

CORPORATE RESPONSIBILITY REPORT 2003





**Large parts of the world remain disconnected.
There is no reason for us to accept this as inevitable
or permanent.**

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By acting responsibly, we can contribute to sustainable development and build a strong foundation for economic growth.

INTRODUCTION

Corporate responsibility reflects the way in which companies impact on the world around them: economically, socially, and environmentally. It is challenging to summarize all the efforts that are taken to improve employee well-being, community welfare or the state of the environment, especially when best practices have been absorbed and integrated into everyday operations. However, through this report we aim to provide a fair indication of our current activities for professionals in the corporate responsibility field.

This document describes the various Nokia programs that can be characterized as “social” or “environmental” in nature. We also address the economic impact of our business, without seeking to duplicate the extensive financial and business information contained in our Form 20-F for the Securities and Exchange Commission in the United States.

Our online corporate responsibility report at www.nokia.com/aboutnokia provides a modular approach, which allows people to view our activities program by program, or by reference to common themes such as achievements, targets, challenges, management commitment, stakeholder cooperation and compliance with GRI, Global Compact principles and Nokia code of conduct. The online report is our primary mode of corporate responsibility reporting, because it enables us to provide regular updates free of the limitations of annual publication. This pdf version is intended to act as a user-friendly, ‘moment-in-time’ snapshot for offline use. However, we recommend that our stakeholders refer to our online version for the most up-to-date and in-depth information on our activities.

Please contact us at csrfeedback@nokia.com with any comments or questions relating to our corporate responsibility activities or reporting.



Mr Veli Sundbäck
Senior Vice President, Corporate Relations and
Responsibility, Member of the Group Executive Board

EXECUTIVE STATEMENT

2003 – further alignment of corporate responsibility to business operations

Our strong financial performance and leading market position are both an illustration of responsibility and an excellent foundation for further extending the boundaries of responsible business. This was highlighted in 2003 by our product portfolio being expanded to include more affordable mobile phones for less developed markets, and environmental and social programs being further developed and integrated into normal business operations.

Our strategy of expanding mobile voice, driving consumer multimedia consumption and mobilizing enterprises saw no fewer than 40 new product launches in the handsets business alone during 2003. Our aim to increase the penetration of mobile communications in countries with sparse infrastructure and contribute to sustainable growth was demonstrated by global launches of “entry-level” mobile phones and network infrastructure in Russia and India, and by the Philippines piloting of *Bridgeit*, a unique mobile technology solution.

Working with the UNDP (United Nations Development Program), International Youth Foundation, Pearson and the local government, authorities and business community, *Bridgeit* has also so far been an excellent example of tri-sector cooperation. Our commitment to universal access and promotion of the social and economic benefits of mobile communications was also demonstrated by sponsorship of the United Nations’ World Summit on Information Society.

Deeper integration of environmental activities into the business through, for instance, training and internal communications, was complemented by an important three-year agreement with WWF (World Wide Fund for Nature). Meanwhile, our involvement with local communities was strengthened by expanding our youth and life-skills program, Make a Connection, to 16 countries and our employee-volunteering program to 28 countries.

Being one of the world's leading brands, we naturally take company reputation seriously. During 2003, in the interest of consumer safety, we joined forces with authorities, the media and our suppliers to point out the potential dangers of using non-original phone batteries and to implement aggressive measures against counterfeit products. Following a year of increased communications with external parties, we were delighted to see Nokia ranked first in a number of internationally acknowledged ethical and sustainability research studies conducted by consumer associations and investors. In the Dow Jones Sustainability Indexes, Nokia ranked first in Global Communications Technology and European Technology.

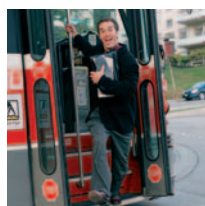
Towards the end of 2003, we took the decision, effective January 1, 2004, to reorganize the company structure. Although demanding from an issue and employee communications perspective, we believe that the new structure will offer even better prerequisites to integrate programs and to engage every employee in making sure all business is responsible business.

Stakeholder Cooperation

Understanding what different stakeholders expect from us as a company, is just as important as understanding customer needs for our products. Stakeholder engagement is the chance to listen to, and translate expectations into business value. It is an opportunity to discuss what responsibility lies with the different members of society.

By stakeholders, we mean individuals and groups of people that influence or are influenced by our company. These include, but are not limited to, consumers and network operators, business associates and suppliers, employees, shareholders and investors, academia, the media, non-governmental organizations (NGOs), consumer associations, governments and authorities.

Our aim is to make stakeholder dialogue part of everyday business, in order to have the best exchange of information and get the right information quickly to the people who can evaluate it and put it to good use. Throughout this report we identify some of the various stakeholders we consult in the daily operations of our business, not only relating to our corporate responsibility but the manner in which we report on our activities.





We can make a positive difference, and we intend to do so.

ECONOMIC

While many of us take mobile communications and rapid access to information for granted, large parts of the world remain 'disconnected.' This is not a new phenomenon, and nor are the economic or social inequalities that result. Nevertheless, there is no reason for us to accept the situation as inevitable or permanent, and our intention is to ensure that we do not miss the opportunity created by mobile communications to enrich people's lives. We can make a positive difference, and we intend to do so.

By introducing mobile communications to an increasingly broad cross-section of society, we hope to stimulate growth, improve social cohesion and create new opportunities for people. "Connecting People" remains our mission.

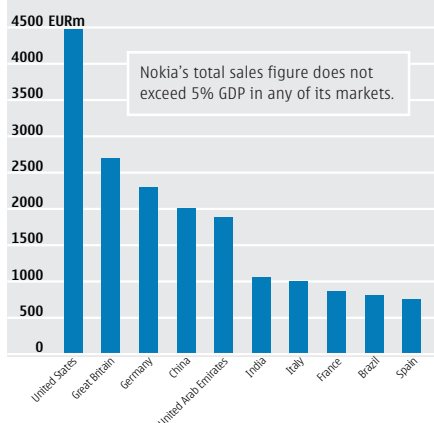
The financial community's perspective*

Several records were set in 2003, including record mobile handset volumes both for Nokia and the industry as a whole. In 2003, Nokia's net sales were EUR 29.5 billion, while the total mobile phone sales volumes achieved by the former Nokia Mobile Phones reached a level of 179.3 million units, representing growth of 18% compared with 2002. Based on an estimated global sell-through market for mobile phones of 471 million units, Nokia was the clear industry leader with a global market share slightly above 38% for 2003, compared with 38% for 2002.

Nokia Mobile Phones broadened and revitalized its product portfolio by launching 40 new products during 2003 with an emphasis on more advanced devices, CDMA technology, entry-level phones and market localization. In addition to focusing on innovation and design in the portfolio in 2003, Nokia also made good progress in improving the quality of its processes and products, leading to concrete results.

* The financial and market information contained in this section is publically available, in Nokia's Form 20-F report, and the Nokia results announcement press release of January 22, 2004.

Net sales, 10 major markets



The mobile infrastructure market contracted by just over 15% in euro terms during 2003, according to Nokia's preliminary estimates, and Nokia's infrastructure sales declined by 14% to EUR 5.6 billion. Despite the contracting market, Nokia Networks remained one of the industry leaders with a market share in network infrastructure across all mobile standards globally slightly above 15%.

During 2003, Nokia announced seven 3G network deals in Bahrain, Greece, Hong Kong, Singapore, Switzerland, the UK and France. Mobile operators began reconfirming their commitments to 3G

WCDMA in the second half of the year by renewing and continuing network agreements and by accelerating network rollouts. By the end of 2003, Nokia was a supplier to six of the world's 12 commercially launched 3G networks and was rolling out 3G WCDMA networks to 26 customers around the world. Nokia announced 18 GSM, GPRS or GSM/GPRS/EDGE deals covering all markets, in addition to four EDGE deals in Latin America and Asia-Pacific.

