

An aerial photograph of a beach with turquoise water and white surf. Several surfers are visible in the water, some riding waves. The overall scene is vibrant and dynamic.

GRI Content Index 2015

NOKIA

GRI Content Index 2015

This GRI Index relates to our People and Planet Report 2015. To ensure comparability with others, we have used the GRI G4 reporting guidelines in accordance to Core. You can find the indicators we have included in our report in the below list. Some of the indicators we cover partly as not all of the metrics required within an indicator were relevant for our business and stakeholders. We have also included some indicators that are

often asked by our stakeholders but not necessarily very relevant for our business. Nokia's corporate governance is discussed in the Nokia's Annual Report 2015 and we have therefore excluded quite many related indicators from this list.

Unless otherwise stated in the Additional information column, our reporting boundary is Nokia Networks, Nokia Technologies and Group Common Functions, which

are are together called Nokia Group "Continuing operations". The indicators related to supply chain sustainability include Nokia Networks suppliers only.

Corporate sustainability reporting specialist Mitopro Oy has reviewed the correspondence of the Report to the GRI G4 guidelines, and confirms that Nokia's reporting 2015 complies with GRI G4 "in accordance – Core" criteria".

GENERAL STANDARD DISCLOSURES

Standard disclosure	Description	Disclosed in People and Planet 2015 report	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 113)
Strategy and analysis					
G4-1	Provide a statement from the most senior decision-maker of the organization about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	Letter from the president and CEO	5-7		
G4-2	Provide a description of key impacts, risks and opportunities.	How we contribute to the overall economy; Materiality: How we defined our key priorities; Risk and opportunity management	16-18, 21, 22-29, 32		
Organizational profile					
G4-3	Report the name of the organization.	About Nokia	14		
G4-4	Report the primary brands, products, and services.	About Nokia	14		
G4-5	Report the location of the organization's headquarters.	About Nokia	15		
G4-6	Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	About Nokia	15		
G4-7	Report the nature of ownership and legal form.			Nokia's Annual Report 2015	
G4-8	Report the markets served	About Nokia	15		
G4-9	About Nokia Report the scale of the organization, including: - Total number of employees - Total number of operations - Net sales - Total capitalization broken down in terms of debt and equity - Quantity of products or services	About Nokia	15	Further information available in Nokia's Annual Report 2015. Our scale outside of the organization is wide, as our radio networks customers serve around five billion subscriptions worldwide.	Number of subscriptions served by Nokia's radio networks customers
G4-10	a. Report the total number of employees by employment contract and gender. b. Report the total number of permanent employees by employment type and gender. c. Report the total workforce by employees and supervised workers and by gender. d. Report the total workforce by region and gender.	Making Nokia a great place to work; Social data	57-58, 123		

GENERAL STANDARD DISCLOSURES

Standard disclosure	Description	Disclosed in People and Planet 2015 report	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 113)
G4-11	Report the percentage of total employees covered by collective bargaining agreements.	Freedom of association and collective bargaining	53		
G4-12	Describe the organization's supply chain.	Ensuring sustainability in our supply chain	92		
G4-13	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including: <ul style="list-style-type: none"> - Changes in the location of, or changes in, operations, including facility openings, closings, and expansions - Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) - Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination 	About Nokia	14		
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization.	A letter from the President and CEO; Risk and opportunity management	7, 32	We are committed to the UN Global Compact's ten principles. We follow the precautionary principle, especially in areas involving environmental risks.	
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	About this report; How the UN Sustainable Development Goals relate to Nokia; Respecting people in everything we do; Protecting the environment; Making change happen together; Nokia sustainability data	3, 26, 50-51, 52, 55, 58, 68, 80, 81, 98, 101, 120	UN Global Compact, UN Sustainable Development Goals, GRI G4, The Guiding Principles of the Telecommunications Industry Dialogue, SA8000, International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, OHSAS 18001, B-BBEE, ISO14001, WWF Green Office, RoHS, REACH, WEEE, ETSI, CFSI, CFSP, Greenhouse Gas Protocol	
G4-16	List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization: <ul style="list-style-type: none"> - Holds a position on the governance body - Participates in projects or committees - Provides substantive funding beyond routine membership dues - Views membership as strategic 	Making change happen together	101-102		

