYMENT					
Employees: remuneration and hours, diversity, equal opportunities, talent etc..	Total number and rates of new employee hires and employee turnover by gender. A regional split has been added, and more complete employee turnover data will be provided in future years as reporting systems mature.	Total number and rates of new employee hires and employee turnover by age group, gender and region	p38 and 39	All Business Units contributing to this report (page 1) and Netherlands HQ	Local communities from which we hire
OCCUPATIONAL HEALTH AND SAFETY					
Occupational Health and Safety	Work-related and other fatalities, serious (lost time) injuries. Further data points will be reported in future years as the new Group Policy and reporting process matures.	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	p38	All Business Units contributing to this report (page 1) and Netherlands HQ	
TRAINING AND EDUCATION					
Talent: acquisition, retention, development, reduction	Disclosure on programs relating to talent management	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	p38/39	All Business Units contributing to this report (page 1) and Netherlands HQ	
DIVERSITY AND EQUAL OPPORTUNITY					
Employees: diversity and equal opportunity	Gender diversity in full-time, part-time employees, and new hires, as well as the senior leadership team. New hires are reported by region for the first time. Our systems do not yet capture new hires by age.	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	p38/39	All Business Units contributing to this report (page 1) and Netherlands HQ	Local communities from which we hire
Employees: diversity and equal opportunity	Entry level salaries for male and female employees. Other employee diversity indicators will be added as our reporting system matures. Gender and age diversity of members of our senior leadership are reported	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	p38/39	All Business Units contributing to this report (page 1) and Netherlands HQ	
SUPPLIER ASSESSMENT FOR LABOR PRACTICES					
Supply chain: social and environmental standards	Number of suppliers assessed, proportion of total technology spend covered by strategic suppliers, results of assessments (relating to environmental performance). Data not currently collected on the number of suppliers screened on environmental issues before contracting.	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	p37	HQ Procurement department and global strategic suppliers	Global strategic suppliers and their supply chains