We aim to communicate openly with the financial community, arranging Investor Days and roadshows with our senior management. In 2003, Investor Days were held on two occasions, and together with the road shows, were accessible live via web cast. Communications with the private investor community on corporate responsibility issues increased, as did our cooperation with a range of investment and research agencies. We also continued voluntary application of the SEC (US Securities and Exchange Commission) Regulation FD (Fair Disclosure) in reporting all material information on the company, illustrating our commitment to transparency. A detailed view of our financial performance in 2003 is provided in our Form 20-F, which can be downloaded without cost at www.nokia.com.

Balance sheet structure

EURm	2003	2002
Liquid assets:		
Bank and cash	1 145	1 496
Current available for sales investments	10 151	7 855
Total	11 296	9 351
Liabilities:		
Non-interest bearing liabilities	8 117	8 309
Interest bearing liabilities	491	564
Total	8 608	8 873
Retained earnings	13 953	11 661

As a reflection on these efforts, Nokia was placed first in the Global Communications Technology and European Technology industry sectors in the Dow Jones' Sustainability Indexes and we were again listed in the FTSE4Good index. In August, 2003, Nokia was chosen as Best in Class in Store-brand Investment's environmental and social performance research, while, in an end-of-year study on the ethical performance of mobile handset manufacturers by International Consumer Research and Testing (ICRT), Nokia was ranked first.

In the reporting period 2003, Nokia had USD 2.9 billion of committed liquidity, providers of which are all credit-worthy global financial institutions.

Impact on the broader community

While the direct impact of mobile communications on individuals or economies is difficult to measure, we are carrying out studies on the effect of mobile telecommunications in growth markets, and also the effect of programs like *Bridgeit*. This will help us act in the most effective way for society as well as our business. As we look to the future, we will continue to work with governments, international and non-governmental organizations, investors, research organizations, communities and our own employees, as we seek to align our goals with those of our stakeholders.

We believe that the introduction of mobile communications can provide social benefits and an economic stimulus for communities. With mobile communications firmly established as part of everyday life in many parts of the world, we are seeking to bring the same benefits to people in regions where services are unaffordable or inaccessible. For example, in 2003, we introduced Nokia mobile entry products and solutions through launches in Russia and India. By doing so, we created a way for operators to offer affordable mobile services to a broader cross-section of society. We also sponsored the World Summit on the Information Society (WSIS) and continued to engage with governments to remove the regulatory barriers that stand in the way of greater access.

Nokia also plays a part in local economies beyond the presence of our products and services, through our community involvement, tax contribution, sourcing, and research activity. Corporate citizenship spending in 2003 was EUR 16.0 million, compared to EUR 15.1 million in 2002. This amount does not include:

- Investments in environmental and social programs other than those related to community involvement,
- Internal resources committed to co-developing global-level and local community programs, marketing sponsorships or volunteer hours contributed by Nokia employees in more than 28 countries, or
- Nokia's direct spending in Manaus, Brazil in Instituto Nokia de Tecnologia, INdT, totaling EUR 12.6 million.

Corporate taxes are paid in accordance with local legislation and practices in all countries where we do business. We also collect indirect taxes, such as sales tax and value-added tax in all countries where we operate. The total corporate tax paid globally in 2003 was EUR 1 440 million, compared to EUR 1 947 million in 2002. Our sourcing is evenly spread across the Americas, Europe and Africa, and the Asia-Pacific regions with total purchases of all goods, materials and services amounted to EUR 20.0 billion in 2003, compared to EUR 20.2 billion in 2002.*

* In no country does Nokia's total purchasing represent more than 5% of GDP.

Our research and development network and cooperation calls on contributions from Nokia employees around the world. This also supports local communities in the establishment and maintenance of high-tech hubs. At year-end, Nokia had 19,849 R&D employees, representing approximately 39% of Nokia's total personnel. Nokia has R&D centers in 11 countries, with research and development expenses in 2003 totaling EUR 3 760 million (EUR 3 052 million in 2002).

The following table addresses the GRI monetary flow indicator, EC5:

Total payroll and benefits 12/2003				
Region	Total no of employees	Employees in production	Total payroll and benefits 2003 EURm	Total payroll and benefits 2002 EURm
Americas	10 075	3 987	623	
Europe and Africa	33 852	10 356	1 664	
Asia-Pacific	7 432	4 546	214	
Total	51 359	18 889	2 501	3 140

Discrepancies by region are the result of factors such as base salary and pension level differences depending on the type of employment and jurisdiction. However, in the context of payroll and benefits, it is noteworthy that Nokia's salary structures are comparable or better than the average remuneration in all those markets where we operate.

All Nokia employees also have the opportunity to participate in various Nokia's incentive schemes which are standardized and implemented globally, regardless of geographic location.

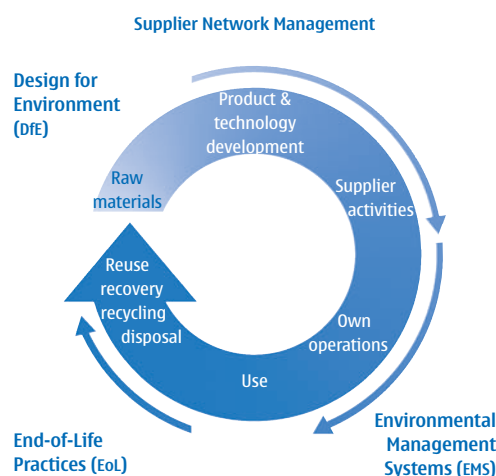


Environmental issues are systematically woven into Nokia's activities covering the entire product life cycle.

THE ENVIRONMENT

Overview

We are committed to the pursuit of environmentally sustainable development. Our approach to environmental issues is based on life cycle thinking and the principles of eco-efficiency (as defined by the World Business Council for Sustainable Development), covering the environmental impact of our products. The life cycle of products begins with the extraction of raw materials and ends with recycling, waste treatment and the reintroduction of materials into the economic system. Our activities focus on the design, assembly and marketing of products and account for only a small part of their total life cycle environmental impact.



Environmental considerations are systematically woven into Nokia's activities through four programs that cover the entire product life cycle. Design for Environment aims to ensure that new products contain no restricted materials, reduce energy consumption and optimize recyclability. Supplier Network Management oversees the environmental impact of suppliers. Environmental Management Systems control the environmental impact of Nokia's own operations, while the End-of-Life Practices program focuses on take-back systems as well as the safe recycling of

products. This enables the recovery of materials and energy contained within them.

Sound environmental principles make business sense by reducing risk, aiding legal compliance, and increasing cooperation with stakeholders. Nokia's basic principle is that environmental matters are integrated into our normal daily business.

Nokia publishes a separate environmental report in addition to the online corporate responsibility report, and was most recently published for the year 2002. This report, along with additional environmental information can be downloaded at www.nokia.com in our Environmental pages under "About Nokia."

Environmental data in relation to net sales			
	2003	2002	2001
Net sales (EURm)	29 500	30 016	31 191
Energy consumption (GJ/EURm)	87	83	80
Direct CO² emission (tons/EURm)	0.46	0.39	0.31
Water consumption (m³/EURm)	36	39	37
Waste (tons/EURm)	0.87	0.82	0.84
Use of ODS (ODP/EURm)	0.002	0.002	0.001

Data collected from sites primarily over 10 000m²

Out-of-trend changes are due to changes in measuring methods and the improvement in the quality of the data. The collection system and metrics are under further development. Environmentally relevant analyses of data are being developed at many Nokia sites, including analysis and monitoring of the recycling rate of waste produced in operations.