GENERAL STANDARD DISCLOSURES

Standard disclosure	Description	Disclosed in People and Planet 2015 report	On page	Additional information/ Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 113)
Identified material aspects and boundaries					
G4-17	<p>a. List all entities included in the organization's consolidated financial statements or equivalent documents.</p> <p>b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.</p>	About this report; Nokia sustainability data	3, 116, 128	See Nokia's Annual Report 2015 for entities included in financial statements. Our report covers Nokia Networks, Nokia Technologies and Group Common Functions, which are together called Nokia Group "Continuing operations". HERE, which we sold during 2015, is treated as "Discontinued operation" and excluded from this report apart from some key environmental and financial data in a separate table at the end of the People & Planet Report 2015.	
G4-18	<p>a. Explain the process for defining the report content and the Aspect Boundaries.</p> <p>b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.</p>	Materiality: How we identified our priorities; How the UN Sustainable Development Goals relate to Nokia	22-29		
G4-19	List all the material Aspects identified in the process for defining report content.	Materiality: How we identified our priorities; How the UN Sustainable Development Goals relate to Nokia; G4-DMAs in GRI Index (a separate pdf document available on our website)	22-29	We do not use exactly the same terminology with GRI on the aspects. To ease comparison with GRI aspects, we have listed the material aspects as per GRI terminology where DMAs of specific standard disclosures are listed later in this list. In the list of specific standard disclosures we have also marked "material" for the material aspects, as we also report one non-material aspect, which we get frequently questions from some of our stakeholders.	
G4-20	<p>For each material Aspect, report the Aspect Boundary within the organization, as follows:</p> <ul style="list-style-type: none"> - Report whether the Aspect is material within the organization If the Aspect is not material for all entities within the organization (as described in G4-17), select one of the following two approaches and report either: <ul style="list-style-type: none"> - The list of entities or groups of entities included in G4-17 for which the Aspect is not material or -The list of entities or groups of entities included in G4-17 for which the Aspects is material - Report any specific limitation regarding the Aspect Boundary within the organization 	Nokia sustainability data; GRI index	116, 120-122, 127-128	Unless otherwise stated in the Additional information column of the GRI-index, our reporting boundary is Nokia Group "Continuing operations", meaning Nokia Networks, Nokia Technologies and Group Common Functions. "Discontinued operation" HERE is excluded from this report.	

GENERAL STANDARD DISCLOSURES

Standard disclosure	Description	Disclosed in People and Planet 2015 report	On page	Additional information/ Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 113)
G4-21	For each material Aspect, report the Aspect Boundary outside the organization, as follows: - Report whether the Aspect is material outside of the organization - If the Aspect is material outside of the organization, identify the entities, groups of entities or elements for which the Aspect is material. In addition, describe the geographical location where the Aspect is material for the entities identified - Report any specific limitation regarding the Aspect Boundary outside the organization	GRI-index	116, 120-122, 127-128	The indicators related to supply chain sustainability include Nokia Networks suppliers only as Nokia Technologies had very limited supply chains in 2015. Our biggest environmental impact comes from the use phase of our products, meaning that the indicators related to our products are material also outside the organization.	
G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	Nokia sustainability data	120, 127, 129	2014 Nokia Group (Continuing operations) figures differ from figures published in 2014 report due to HERE being reported as Discontinued operations. Possible additional restatements are mentioned separately in the notes below sustainability data tables.	
G4-23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	About Nokia; Nokia sustainability data	14, 116	The HERE business, which we sold in Dec 2015, is excluded from this report but otherwise the scope is the same as in 2014.	

