

# GRI Content Index 2016

# NOROKIA





# GRI Content Index 2016

This GRI Index relates to our People and Planet Report 2016. 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 are 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 our Annual Report 2016 and we have therefore excluded many related indicators from this list.

Unless otherwise stated in the Additional information column, our reporting boundary is Nokia's Networks business, Nokia Technologies and Group Common and Other Functions, which are together called Nokia Group "Continuing operations". The indicators related to supply chain sustainability include only suppliers of Nokia's Network business.

## General standard disclosures

Standard disclosure	Description	Disclosed in People and Planet 2016 report	On page	Additional information/ Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 178)
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### 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	5-8		
G4-2	Provide a description of key impacts, risks, and opportunities.	Creating a more sustainable world; Materiality: How we identified our key priorities; Risk and opportunity management	29-30; 32-33; 37-38		

### Organizational profile

G4-3	Report the name of the organization.	About Nokia	21		
G4-4	Report the primary brands, products, and services.	About Nokia	21		
G4-5	Report the location of the organization's headquarters.	About Nokia	22		
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	22		
G4-7	Report the nature of ownership and legal form.			Nokia's Annual Report 2016	
G4-8	Report the markets served	About Nokia	21-22		

## General standard disclosures

Standard disclosure	Description	Disclosed in People and Planet 2016 report	On page	Additional information/ Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 178)
G4-9	Report the scale of the organization, including: <ul style="list-style-type: none"> <li>• Total number of employees</li> <li>• Total number of operations</li> <li>• Net sales</li> <li>• Total capitalization broken down in terms of debt and equity</li> <li>• Quantity of products or services</li> </ul>	About Nokia	21-22	Further information available in Nokia's Annual Report 2016.  Our scale outside of the organization is wide, as our radio networks customers serve around 5.5 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; Diversity, inclusion and anti-discrimination; Social data	123; 133; 171		
G4-11	Report the percentage of total employees covered by collective bargaining agreements.	Ensuring decent working conditions and fair employment	124		
G4-12	Describe the organization's supply chain.	Responsible sourcing	112		
G4-13	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including:	About Nokia	21		
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	5-8; 37-38	We are committed to the UN Global Compact's ten principles. We follow the precautionary principle, especially in areas involving environmental risks.	

## General standard disclosures

Standard disclosure	Description	Disclosed in People and Planet 2016 report	On page	Additional information/ Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 178)
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; Our sustainability approach, Protecting the environment; Respecting people in everything we do; Conducting our business with integrity; Making change happen together	17, 72, 77, 82, 90, 101, 113, 119, 124, 128, 140, 161	UN Global Compact, UN Sustainable Development Goals, The Guiding Principles of the Telecommunications Industry Dialogue, SA8000, International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, UN Guiding Principles for Business and Human Rights, CDP, OHSAS 18001, ISO 14001, WWF Green Office, Greenhouse Gas Protocol, RoHS, REACH, WEEE, ETSI, CFSI, CFSP	
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"> <li>• Holds a position on the governance body</li> <li>• Participates in projects or committees</li> <li>• Provides substantive funding beyond routine membership dues</li> <li>• Views membership as strategic</li> </ul>	Cooperating with others in our industry	140-141		

## General standard disclosures

Standard disclosure	Description	Disclosed in People and Planet 2016 report	On page	Additional information/ Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 178)
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### 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; Reporting principles	3, 160-164	<p>See Nokia's Annual Report 2016 for entities included in financial statements.</p> <p>Our report covers Nokia's Networks business, Nokia Technologies and Group Common and Other Functions , which are together called Nokia Group "Continuing operations". Nokia Group data is excluding Discontinued operations, which refer to the sale of the Devices and Services Business in 2014 and the sale of the HERE Business in 2015. Exceptions to this scope for certain indicators are specified in People and Planet Report's data table notes. The most typical exception is that data for some indicators covers only Nokia's Networks business groups, which at the end of 2016 covered 92% of net sales and 97% of employees of the Nokia Group continued operations.</p>	
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 key priorities; How the UN Sustainable Development Goals relate to Nokia	32-34; 40-44		