Shared interests

At Nokia, the environment is everybody's responsibility and an integral part of our daily business. Our environmental organization includes two Nokia-wide bodies: the Nokia Environmental Steering Group and Nokia Environmental Management Team, which comprises representatives from the Nokia Business Groups. Environmental issues are being integrated in our management development programs to ensure that personnel at all levels of the organization receive up-to-date environmental information relevant to their daily tasks. Environmental training for other employee groups is also organized on request.

In 2003, several initiatives were carried out internally. Mobile information sharing was piloted in connection with virtual environmental training sessions; and we also launched an online environmental training module for employees, which has been promoted widely within the organization.

Internal learning and information sharing are also facilitated through other channels. Nokia employees worldwide have access to regularly updated environmental intranet sites and a database of environmental information. Further, the Nokia Environmental Forum is organized two to four times per year, to provide a one-day information sharing and discussion event for all employees interested in environmental issues. These activities have led to increasing awareness among our employees.

Externally, the nature of our stakeholder cooperation on environmental affairs varies from long-term vision setting, to consultancy on regulatory change. Surveys and focus groups are arranged to assess the awareness and commitment of our personnel on environmental, as well as business and social issues. For visitors to www.nokia.com, Nokia provides an environmental online inquiry channel called, "Ask us."

Nokia continues to seek dialogue and cooperation with non-governmental organizations on specific environmental issues. Nokia and the World Wide Fund for Nature (WWF) signed a global agreement in 2003 to launch a series of discussions on environmental issues, and develop a learning initiative for Nokia employees around the world. Nokia and the WWF will cooperate to conduct training, workshops and volunteering activities on environmental issues for Nokia employees, and facilitate dialogue on environmental issues with external stakeholders.

Through cooperation with governments and inter-governmental organizations such as the United Nations, European Community, and the International Chamber of Commerce we help to frame long-term visions for environmental issues. The organizations and fora that we work through include:

- The United Nations Global Compact,
- United Nations ICT Taskforce and World Council for Sustainable Development,
- European Information & Communications Technology Industry Association (EICTA),
- Cellular Telecommunications Industry Association (CTIA),
- Electronics Industry Alliance (EIA),
- American Engineering Association (AEA),
- National Electronics Product Stewardship Initiative (NEPSI),
- Sustainable Partnership on the Environmentally Sound Management of End-of-Life Mobile Phones, and
- The initiative of the State Environmental Protection Administration of China on 'Making the Mobile Phone "Green" for Environmental Protection'.



Sound environmental principles make business sense.

ENVIRONMENTAL PROGRAMS

Design for Environment (DfE)

Design for Environment (DfE) is based on understanding the life cycle of a product from the extraction of materials to its disposal at the end of its life. The overall aim of DfE is to make the product more environmentally efficient. Nokia's overall DfE priorities are:

- The energy efficiency of the product
- The quantity and type of materials used in the product
- Designing the product for efficient use, re-use and recycling

Different product life cycle profiles present different DfE challenges. The product creation process and product life of mobile phones are both short, while the production creation process and product life of network equipment is substantially longer. In addition, service and maintenance, including the replacement of components, play a much more prominent role in network equipment than mobile phones.

The material content of electronic equipment is an issue that we manage mainly through sound supplier network management. The Nokia Substance List and the material database that is being compiled are indicative of our determination to ascertain the material content of the parts and components in our products. DfE leads to environmentally efficient disassembly and recycling at the end of a product's life.

The Nokia Substance List is a tool for supply-chain management and design for environment. Based on regulatory requirements and other considerations, the list identifies substances that Nokia has banned, restricted or targeted for reduction, and is divided into two sections, Restricted Substances and Monitored Substances. The list is under continuous development, and in 2003 a new version of the Nokia Substance List was released.

For consumers interested in the environmental characteristics of mobile phones, an Eco Declaration accompanies our products providing basic information on the environmental attributes of the product including energy consumption, material use, packaging and disassembly and recycling.

Mobile phone industry studies show that charger energy use is the most significant use-phase energy issue. Nokia remains committed to reducing charger energy consumption and has signed the EC voluntary Code of Conduct on Efficiency of External Power Supplies.

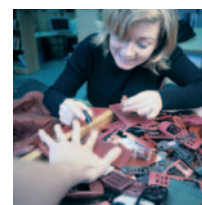
Suppliers

A large part of the environmental impact of Nokia products arises from the activities of our suppliers, which places great importance on sound supply-chain management. Through communication, training, and our supplier assessment process, we aim to achieve continuity, material coverage, and high environmental standards in our Supplier Network Management.

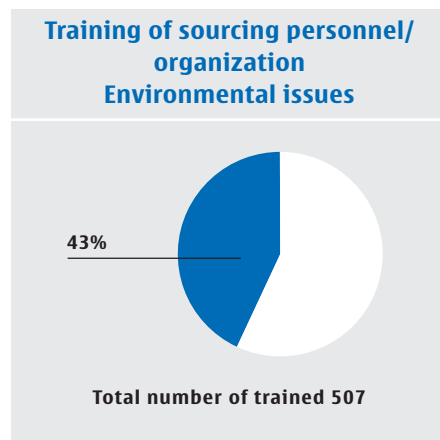
The global Nokia Supplier Requirements establish our expectations regarding the activities and conduct of suppliers, and these include requirements related to environmental management. The environmental activities and capabilities of suppliers are assessed as part of our supplier selection process.

In 2003, we maintained our program of continuous communication and assessment relating to the Nokia Supplier Requirements. We communicated frequently with suppliers on issues such as material restrictions, data collection obligations and the Nokia Supplier Requirements, including environmental policy, EMS, Design for Environment, raw material content, legal compliance, programs improving environmental performances and sub-suppliers' environmental performance.

To increase the understanding of our expectations and thus the level of compliance, supplier audits are conducted as part of the ongoing sourcing process. We also carry out specific environmental audits focusing on suppliers that represent a greater environmental risk. The basic principle is that a supplier must reach the standards set in the Nokia Supplier Requirements through its own efforts. However, Nokia does provide training and advice if required.



In 2003, Nokia Supplier Days were held for both our networks business, and our mobile phone and device businesses. These events bring top management from Nokia and our suppliers together to review upcoming strategies and topical issues. In 2003, environmental and ethical issues were prominent among the topics discussed.



In the area of materials, dialog is on-going with our suppliers to facilitate the delivery of RoHS compliant components in accordance with our EC RoHS Directive schedule and the Nokia Substance List. This will also be aided by our ongoing sponsorship of the industry's RosettaNet initiative, to develop e-business tools for the exchange of product information between producers and suppliers. This information will be integrated into exchange of business-related product information, such as responses to orders.

One current issue in the area of corporate responsibility relates to the mining of tantalum. Nokia does not buy tantalum or other raw materials but processed components and assemblies from suppliers around the world. Nokia does not use any endangered species for any business purpose and furthermore requests that its suppliers avoid raw material procurement from an origin where there are clear human or animal rights abuse, or the method of procurement or distribution is illegal. Nokia has sent a notification of the Congo situation to its suppliers using tantalum asking them to follow the situation, and to avoid purchasing tantalum from Congo. Nokia is also reducing the use of tantalum in its products.

Environmental Management Systems (EMS)

Nokia uses certified Environmental Management Systems (EMS) as a management method for controlling and improving the stages of the product life cycle covered by its own operations. The main goals in EMS are reducing energy consumption and waste, which are supported by employee training in these areas.