Stakeholder engagement

G4-24	Provide a list of stakeholder groups engaged by the organization.	Making change happen together	91		
G4-25	Report the basis for identification and selection of stakeholders with whom to engage.	Making change happen together	91-111		
G4-26	Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	Making change happen together	91-111		
G4-27	Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	Making change happen together	91-111		

GENERAL STANDARD DISCLOSURES

Standard disclosure	Description	Disclosed in People and Planet 2015 report	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 113)
Report profile					
G4-28	Reporting period (such as fiscal or calendar year) for information provided.	About this report	3		
G4-29	Date of most recent previous report			The previous report was published in May 2015.	
G4-30	Reporting cycle (such as annual, biennial).	About this report	3		
G4-31	Provide the contact point for questions regarding the report or its contents.	About this report	3		
G4-32	<p>a. Report the 'in accordance' option the organization has chosen.</p> <p>b. Report the GRI Content Index for the chosen option</p> <p>c. Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines.</p>	About this report; Independent practitioner's assurance report; GRI Index in http://company.nokia.com/en/sustainability/downloads	3, 113		
G4-33	<p>a. Report the organization's policy and current practice with regard to seeking external assurance for the report.</p> <p>b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided.</p> <p>c. Report the relationship between the organization and the assurance providers.</p> <p>d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.</p>	Independent assurance report	113-116		

GENERAL STANDARD DISCLOSURES

Standard disclosure	Description	Disclosed in People and Planet 2015 report	On page	Additional information/ Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 113)
Governance					
G4-34	Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	How we manage sustainability and corporate responsibility	30-31	Nokia's Annual Report 2015	
G4-35	Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	How we manage sustainability and corporate responsibility	30-31		
G4-36	Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	How we manage sustainability and corporate responsibility	30-31		
G4-37	Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body.	How we manage sustainability and corporate responsibility ; Reporting ethical concerns	31, 43		
G4-39	Report whether the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organization's management and the reasons for this arrangement).	How we manage sustainability and corporate responsibility	31	Nokia's Annual Report 2015	
G4-42	Report the highest governance body's and senior executive's roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	How we manage sustainability and corporate responsibility	31		
G4-43	Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	How we manage sustainability and corporate responsibility	31		
G4-46	Report the highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.	How we manage sustainability and corporate responsibility ; Leadership engagement and compliance oversight	31, 42		
G4-47	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks and opportunities.	How we manage sustainability and corporate responsibility	31		

GENERAL STANDARD DISCLOSURES

Standard disclosure	Description	Disclosed in People and Planet 2015 report	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 113)
G4-48	Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.	How we manage sustainability and corporate responsibility	31		
G4-49	Report the process for communicating critical concerns to the highest governance body.	How we manage sustainability and corporate responsibility; Leadership engagement and compliance oversight	31, 42		
G4-50	Report the nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them. (from Legal to HR)	Reporting ethical concerns	43-44		
G4-51	<p>a. Report the remuneration policies for the highest governance body and senior executives for the below types of remuneration:</p> <ul style="list-style-type: none"> - Fixed pay and variable pay: Performance-based pay, Equity-based pay, Bonuses, Deferred or vested shares - Sign-on bonuses or recruitment incentive payments - Termination payments - Clawbacks - Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees <p>b. Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives.</p>			Nokia's Annual Report 2015	
G4-52	Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organization.			Nokia's Annual Report 2015	

GENERAL STANDARD DISCLOSURES

Standard disclosure	Description	Disclosed in People and Planet 2015 report	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 113)
Ethics and integrity					
G4-56	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	Promoting ethical behavior, The Nokia values	41, 59		Percentage of employees who have completed the annual training on ethical business conduct (Ethical Business Training)
G4-57	Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines.	Reporting ethical concerns	43		
G4-58	Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	Reporting ethical concerns, Social data	43, 125		