## General standard disclosures

Standard disclosure	Description	Disclosed in People and Planet 2016 report	On page	Additional information/ Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 178)
G4-19	List all the material Aspects identified in the process for defining report content.	Materiality: How we identified our key priorities; How the UN Sustainable Development Goals relate to Nokia; G4-DMAs in GRI Index(available at <a href="http://www.nokia.com/en_int/about-us/sustainability/downloads">http://www.nokia.com/en_int/about-us/sustainability/downloads</a> )	32-34; 40-44	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 some non-material aspects, which we get frequently questions from some of our stakeholders.	
G4-20	For each material Aspect, report the Aspect Boundary within the organization, as follows: <ul style="list-style-type: none"> <li>• Report whether the Aspect is material within the organization</li> <li>• 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"> <li>• The list of entities or groups of entities included in G4-17 for which the Aspects is material</li> <li>• The list of entities or groups of entities included in G4-17 for which the Aspects is material</li> </ul> </li> <li>• Report any specific limitation regarding the Aspect Boundary within the organization</li> </ul>	Reporting principles; GRI index	160-164	Unless otherwise stated in the Additional information column of the GRI-index, our reporting boundary is Nokia Group "Continuing operations", meaning Nokia's Networks business, Nokia Technologies and Group Common and Other Functions.	

## General standard disclosures

Standard disclosure	Description	Disclosed in People and Planet 2016 report	On page	Additional information/ Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 178)
G4-21	<p>For each material Aspect, report the Aspect Boundary outside the organization, as follows:</p> <ul style="list-style-type: none"> <li>• Report whether the Aspect is material outside of the organization</li> <li>• 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</li> <li>• Report any specific limitation regarding the Aspect Boundary outside the organization</li> </ul>	Reporting principles; GRI index	160-164	The indicators related to supply chain sustainability include Nokia's Network business suppliers only as Nokia Technologies had very limited supply chains in 2016. 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.	Environmental data	165-170	Some environmental data for Nokia Group Continuing Operations has been recalculated for 2014-2015 to be in line with unified indicator definitions and calculation methodologies of 2016 data. Recalculated indicators are specified in data table notes.	



## General standard disclosures

Standard disclosure	Description	Disclosed in People and Planet 2016 report	On page	Additional information/ Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 178)
G4-23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	About Nokia; Key sustainability data	21, 159-177	At the end of 2015, our shareholders voted overwhelmingly to approve the Alcatel-Lucent acquisition. In early January 2016 we announced that we had gained control of Alcatel-Lucent through the successful public exchange offer for all outstanding Alcatel-Lucent securities by holding nearly 80% of outstanding Alcatel-Lucent securities. On November 2, 2016, we achieved 100% ownership of Alcatel Lucent. Former Alcatel-Lucent operations are fully included in our 2016 Nokia Group reporting. We use term "Comparable combined company" when we refer to information including combined Nokia Group and former Alcatel-Lucent data prior to the acquisition of Alcatel-Lucent in January 2016.	

## Stakeholder engagement

G4-24	Provide a list of stakeholder groups engaged by the organization.	Making change happen together	139		
G4-25	Report the basis for identification and selection of stakeholders with whom to engage.	Making change happen together	139		

## General standard disclosures

Standard disclosure	Description	Disclosed in People and Planet 2016 report	On page	Additional information/ Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 178)
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	139-157		
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	139-157		

## 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 2016.	
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		

## General standard disclosures

Standard disclosure	Description	Disclosed in People and Planet 2016 report	On page	Additional information/ Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 178)
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 <a href="http://www.nokia.com/en_int/about-us/sustainability/downloads">http://www.nokia.com/en_int/about-us/sustainability/downloads</a>	3; 179-180		
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>	About this report; Independent practitioner's assurance report	3; 179-180		

## 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	36	Nokia's Annual Report 2016	
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	37		

## General standard disclosures

Standard disclosure	Description	Disclosed in People and Planet 2016 report	On page	Additional information/ Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 178)
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	36		
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; Promoting ethical behavior	36-37; 94		
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	36	Nokia's Annual Report 2016	
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	36-37		
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	36-37		
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	37, 95		



## General standard disclosures

Standard disclosure	Description	Disclosed in People and Planet 2016 report	On page	Additional information/ Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 178)
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	37		
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	37		
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	36, 95		
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.	Reporting of ethical concerns without fear of retaliation	96-98		
G4-51	<ul style="list-style-type: none"> <li>Report the remuneration policies for the highest governance body and senior executives for the below types of remuneration: <ul style="list-style-type: none"> <li>*Fixed pay and variable pay: Performance-based pay, Equity-based pay, Bonuses, Deferred or vested shares</li> <li>*Sign-on bonuses or recruitment incentive payments</li> <li>*Termination payments</li> <li>*Clawbacks</li> <li>*Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees</li> </ul> </li> <li>Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives.</li> </ul>			Nokia's Annual Report 2016	