All Nokia production sites are ISO 14001 certified and internally verified and EMS is currently being implemented on our larger office and R&D sites. EMS is expected to bring environmental improvements and cost savings, as a result of target setting and continuous improvement in our operations. The results of our environmental activities are reviewed on a regular basis; plans are updated and new goals set.

In terms of floor space, offices and R&D facilities account for a larger share of our real estate than the production facilities. Consequently, we have continued to extend the EMS approach to these premises in 2003, and these systems will be internally verified.

In order to raise environmental awareness, campaigns focusing on recycling, lighting, PCs and printing were organized in 2003, and this campaign will continue in 2004. Further environmental awareness campaigns were carried out in 2003 to help raise the level of understanding throughout the company.

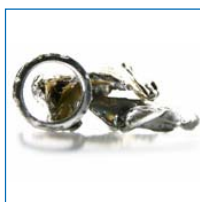
End-of-Life Practices

End-of-life Practices (EoL) are aimed at the collection of equipment at the end of its service life. It addresses the recovery of material and energy content, and aims to ensure the safe treatment of substances that may cause harm to people or the environment if they are not disposed of properly. The focus areas of our EoL development work are:

- An efficient take back system for Nokia products
- The monitoring and development of recycling processes in cooperation with recyclers

Mobile phone users are encouraged to return used devices to take back points, and our Internet site provides information on the nearest Nokia mobile phone and accessories collection point. Various national and local arrangements also exist, complying with national or local recycling systems. In China, Asia-Pacific and the USA, Nokia has embraced voluntary initiatives to expand take-back schemes, while in Europe, we have continued to make product take-back available.

Our mobile infrastructure Take-Back Service has been created to provide operator customers with a service that includes the removal of end-of-life products from the customers' network in an environmentally responsible way.



Mobile Communications and Health

At Nokia we are sensitive to concerns about mobile communications safety issues, and have committed resources not only to sponsor ongoing research programs, but also to provide customers with good quality information on the subject.

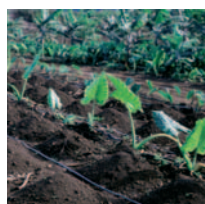
The possible effects of radio waves on people have been studied for more than 40 years, and remain an area of strong interest for our stakeholders. A great deal of research has been completed, and government agencies, international health organizations and other scientific bodies regularly review the findings. A substantial amount of scientific research conducted by various independent research bodies by the end of 2003 has indicated that radio signals operated at levels within the limits prescribed by public health authority safety standards and recommendations, present no adverse effects. All Nokia products are designed to comply with such standards and guidelines.

Some scientific reviews have called for further research to be conducted and we believe that furthering scientific understanding is important in developing sound fact based policy for the use of radio technologies. Together with other industry players and government authorities, Nokia is responding to the World Health Organization's EMF Research Agenda by sponsoring relevant research programs globally.

Research and review

Most of our actions on the topic of electromagnetic fields (EMF) are coordinated through the Mobile Manufacturers Forum (MMF), of which Nokia is a founding member and through which external, independent research is sponsored and co-coordinated globally. Research progressed during 2003, along with other work to address regulatory questions. Nokia provides financial support to the MMF, and Nokia employees have contributed through their participation on the MMF board, the infrastructure working group and the research working group.

As a representative trade body the MMF has a dialog with many stakeholders such as the European Commission and other governments with an active interest in the area, as well as the World Health Organization (WHO), the operators' association (GSM Association), and other trade associations. Positive cooperation in this area is illustrated by the growing harmonization of EMF limits, in accordance with the WHO-endorsed guidelines of the International Commission on Non-Ionizing Radiation Protection (ICNIRP).



During 2003, we continued to increase the internal level of understanding relating to electromagnetic fields (EMF). Our actions included information sessions for personnel in approximately 20 countries, an EMF communication day in Finland and the creation of an e-learning course for both our employees and operator customers. The Nokia Research Center continued to conduct a program to review and sponsor scientific research on EMF. We also continue to publish Specific Absorption Rate (SAR) information for its handsets, along with other EMF related information for customers, employees and the broader community.

In the area of EMF, there is a sustained, high level of ownership and participation from our senior management. The Nokia EMF team consists of Nokia senior management and personnel from our business groups, legal, communications and technology platform. The EMF Board is the main forum for discussion and decision-making.

The challenges of EMF

Research to date consistently supports the scientific conclusion that, radio signals operated at levels below the limits prescribed by standards and recommendations around the world, present no adverse effects. According to ICNIRP: "There is no substantive evidence that adverse health effects, including cancer, can occur in people exposed to levels at or below the ICNIRP limits."

The main challenge therefore, arises from public speculation about possible health risks posed by electromagnetic fields (EMF). To address this, we design our products to meet all relevant safety standards and recommendations globally, sponsor independent research through the Mobile Manufacturers Forum (MMF), and communicate the latest scientific information as it becomes available. Each year, we disclose business risks in our Form 20-F Annual Report for the Securities and Exchange Commission in the United States, including the challenges related to EMF.

Looking to the future

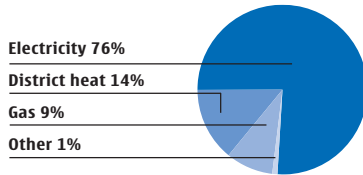
Through our sponsorship of further research (primarily through the MMF), Nokia is working to address the recommendations of the World Health Organization EMF Project. Several multi-million Euro programs will continue in association with government agencies during 2004. We anticipate further results to become available during 2004.

Harmonized and consistent regulatory standards and limits remain a goal, and it is important for these to be based on sound science. We will also aim to continue to provide informed choice for our customers, by supplying up-to-date and accurate information as it comes to hand.

As always, Nokia products continue to be designed and tested to demonstrate compliance with relevant safety standards and guidelines globally. We also inform our network operator customers about safe use of our products, and encourage the implementation of best practices.

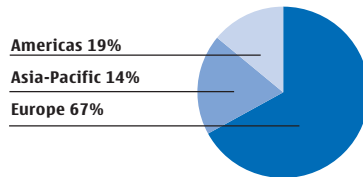
ENVIRONMENTAL STATISTICS

Energy consumption by energy type 2003

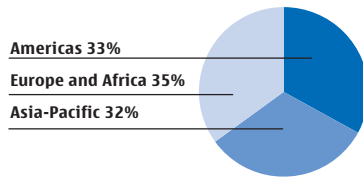


Total energy consumption 713 GWh

Regional energy consumption 2003



Regional water consumption 2003



Total water consumption 1 050 499 m³

	2003	2003	2002	2002
	GWh	GJ	GWh	GJ
Energy consumption				
Electricity, total	540	1 944 000	528	1 901 516
Americas	116	417 600	106	382 230
Asia-Pacific	85	306 000	88	316 328
Europe and Africa	339	1 220 400	334	1 202 958
District heat, total	102	367 200	104	376 189
Americas	0	0	0	0
Asia-Pacific	0	0	0	0
Europe and Africa	102	367 200	104	376 189
Gas, total	67	241 200	57	206 215
Americas	17	61 200	5	18 515
Asia-Pacific	14	50 400	18	65 318
Europe and Africa	36	129 600	34	122 382
Oil, total	1	3 600	0	792
Americas	0.9	3 240	0	320
Asia-Pacific	0.1	360	0	472
Europe and Africa	0	0	0	0
Energy, total¹	713	2 566 800	690	2 484 713
Americas	134	482 400	111	401 065
Asia-Pacific	99	356 400	106	382 118
Europe and Africa	480	1 728 000	473	1 701 529
Direct CO₂ emissions	tn CO₂		tnCO₂	
CO₂, total	13 600		11 600	
Americas	3 700		1 100	
Asia-Pacific	2 800		3 700	
Europe and Africa	7 100		6 800	
Indirect CO₂ emissions	tn CO₂			
CO₂, total	168 285			
Americas	44 266			
Asia-Pacific	11 001			
Europe and Africa	113 018			
Water	m³		m³	
Water, total	1 050 449		1 163 000	
Americas	347 593		388 000	
Asia-Pacific	335 838		427 000	
Europe and Africa	367 018		348 000	
Discharges to water²	tn/year		tn/year	
BOD5	306		316	
TSS	404		418	
N	49		51	
P	12		13	
Waste	tn		tn	
Solid waste, total³	25 600		24 600	
Americas	7 860		6 900	
Asia-Pacific	2 900		3 200	
Europe and Africa	14 840		14 500	
Recovery rate	78%		76%	
Use of ODS	ODP, kg		ODP, kg	
Total	54		59	

Data collection covers Nokia's production sites and large offices.