SPECIFIC STANDARD DISCLOSURES

G4-DMA	Description	Disclosed in People and Planet 2015 report	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 113)
Disclosures on Management Approach			Our material aspects		
G4-DMA	Generic	How we manage sustainability and corporate responsibility; Our approach to social responsibility	30-32, 40-42		
G4-DMA	Economic	How we contribute to the overall economy; Ensuring sustainability in our supply chain	16-18, 92	Economic performance; Indirect economic impacts; Procurement practices	
G4-DMA	Environmental	Materiality: How we defined our priorities; Reporting ethical concerns; Managing our environmental impact; Ensuring sustainability in our supply chain	22, 43, 66-68, 92-98	Materials; Energy; Emissions; Effluents and waste; Products and Services; Compliance; Transport; Supplier environmental assessment; Environmental Grievance Mechanisms	
G4-DMA	Labor Practices and Decent Work	Materiality: How we defined our key priorities; Reporting ethical concerns; Ensuring decent working conditions and fair employment; Demonstrating robust health and safety standards; Making Nokia a great place to work; Ensuring sustainability in our supply chain; Promoting ethical behavior	22, 43, 52-53, 54-55, 57-62, 92-98	Employment; Labor / management relations; Occupational health and safety; Training and Education; Diversity and equal opportunity; Equal Remuneration for Women and Men; Supplier assessment for labor practices; Labor practice grievance mechanisms	
G4-DMA	Human Rights	Materiality; How we defined our key priorities; Promoting ethical behavior; Addressing human rights risks relating to privacy and freedom of expression; Ensuring decent working conditions and fair employment; Ensuring sustainability in our supply chain	22, 41-43, 49-51, 52-53, 92-98	Investments; Non-discrimination; Freedom of association and collective bargaining; Child labor; Forced or compulsory labor; Assessment; Supplier human rights assessment; Human rights grievance mechanism	
G4-DMA	Society	Materiality: How we defined our key priorities; Promoting ethical behavior; Enhancing sustainability in our supply chain	22, 42-44, 92-98	Local communities; Anti-corruption; Anti-competitive behavior; Compliance; Supplier assessment for impact on society; Grievance Mechanisms for Impacts on Society	
G4-DMA	Product Responsibility	Materiality: How we defined our key priorities; Opening up a world of possibilities through Internet of Things (IoT); Improving privacy and security in the digital society; Addressing human rights risks relating to privacy and freedom of expression; Tracking the substances used in our products	22, 34, 46-48, 49, 80	Customer health and safety; Customer privacy; Compliance	

SPECIFIC STANDARD DISCLOSURES

Indicator	Description	Disclosed in People and Planet 2015 report	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 113)
CATEGORY: Economic					
Economic performance (material aspect)					
G4-EC1	Direct economic value generated and distributed	How we contribute to the overall economy	16		
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Risk and opportunity management	32	See our response to the CDP Climate Change survey for more details. http://company.nokia.com/en/sustainability/downloads	
Indirect economic impacts (material aspect)					
G4-EC8	Significant indirect economic impacts, including the extent of impacts.	How we contribute to the overall economy; Improving people's lives with technology; Partnering with NGO's	16-19, 33-38, 103-109		
Procurement practices (material aspect)					
Own metric	Procurement practices	Ensuring sustainability in our supply chain	92-99		
CATEGORY: Environmental					
Materials (material aspect)					
G4-EN1	Materials used by weight or volume	Ensuring continued legal compliance; Ensuring old telecom equipment is reused or recycled	80, 86	Nokia Substance List, which is available on our website, is the material requirement specification for parts and components delivered by the suppliers to Nokia. The total materials used are not reported in GRI terms because part of the information is Nokia suppliers' trade-secret information.	
Energy (material aspect)					
G4-EN3	Energy consumption within the organization	Doing more with less energy; Environmental data	70, 118		Energy consumption within Nokia, by types of energy (GWh), Renewable electricity amount (GWh) and portion of total electricity consumption (%)
G4-EN4	Energy consumption outside of the organization.	Minimizing the environmental impact of base stations; Environmental data	81, 118		Product use-time energy consumption (GWh)