Nokia does not use ODS in its products or production. The reported ODS figures are due to ODS contained in cooling systems in facilities. Out-of-trend changes are due to changes in measuring methods and the resulting improvement in the quality of the data. The collection system and metrics are under further development.

Environmentally relevant analyses of data are being developed at many Nokia sites, including analysis and monitoring of the recycling rate of waste produced in our own operations.

¹ Global total energy consumption increased due to inclusion of new sites in the survey and improved data collection accuracy.

² The water in Nokia is used mainly for sanitary and catering purposes. The waste water is handled in municipal sewage systems.

³ Total waste has increased slightly from the previous year, mainly as data collection scope and accuracy have improved and production volumes have increased. Nokia has been able to increase waste utilization.



We aim to be a positive influence on society.

SOCIAL

Overview

As market leader and a leading world brand, our impact on society comes with responsibilities that go beyond providing useful, safe and quality products. For instance, we need to consider how to help bridge the digital divide, how working conditions are made safe within our company and our supply chain, and how we can make mobile communication universal while respecting local economies and cultures.

We commenced several initiatives in 2003 to maintain and improve a diverse and inclusive workplace, including progress in the monitoring of our company culture, training in diversity, and information sharing through focus groups and discussions. Equal opportunity, unfair treatment and grievance processes were drafted or updated in 2003 and our Nokia offices are working to implement these processes locally.

During 2003, developments in our community involvement included the expansion of our, "Make a Connection," program, the Philippines pilot of the innovative BRIDGEit program, and the growth of our global employee volunteering initiative, "Nokia Helping Hands." The Center for Corporate Citizenship at Boston College, one of the leading academic institutions in this field, benchmarked Nokia's community involvement against 14 leading global companies in different industries. Nokia was ranked among the top performers with a, "first-rate community involvement strategy and program."

In supply chain management, we continued to engage with suppliers and customers. At the same time, in-depth labor conditions assessments helped to define and improve our global assessment methods for the future.

Employee Well-Being

Our aim is to create an environment in which employees can fulfill their potential, starting with our core values: respect, renewal, achievement and customer satisfaction. These shared values provide a foundation for our programs, by providing a common reference point as they are introduced to different cultures and different countries.

10 major countries by personnel 12/2003

Country:	Number of employees	Fixed term	Permanent	Full time	Part time
Finland	22 274	689	21 459	21 725	423
USA	6 636	37	6 581	6 613	5
China*	4 595	4 123	424	4 547	
Germany	3 486	92	3 394	3 453	33
Hungary	2 571	298	2 273	2 569	2
United Kingdom	1 947	27	1 920	1 907	40
Brazil	1 497	38	1 459	1 497	
Mexico	1 290	205	1 084	1 289	
Denmark	1 270	9	1 261	1 253	17
South Korea	743	1	742	743	

* Employee contracts in China are typically fixed term even though the nature of the employment is permanent. Nokia Number of employees does not include contract workers.

Personnel by region 12/2003

Region:	Number of employees	Fixed term	Permanent	Full time	Part time
Europe and Africa	33 852	1 208	32 644	33 288	564
Americas	10 075	351	9 724	10 070	5
Asia-Pacific	7 432	4 347	3 085	7 430	2
Total	51 359	5 906	45 453	50 788	571

There are several specific areas that contribute to employee well-being including diversity, equal opportunity, occupational health and safety (OHS), work-life balance, and the potential for professional and personal growth. The future success of our business compels us to address these areas and several members of Nokia's Group Executive Board and HR Board take individual responsibility for the execution of our key people management strategies.

Key People Management Strategies 2003–2008:

- Ensure that Nokia is a great place to work for a truly global workforce.
- Drive competence renewal to enable business success.
- Ensure focused people practices for fast growing and emerging markets.
- Drive people practices that enable optimal paradox management.

Citizenship cluster 12/2003

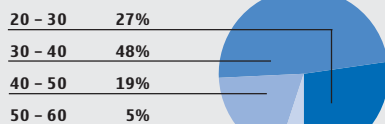
Citizenship	Number of employees	Percentage
Africa	106	0.21
Asia	8250	16.13
Europe	11989	23.44
Finland	21726	42.47
Latin America	2921	5.71
Middle East	88	0.17
North America	5169	10.11
Undisclosed	902	1.76

Encouraging diversity in the workforce

A diverse and inclusive workplace is an important aspect of employment at Nokia, and we commenced several initiatives in 2003 to maintain and improve it. For example, a measurement system was developed to monitor the progress made in improving the company culture. It comprises qualitative measures, such as items in our internal, “Listening to You” opinion survey, and quantitative measures including employee demographics.

The importance of diversity was communicated through focus groups, discussions, and the introduction of a diversity, “Edugame.” This is an online training course in which participants manage a “virtual team” and learn about the business benefits of diversity. In 2004, we aim to extend the scope of the Nokia diversity program with the creation of diversity plans in our business and horizontal groups. The aim of this process is to bring the implementation of our diversity program closer to the employees, and ensure that relevant objectives are set.

The average age of Nokia employees is 35.4 years as at Q4/2003



Personnel by gender 12/2003

	Female	Male
Number of personnel	16 512	34 639
All	32%	68%
Senior management	10%	90%
Americas	36%	64%
Asia-Pacific	39%	61%
Europe and Africa	30%	70%
Finland	29%	71%

Nokia is committed to equality of opportunity in all its employment practices, policies and procedures. Once job requirements have been fulfilled, no employee or potential employee will receive less favorable treatment due to their race, creed, color, nationality, ethnic origin, age, religion, gender, gender reassignment, sexual orientation, marital status, connections with a national minority, disability, membership or non-membership of a trade union. All Nokia locations are required to enact appropriate local policies on equal opportunity and

harassment (including description of harassment, grievance procedure and potential consequences), which enforce this principle within the framework of local legislation and custom.

We drafted more detailed policies related to equal opportunity in 2003, along with definitions and processes related to unfair treatment and employee grievances. Our offices in each country are now working to implement these processes locally. There are over 120 nationalities represented in the Nokia workforce (Q4/2003) and approximately forty-two percent (42%) of Nokia employees are Finnish while approximately sixty-three percent (63%) of Nokia senior management or executives are Finnish nationality (Q4/2003) *

Following a recent benchmarking study in OHS, several actions will be implemented globally over a three-year timeframe. These include:

- The introduction of a standardized, global policy to replace varying regional policies.
- Internal OHS assessments at each site within the scope of the project.
- The use of a common set of definitions to improve the gathering and reporting of injury and illness data.
- Improved access to information such as stress in the workplace, nutrition and physical fitness.

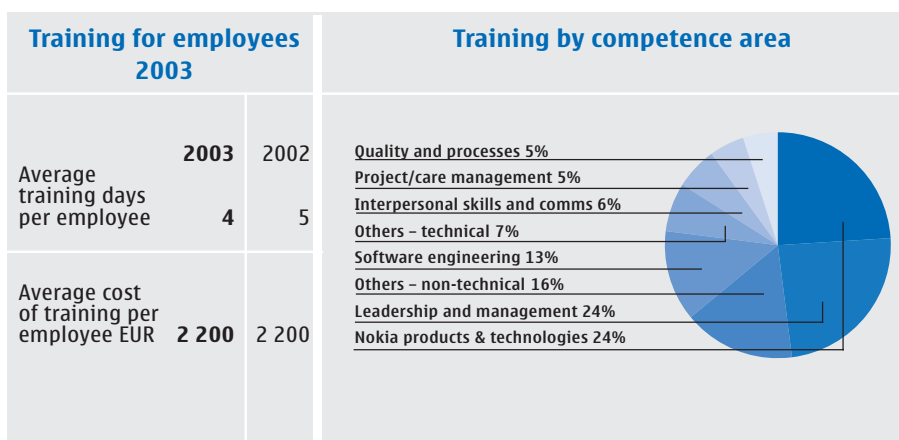
* Senior Managers are all managers in positions including and requiring senior management responsibilities e.g. executives, upper and middle level line managers, functional management, large project leaders, very senior specialists etc.

Seeing the bigger picture

As collaboration, outsourcing, subcontracting and joint ventures become increasingly common, the definition of “employee” becomes quite fluid. It is essential for us to ensure that the companies we work with share our commitment to employee well-being, and support our core values and the Nokia Way. This ties in with our goals for 2004, which extend not only to the assessment of labor conditions at all Nokia factories, but also audits on the labor conditions of our supplier companies. These assessments support the collection of group-wide data and act as a catalyst for ongoing improvement as they report on practices in the context of ethics, law, human rights and workplace practices.

Room for growth and room to breathe

It is essential for our business to invest in the systematic assessment and development of leaders. We aim to identify leaders at an early stage, and accelerate their personal development to meet the needs of our business strategy and organizational development. Furthermore, we seek to build our employees’ sense of self-reliance in career-related issues. Opportunities arise through job rotation, special projects, on-the-job and in-class training, and e-learning options. To measure success, we create mutually agreed personal-development plans for each employee twice per year, and review the completion of these plans.



The average figure of four days of training per employee includes instructor-led, virtual classroom and e-learning statistics, as well as external training. The figure does not include business-unit-specific coaching/mentoring, self-study and on-the-job training.

However, an unhealthily narrow focus is not in the interests of our employees, their colleagues, or any business that relies on the sustained contribution of its personnel. In a challenging business environment, we understand the need to balance employee well-being with the desire to reach new markets and boost our economic performance. Recognizing this fact, an employee well-being program called, “LiveLife,” has been underway in Nokia offices throughout Asia, and we intend to expand this program in 2004. The program aims to assist employees’ work/life balance by offering products and services to enhance their daily lives and work satisfaction, and the Nokia HR Management Team is encouraging Nokia offices around the world to embrace it as a key tool to ensure that Nokia remains an employer of choice. That is, we see it as a way to attract, retain and motivate our employees.

Company-wide commitment to employee well-being

The commitment of Nokia's senior management to employee well-being is best illustrated by their involvement in HR-related decision-making and personal sponsorship of HR strategies. Details of the Nokia HR management teams and their roles are provided in the online version of the Nokia Corporate Responsibility report.

Taking the pulse of Nokia

We have an annual opinion survey called, "Listening to You," which we use to obtain and measure the opinions of our personnel. The response rate has exceeded 80% in recent years and provides an accurate indication of the prevailing mood in the workplace. It also gives a solid foundation for action planning. The data obtained in the Listening to You survey is analysed and benchmarked by ISR, an external company specializing in global opinion surveys.

To further stay in touch with the views of employees, we arrange issue-specific surveys and internal focus groups. These cover topics such as diversity, performance management systems and corporate social responsibility. Our intranet website called, "Ask HR," provides an additional channel for feedback, enabling personnel to ask questions relating to employment or HR issues. Questions can be posted anonymously, Nokia HR professionals provide answers, and with over 7 000 visitors per day, this has proven to be a successful initiative. The most frequently discussed topics include personal development and career opportunities, compensation and benefits, comparative local and global practices, and internal services.

Nokia has a company-wide performance management system called "Investing In People" (IIP). This system is closely aligned with company strategy and involves biannual discussions between employees and their managers. By encouraging employees to contribute to the planning and review of their IIP discussions, we try to clarify expectations relating to performance, the link between individual achievements and the Nokia strategy, and the basis for reward.



We try to meet expectations and learn from others

Nokia has strong relationships with a number of universities and research institutions. We support doctoral and thesis research around the world, and ongoing competence transfer between our researchers and their peers in the education sector. For example, we supported a study on the career growth of women in Nokia carried out by Rutgers University, NJ, USA. The study results are expected to be available as an aid to our internal action planning in the first half of 2004. We are also cooperating with Cambridge University researchers to develop tools for enhanced cross-cultural communication. External experts are used to design learning solutions such as leadership training and other people management issues.

We talk with local employee unions and work councils, and aim to ensure that we adhere to the local employment law in every country. Our labor relations include the Euroforum discussions, in which we meet union and employee representatives from across Europe, and in China, Nokia has established Staff Clubs to encourage discussion on employment related issues. Nokia is also a founding member of the DFW Native American Chamber of Commerce, and a corporate supporter of the Women's Business Council - Southwest.

12mo voluntary attrition		
Region	2003	2002
Americas	3.84%	
Asia-Pacific	7.37%	
Europe and Africa	8.31%	
Finland	2.82%	
Total	4.64%	3.5%

In the event of redundancies, Nokia attempts to ensure the continued well-being and rights of individual employees through open communications, resource reallocation and consultancy in finding re-employment, in accordance with our values, local custom and legislation. We have a guideline in place for restructuring including change management, reorganization and communications. We also have an End of Employment Guide for managers covering both voluntary and involuntary (Termination of Employment) processes.

Nokia Headcount does not include contract workers.

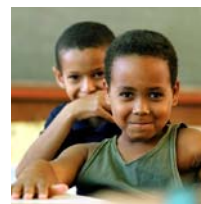
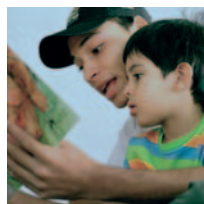
Community Involvement

Community Involvement is part of the company's overall corporate social responsibility, business strategy, and everyday operations. Through these activities, we aim to make a measurable, positive difference in the lives of individuals and communities.

We invest in focused programs featuring cooperation between private enterprise, public and non-government organizations, and strong local participation. Our actions are directed towards youth and education, and we aim for long-term, rather than temporary impact. Nokia's top management is fully committed to community involvement and engaged in the definition of program goals and policy, choice of countries, and program launches.

Our goals include greatly improved life skills of young people, such as self-confidence, creativity, teamwork, decision-making, conflict resolution, and citizenship. We also believe that, if we encourage personal growth through education and the development of life skills, we will achieve more than by randomly writing checks, donating cash or equipment. Our investment also goes beyond money to continuous management involvement, contribution of business expertise, and employee volunteering.