SPECIFIC STANDARD DISCLOSURES

Indicator	Description	Disclosed in People and Planet 2015 report	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 113)
G4-EN6	Reduction of energy consumption.	Doing more with less energy	70–71		
G4-EN7	Reduction of energy requirements of products and services.	Reducing energy use of our products during the use phase	81–85		Improved energy efficiency of a product (example eNodeB-product)
Water					
G4-EN8	Total water withdrawal by source.	Paying attention to our water use; Environmental data	75, 119		Water withdrawal in facilities (m ³) and recycling/reuse (%)
G4-EN10	Percentage and total volume of water recycled and reused.	Paying attention to our water use; Environmental data	75, 119		Water withdrawal in facilities (m ³) and recycling/reuse (%)
Emissions (material aspect)					
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Our carbon footprint through the value chain; Doing more with less energy, Environmental data	67, 70, 117		Scope 1 greenhouse gas (GHG) emissions from facilities, by greenhouse gases (metric tons CO ₂ e), Scope 1 GHG emissions from car fleet (metric tons CO ₂)
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2).	Our carbon footprint through the value chain; Doing more with less energy, Environmental data	67, 70, 117		Scope 2 GHG emissions, market based and location based (metric tons CO ₂ e)
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Our carbon footprint through the value chain; Environmental data	67, 117	Boundary: Nokia Networks for "GHG emissions from purchased good and services", otherwise Nokia Group Continuing operations	Scope 3 GHGScope 3 GHG emissions: upstream transportation and distribution (metric tons CO ₂), Scope 3 GHG emissions: product use-time (metric tons CO ₂ e)
G4-EN18	Greenhouse gas (GHG) emissions intensity	Doing more with less energy	70	Boundary: Nokia Networks	
G4-EN19	Reduction of greenhouse gas (GHG) emissions.	Doing more with less energy, Reducing energy use of our products during the use phase	70–73, 81		
Effluents and waste (material aspect)					
G4-EN23	Total weight of waste by type and disposal method.	Reducing, reusing and recycling waste in our own operations; Environmental data	75, 119		Waste amounts by disposal methods (metric tons) and utilisation rate (%), within Nokia
Products and services (material aspect)					
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	Reducing energy use of our products during the use phase	79–85	Boundary: Nokia Networks	
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	Ensuring old telecom equipment is reused or recycled; Environmental data	86–87, 119	Boundary: Nokia Networks	

SPECIFIC STANDARD DISCLOSURES

Indicator	Description	Disclosed in People and Planet 2015 report	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 113)
Compliance (material aspect)					
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.			There were no significant fines or non-monetary sanctions for noncompliance with laws and regulations during 2015.	
Transport (material aspect)					
G4-EN30	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Reducing emissions from business travel; Creating more eco-friendly logistics; Environmental data	72, 73, 117		
Supplier environmental assessment (material aspect)					
G4-EN32	Percentage of new suppliers that were screened using environmental criteria.	Ensuring sustainability in our supply chain	92-93	Suppliers that are new to Nokia or have significant changes in their operations are subject to system audits to check compliance with our requirements. We request information on environmental criteria during supplier selection.	Number of system audits against Nokia Supplier Requirements; Number of in-depth audits (focused on labor conditions and environment) against Nokia Supplier Requirements and SA8000; Number of suppliers assessed on Corporate Responsibility in EcoVadis Sustainable Supply Management platform
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken.	Encouraging our suppliers to report their climate impacts; Supply chain management data	95, 125		Number of suppliers that set GHG emission reduction targets (in CDP)
Environmental grievance mechanisms (material aspect)					
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms.	Reporting ethical concerns	43		