Stakeholder dialogue extends from government departments, NGOs and intergovernmental organizations such as the United Nations, to local communities, academic institutions and our own employees. The tri-sector cooperation featured in the Bridge*it* program is particularly promising, bringing together governments, non-governmental and business interests for societal benefit. We maintain our connections with interested parties through many means, including participation in international conferences through speaking engagements and in panel discussions. We also seek stakeholder feedback regularly through qualitative research.



In 2003, our global Community Involvement programs grew considerably. Taking each of the programs in turn:

Make a Connection

The Make a Connection program was extended from 12 to 16 countries in 2003, and more than 100,000 young people have so far participated in the program. According to International Youth Foundation (IYF) estimates, over 1.3 million friends, family and community members have benefited from the Make a Connection programs. One of the aims of Make a Connection is to improve the 'life skills' of participants, including leadership, cooperation, conflict prevention and resolution, creative and critical thinking, decision-making and self-confidence. Success is measured globally through assessments carried out by the International Youth Foundation (IYF), and their local partner organizations. IYF has also carried out indepth qualitative studies in four Make a Connection countries: Mexico, Brazil, Poland and the UK. On a global level, 84% of the program participants improved their life skills.

In 2004, we aim to secure the sustainability of Make a Connection by continuing to fund the programs with proven results, and inviting other organizations to expand the reach of the programs with us.

Bridge*it*

In the Philippines, we launched a pilot project called "Bridge*it*," which is a tri-sector initiative to deliver digital education materials to schools in developing countries using mobile technology. Bringing together Nokia, the International Youth Foundation, Pearson, and the United Nations Development Programme (UNDP), the pilot project was implemented in 40 schools (80 classrooms) from Manila to Mindanao, greatly improving learning opportunities for more than 13,000 primary school children.

Implementation is continuing with the cooperation of local organizations. We plan to increase the coverage of the Bridge*it* program in the Philippines and introduce it to at least one other country during 2004. The participating organizations have committed to double the number of schools involved in the program from 40 to 80 during the 2004/5 school year.

It is important that the technology is easy to use and that the academic achievement of the students improves. The interim report has shown that the teachers find the system easy to use, and we anticipate results on academic performance to be available from the University of Philippines (National Institute for Science and Mathematics Education Development) in the second quarter of 2004.

Since the value of the Bridge*it* initiative depends largely on the ease with which local organizations can replicate it elsewhere, we hope to prove that this can be achieved through process documentation created by the UNDP.



Nokia Helping Hands

Nokia Helping Hands is our global employee volunteer initiative, through which thousands of employees contribute their time and effort to worthy causes in their local communities. In 2003, we saw this program extend its coverage to 28 countries, up from 23 countries in 2002. During the year, we also made significant contributions to educational institutions, charities and hospitals in many countries around the world. We hope to see our employee volunteer initiative, "Nokia Helping Hands," active in over 30 countries in the near future.

Community involvement per program			
	Number of countries	Beneficiaries up-to-date	Volunteer hours
Bridgeit Philippines	1	13 000	
Make a Connection UK Brazil Other	16 14	100 000 48 000 18 000 34 000	
Nokia Helping Hands Finland USA Brazil Other	28		10 500 2 432 2 053 1 440 4 575
Nokia Education Foundation Brazil	1	480	

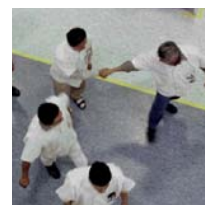
Supply Chain

Products and services sold under the Nokia brand require sourcing practices that uphold internationally accepted standards and legal compliance on human rights and workplace practices throughout the value chain. It is important for our suppliers to have a thorough understanding of our ethical and environmental expectations as well as those of our other stakeholders. To that end, we provide information through regular supplier communications, and follow up with assessments so that our words are translated into actions.

Through this dialogue with our suppliers, we address environmental and social issues on a regular basis. Nokia maintains very close relationships with its key suppliers, exchanging information continuously and seeking more formal feedback from time to time. As an example, Nokia Supplier Days are held for both our networks business, and our mobile phone and device businesses. These events bring top management from our suppliers and Nokia together, to review upcoming strategies and topical issues. We also discuss with customers and organizations regarding the issue of ethical sourcing throughout the supply chain. Customer satisfaction surveys, supplier surveys and formal discussions provide us with further information.

Our global Nokia Supplier Requirements include ethical considerations for labor conditions, and our selection process includes an assessment of suppliers' compliance with these requirements. We aim to ensure that our suppliers comply with the Nokia Supplier Requirements, by including obligations in supplier contracts, providing training, communicating stakeholders' expectations, and by conducting on-site assessments as part of the normal course of business.

Our suppliers are expected to meet the Nokia Supplier Requirements through their own efforts, but we provide support if required. In 2003, the ethical elements of the Nokia Supplier Requirements were published on Nokia's Internet web pages for the first time. We also piloted in-depth assessments at supplier sites in China specifically relating to labor conditions, and used the results to help define and improve our global assessment methods for the future. We aim to conduct further in-depth labor condition assessments in 2004.



Every link in the chain matters

We aim to deal with companies that fulfill the same standards that we set ourselves, but it can be challenging to balance sensitivity to local customs with the values of our company and accepted international norms. We address this by incorporating environmental and social obligations in our contracts, and by monitoring performance on a continual basis.

Importantly, Nokia's supply chain extends beyond the companies that contract with us to their suppliers as well. It is important for us to seek high environmental and social performance from them, and to act as a positive influence on the whole supply chain. To help achieve this, Nokia expects suppliers to comply with the Nokia Supplier Requirements, seek compliance from sub-suppliers, and implement effective monitoring practices.



Internally, training remains an important aspect of our supplier network management. We have conducted extensive training across our purchasing and sourcing organizations in previous years, and this continued in 2003. During 2002 and 2003, 522 persons received training in issues relating to supply chain ethics. Of the personnel working closely with suppliers, 44% have received this training. By the end of 2004, our aim is to have 100% of our sourcing personnel trained in this area.

Nokia Code of Conduct

Nokia has always recognized that its own long-term interests and those of its various stakeholders * depend on compliance with the highest standards of ethical conduct and applicable law. The code of conduct has been approved by Nokia's Group Executive Board and is introduced and reinforced to Nokia employees through induction, training and internal communications. It is reflected in the Nokia Values and Nokia Way of working, and every Nokia employee is expected to conduct himself or herself, and his or her business, in line with this code without exception. Stricter guidelines or more detailed instructions may be appropriate for certain regions or countries, but they should not contradict this Code. Nokia periodically reviews this code of conduct and is committed to making changes in its content and implementation when changes or further clarification so demand.

Ethics and Law

Nokia is strongly committed to the highest standards of ethical conduct, and full compliance with all applicable national and international laws. This includes, for example, those relating to antitrust and promoting fair competition, corporate governance, preventing bribery, illicit payments and corruption, publicly traded securities, safety in the intended use of the products and services Nokia delivers to customers, labor laws and practices, the environment, human rights laws and internationally recognized standards, and protecting copyright, company assets and other forms of intellectual property. Nokia's goal is not mere minimum legal compliance, but as an industry leader to be among the world's best in corporate responsibility, practicing good corporate citizenship wherever it does business.

Nokia respects the privacy and integrity of its stakeholders and endeavors to adhere to strict standards when processing personal data and product information. All personal data collected and held by Nokia will be processed fairly, lawfully and carefully and in a way that protects the privacy of individuals.

Human Rights

Nokia will respect and promote human rights. Nokia recognizes, with the international community, that certain human rights should be considered fundamental and universal, based on accepted international laws and practices, such as those of the United Nations' Universal Declaration of Human Rights, International Labour Organization and Global Compact principles. Among those rights that Nokia views as fundamental and universal are: freedom from any discrimination based on race, creed, color, nationality, ethnic origin, age, religion, gender, gender reassignment, sexual orientation, marital status, connections with a national minority, disability, or other status; freedom from arbitrary detention, execution or torture; freedom of peaceful assembly and association; freedom of thought, conscience and religion; and freedom of opinion and expression. Nokia will not use child or forced labor. Nokia will not tolerate working conditions or treatment that are in conflict with international laws and practices.

Conflicts of Interest. Gifts & Bribes

Nokia employees must avoid activity that leads to a conflict of interest. This includes, but is not limited to acceptance and giving of personal gifts or hospitality, to or from Nokia stakeholders, other than gifts of nominal value ** or reasonable hospitality given in the ordinary course of business. Any agreement or understanding regarding favors or benefits in exchange for the gifts must be avoided. Gifts of other than nominal value may not be accepted without full disclosure to and prior relevant clearance from the employee's

* The term "stakeholders" refers to employees, customers, suppliers, shareholders, governmental and non-governmental organizations, the communities in which it does business, and other parties that have influence over or are influenced by Nokia.

** Nominal value is defined as EUR 100, though local and national laws take precedent if stricter. A company-wide standard operating procedure on gifts and hospitality exists to give employees further instructions. Stricter regional or national policies may be adopted where appropriate.

supervisor. Nokia and its employees will not pay or offer to pay bribes or illicit payments to government officials or candidates, or other parties, in order to obtain or retain business. Nokia does not provide financial support to political parties or other political groups.

Workplace Practices

Nokia employees must respect and encourage Nokia Values at work, promoting teamwork, individual responsibility, and the strength that comes from diversity. Nokia will strive to pay fair compensation, and provide a safe and healthy workplace for employees. Nokia is committed to equality of opportunity in all its employment practices, policies and procedures. Job requirements fulfilled, no employee or potential employee will, therefore, receive less favorable treatment due to their race, creed, colour, nationality, ethnic origin, age, religion, gender, gender reassignment, sexual orientation, marital status, connections with a national minority, opinion, disability, membership or non-membership of a trade union. Nokia will continue to invest in the personal and professional learning and growth of Nokia's employees. Nokia will encourage its employees to lead balanced personal and professional lives.

Environment

Nokia's environmental activities are based on life-cycle thinking. The goal is to reduce environmental effects during our product life cycles. This is done by managing our own operations and our supplier network, incorporating Design for Environment (DfE) into our product development, processes and service design and supporting sound End-of-life practices. Nokia does not use any endangered species for any business purpose and furthermore requests that its suppliers avoid raw material procurement from an origin where there are clear human or animal rights abuse, or the method of procurement or distribution is illegal. In marketing and other company activities, Nokia will depict animals in a dignified manner.

Suppliers

Nokia will do its utmost to contract only with subcontractors or suppliers who themselves adhere to international human rights and environmental laws and practices. Nokia commits to monitoring the ethical performance of its suppliers and to taking immediate and thorough steps in cases where the ethical performance of its suppliers comes into question.

Implementation

The compliance commitment in this Code extends to all matters, including decisions relating to trade, investment, subcontracting, supplying, business development, and in all other business and employment relationships. Nokia's approach to implementing this Code of Conduct will be active, open and ethically sound. Although difficult questions of interpretation may arise in specific instances, particularly regarding the need to sensitively balance local customs and requirements with global standards and guidelines, Nokia recognizes that the above commitment means that Nokia will do its utmost to identify ethical, legal, environmental, employment, and human rights issues and resolve matters consistent with this Code of Conduct.

It is the responsibility of each Nokia employee to promote this Code. Questions about the application or meaning of any provisions of this Code, or potential violations of the Code are to be reported to superiors. Where serious allegations are concerned, fair and comprehensive investigations will be conducted by those senior Human Resources, Security and line management closest to the issue. If this is inappropriate, more senior managers or global heads of these functions should be notified. Acts inconsistent with this Code must be promptly corrected and are subject to disciplinary action up to and including termination of employment. Nokia will ensure that there will be no adverse work-related consequences as a result of an employee bringing complaints of violations of this Code.

GRI AND GLOBAL COMPACT COMPLIANCE

GRI (Global Reporting Initiative)

GRI [PDF Page](#)

EC 1	6-9, 11, 19 and 22.	EN 1	11 and 19	LA 1	21 to 23.	HR 1	23-24, 30-31, and 32-33.	SO 1	14-15, 24, 27-29, 30-31.	IO 1-2	-
EC 2	6-7.	EN 2	-	LA 2-3	-	HR 2	30-31, and 33.	SO 2-3	32-33.	IO 3	17-18, 23, and 33.
EC 3	9	EN 3	19	LA 4	26	HR 3	24, 30-31, and 33.	SO 4	5, 7, and 20.	IO 4	7, and 17-18.
EC 4	-	EN 4	-	LA 5-7	23 and 33.	HR 4	23-24, and 32-33.	SO 5	32-33.	IO 5	17-18.
EC 5	9	EN 5	11 and 19	LA 8	-	HR 5	32-33.	SO 6	32	IO 6	17-18
EC 6	-	EN 6-7	-	LA 9	24, 31 and 33.	HR 6	24, and 32-33.	SO 7	6, 7, and 32.	IO 7	-
EC 7	7	EN 8	11 and 19	LA 10	22, 23, and 32-33.	HR 7	24, 30-31, and 32-33.	PR 1	17-18.	IO 8	-
EC 8	9	EN 9-32	-	LA 11	23, and 32-33.	HR 8	22-24, and 31-32.	PR 2-5	-	PA 1-2	4, 6, and 8.
EC 9	-	EN 33	14-15, 30-31 and 33.	LA 12	24 and 33.	HR 9	23	PR 6	5, 7, 12-14, 17, 32-33.	PA 3-4	-
EC 10	8, and 28-29.	EN 34-35	-	LA 13	26, and 32-33.	HR 10	23, and 25.	PR 7	-	PA 5	4, 6, and 8.
EC 11	9			LA 14	23 and 33.	HR 11	-	PR 8	5	PA 6-7	-
EC 12	8, and 28-30.			LA 15	26, and 32-33.	HR 12	23, and 32-33.	PR 9	-	PA 8	5, and 17-18.
EC 13	4-6, 8, 17-18, and 28-30.			LA 16-17	24 and 33.	HR 13	23	PR 10	-	PA 9	17-18
						HR 14	-	PR 11	-	PA 10-11	-
										TA 1-5	-

GLOBAL COMPACT

GLOBAL COMPACT

[PDF Page](#)

Info for Reference Purposes

Human Rights

1	15, 23, 30, and 32-33.	Businesses should support and respect the protection of internationally proclaimed human rights
2	15, 23, 30, and 32-33.	Businesses should make sure that they are not complicit in human rights abuses

Labor Standards

3	23, and 32-33.	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining
4	30, and 32-33.	Businesses should uphold the elimination of all forms of forced and compulsory labor
5	24, 30, and 32-33.	Businesses should uphold the effective abolition of child labor.
6	23-24, 26, 30, and 32-33	Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Environment

7	14-15, 17-18, 30, and 33	Businesses should support a precautionary approach to environmental challenges
8	14-18, 30, and 33	Businesses should undertake initiatives to promote greater environmental responsibility
9	14, 17-18, 30, and 33	Businesses should encourage the development and diffusion of environmentally friendly technologies

CONTACT INFORMATION

We welcome feedback from interested parties on our corporate responsibility, and our approach to reporting. Please send all comments to csrfeedback@nokia.com and we will endeavour to reply as promptly as possible.

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