SPECIFIC STANDARD DISCLOSURES

Indicator	Description	Disclosed in People and Planet 2015 report	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 113)
CATEGORY: Social					
Labor practices and decent working conditions: Employment (material aspect)					
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region.	Making Nokia a great place to work, Social data	57, 123		Yearly employee attrition of voluntary leavers (%)
G4-LA3	Return to work and retention rates after parental leave, by gender.	Making Nokia a great place to work, Social data	57, 123		
Labor practices and decent working conditions: Labor / management relations (material aspect)					
G4-LA4	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.			When making operational changes, we follow local legislation.	
Labor practices and decent working conditions: Occupational health & safety (material aspect)					
G4-LA6	Type of injury, rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities by region and by gender.	Graphs in section Demonstrating robust health and safety standards, Social data	55-56, 124	Boundary: Nokia Networks (except for employee fatalities which cover Nokia Group) and contractors and subcontractors of Nokia Networks	Number of work related employee fatalities and number of work related contractor and subcontractor fatalities
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation.	Demonstrating robust health and safety standards	54	Boundary: Nokia Group and contractors and subcontractors of Nokia Networks	
Labor practices and decent working conditions: Training and education (material aspect)					
G4-LA9	Average hours of training per year per employee by gender, and by employee category.	Increasing training opportunities for our employees, Social data	61, 123	Following training by gender and employee category is not material to us. Boundary: Nokia Networks	
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Increasing training opportunities for our employees, Supporting personal development	61		
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	Supporting personal development, Social data	61, 123	Following reviews by gender and employee category is not material to us.	

SPECIFIC STANDARD DISCLOSURES

Indicator	Description	Disclosed in People and Planet 2015 report	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 113)
Labor practices and decent working conditions: Diversity and equal opportunity (material aspect)					
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Supporting diversity, Social data	58, 124	Nokia does not track breakdown of employees by minority group memberships.	Share of women within senior management (%)
Labor practices and decent working conditions: Equal remuneration for women and men (material aspect)					
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	Compensation	53	We are not disclosing the ratios for 2015, but we are committed to equal pay for equal skill and level of responsibility irrespective of factors such as employee gender and nationality. We monitor compensation as normal business practice within business units and functions in order to ascertain fair compensation throughout the entire organization.	
Labor conditions and decent working conditions: Supplier assessment for labor practices (material aspect)					
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	Ensuring sustainability in our supply chain	92-93	Suppliers that are new to Nokia or have significant changes in their operations are subject to system audits to check compliance with our requirements.	Number of system audits against Nokia Supplier Requirements; Number of in-depth audits (focused on labor conditions and environment) against Nokia Supplier Requirements and SA8000; Number of suppliers assessed on Corporate Responsibility in EcoVadis Sustainable Supply Management platform
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	Ensuring sustainability in our supply chain	93, 96-98		Share of smelters that have been validated as conflict-free or are active in the validation process (out of known smelters in Nokia's supply chain), %
Labor practices and decent working conditions: Labor practices grievance mechanisms (material aspect)					
G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms.	Reporting ethical concerns	43		

SPECIFIC STANDARD DISCLOSURES

Indicator	Description	Disclosed in People and Planet 2015 report	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 113)
Human rights: Investment (material aspect)					
G4-HR2	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.	Promoting ethical behavior; Implementing the ID guiding principles	42, 49-51		
Human rights: Non-discrimination (material aspect)					
G4-HR3	Total number of incidents of discrimination and corrective actions taken.	Promoting ethical behavior; Ensuring decent working conditions and fair employment, Ensuring sustainability in our supply chain	43, 53, 93		
Human rights: Freedom of association and collective bargaining (material aspect)					
G4-HR4	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.	Ensuring decent working conditions and fair employment, Ensuring sustainability in our supply chain	53, 96		
Human rights: Child labor (material aspect)					
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	Ensuring decent working conditions and fair employment; Ensuring sustainability in our supply chain	53, 96		Further development of child labor mitigation practises, Number of incidents of child labor
Human rights: Forced or compulsory labor (material aspect)					
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	Ensuring decent working conditions and fair employment; Ensuring sustainability in our supply chain	53, 96		
Human rights: Assessment (material aspect)					
Own metric	Telecommunications Industry Dialogue guiding principle 2: Conduct regular human rights impact assessments and use due diligence processes, as appropriate to the company, to identify, mitigate and manage risks to freedom of expression and privacy – whether in relation to particular technologies, products, services or countries – in accordance with the Guiding Principles for the Implementation of the UN Protect, Respect and Remedy Framework	Implementing the ID guiding principles	49-51		Progress in implementing the Guiding Principles of the Telecommunications Industry Dialogue (ID)

SPECIFIC STANDARD DISCLOSURES

Indicator	Description	Disclosed in People and Planet 2015 report	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 113)
Human rights: Supplier human rights assessment (material aspect)					
G4-HR10	Percentage of new suppliers that were screened using human rights criteria.	Ensuring sustainability in our supply chain	92-93	Suppliers that are new to Nokia or have significant changes in their operations are subject to system audits to check compliance with our requirements. We request information on human rights during supplier selection.	Number of system audits against Nokia Supplier Requirements; Number of in-depth audits (focused on labor conditions and environment) against Nokia Supplier Requirements and SA8000; Number of suppliers assessed on Corporate Responsibility in EcoVadis Sustainable Supply Management platform
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken.	Ensuring sustainability in our supply chain	96-98		Number of incidents of child labor Share of smelters that have been validated as conflict-free or are active in the validation process (out of known smelters in Nokia's supply chain), %
Human rights: Human rights grievance mechanisms (material aspect)					
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms.	Reporting ethical concerns	43		
Society: Local communities (material aspect)					
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	Ensuring decent working conditions and fair employment; Ensuring sustainability in our supply chain	52, 96		Further development of child labor mitigation practises, Number of incidents of child labor
Human rights: Forced or compulsory labor (material aspect)					
Own metric	Engagement with local communities	Improving people's lives with technology; Partnering with NGOs	37, 103-111	Volunteering is an important part of our employee engagement and enables us to make meaningful contributions to the communities where we operate. Through our corporate social responsibility programs, we work with NGOs to improve people's lives around the world. We target our support where we can make the greatest contribution using our core competencies in information and communications technologies (ICT).	

SPECIFIC STANDARD DISCLOSURES

Indicator	Description	Disclosed in People and Planet 2015 report	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 113)
Society: Anti-corruption (material aspect)					
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified.	Promoting ethical behavior, Anti-corruption: prevention and detection	42, 44		
G4-SO4	Communication and training on anti-corruption policies and procedures.	Promoting ethical behavior	42		
G4-SO5	Confirmed incidents of corruption and actions taken.	Reporting ethical concerns; Anti-corruption: prevention and detection	43-44	There were no material non-compliances related to anti-corruption in 2015.	
Society: Anti-competitive behavior (material aspect)					
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	Promoting ethical behavior	43	In 2015 there was one antitrust investigation in its early stage. Nokia views the complaint to be without merit and is collaborating with the authority to bring the matter to closure. In 2015, there were no completed legal actions related to anticompetitive behavior.	
Society: Compliance (material aspect)					
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations			Related to anticorruption and antitrust, there were no significant fines or non-monetary sanctions for non-compliance with laws and regulations during 2015.	
Society: Supplier assessment for impact on society (material aspect)					
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	Ensuring sustainability in our supply chain	92-93	Suppliers that are new to Nokia or have significant changes in their operations are subject to system audits to check compliance with our Supplier requirements. We request information on societal impacts during supplier selection.	
Society: Grievance mechanisms for impacts on society (material aspect)					
G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	Reporting ethical concerns	43		

SPECIFIC STANDARD DISCLOSURES

Indicator	Description	Disclosed in People and Planet 2015 report	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 113)
Product responsibility: Customer health and safety (material aspect)					
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Ensuring our continued legal compliance	80	Boundary: Nokia Networks. Read about EMF and health at http://company.nokia.com/en/radio-waves-and-health	
Product responsibility: Customer privacy (material aspect)					
Own metric	Implementation of Guiding Principles of the Telecommunications Industry Dialogue (ID)	Implementing the guiding principles of the Telecommunications Industry Dialogue	49-51		Progress in implementing the Guiding Principles of the Telecommunications Industry Dialogue (ID)
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data			There were no substantiated complaints regarding breaches of customer privacy or losses of customer data.	
Product responsibility: Compliance (material aspect)					
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations			In 2015, there were no significant fines or non-monetary sanctions for non-compliance with laws and regulations concerning the health and safety impacts of products and services during their life cycle.	



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