## General standard disclosures

Standard disclosure	Description	Disclosed in People and Planet 2016 report	On page	Additional information/ Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 178)
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 2016	

## 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; Enhancing the company culture	94; 129		
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.	Promoting ethical behavior	94-96		
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 of ethical concerns without fear of retaliation	96		

## Specific standard disclosures

G4-DMA	Description	Disclosed in this report	On page	Additional information
Disclosures on Management Approach			Our material aspects	
G4-DMA	Generic	Our approach	29-30, 36	
G4-DMA	Economic	Our economic impact	23	Economic performance; Indirect economic impacts; Procurement practices
G4-DMA	Environmental	Materiality: How we identified our key priorities; Managing our environmental impact; Reporting of ethical concerns without fear of retaliation; Responsible sourcing	32-33; 72; 96; 112-113	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 identified our key priorities; Promoting ethical behavior; Responsible sourcing; Making Nokia a great place to work; Ensuring decent working conditions and fair employment; Strengthening our health and safety performance	32-34; 94-96; 112-113; 123-128	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 identified our key priorities; Promoting ethical behavior; Reporting of ethical concerns without fear of retaliation; Addressing human rights; Responsible sourcing; Ensuring decent working conditions and fair employment	32-24; 94-96; 100; 112-113; 124-126	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 identified our key priorities; Promoting ethical behavior; Responsible sourcing	32-34; 94-96; 112-113	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 identified our key priorities; Connecting people and things; Sustainability related products and services; Tracking the substances used in our products; Addressing human rights; Data privacy and security	32-34; 53; 59-65; 77-78; 100; 108	Customer health and safety; Customer privacy; Compliance

## Specific standard disclosures

Indicator	Description	Disclosed in this report	On page	Additional information	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 178)
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### CATEGORY: Economic

#### Economic performance (material aspect)

G4-EC1	Direct economic value generated and distributed	Our economic impact	23		
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Risk and opportunity management; Climate change – risks and opportunities	37-38; 73	See our response to the CDP Climate Change survey for more details. <a href="http://www.nokia.com/en_int/about-us/sustainability/downloads">http://www.nokia.com/en_int/about-us/sustainability/downloads</a>	

#### Indirect economic impacts (material aspect)

G4-EC8	Significant indirect economic impacts, including the extent of impacts.	Our economic impact; Our indirect economic impact; Connecting people and things; Enhancing lives through corporate community investment	23-25; 53; 66		
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#### Procurement practices (material aspect)

Own metric	Procurement practices	Responsible sourcing	112-113		
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### CATEGORY: Environmental

#### Materials (material aspect)

G4-EN1	Materials used by weight or volume	Tracking the substances used in our products; Use of natural resources	77; 88	Nokia recognizes the need to identify and control the materials and substances used in our products and sales packaging. Detailed material requirements specifications for parts and components delivered to Nokia by our suppliers can be found in the Nokia Substance List available on our website. However, the full disclosure of our product materials by weight or volume is not available. This is an indicator that we might report in the future.	
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## Specific standard disclosures

Indicator	Description	Disclosed in this report	On page	Additional information	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 178)
<b>Energy (material aspect)</b>					
G4-EN3	Energy consumption within the organization	Improving the environmental efficiency of our own activities; Reporting principles; Environmental data	83-84; 160; 167-168		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 our products; Environmental data	75; 167-168		Energy consumption of sold products (GWh)
G4-EN6	Reduction of energy consumption	Improving the environmental efficiency of our own activities	83		
G4-EN7	Reduction of energy requirements of products and services.	Minimizing the environmental impact of our products; Minimizing the climate impact of networks, maximizing the benefits	75; 79; 82		Energy savings achieved in 2016 due to network modernisation (MWh); Improved energy efficiency of two products (Case: Photonic Services Switch 1830 PSS-24x. Case: Surepay solution)
<b>Water</b>					
G4-EN8	Total water withdrawal by source.	Use of natural resources; Reporting principles; Environmental data	88; 161; 168		Water withdrawal in facilities (m3) and recycling/reuse (%)
G4-EN10	Percentage and total volume of water recycled and reused.	Reporting principles; Environmental data	161; 168		Water withdrawal in facilities (m3) and recycling/reuse (%)
<b>Emissions (material aspect)</b>					
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Managing our environmental impact; Reporting principles; Environmental data	72; 161-162; 165-166		Scope 1 greenhouse gas (GHG) emissions from facilities, by greenhouse gases (metric tons CO2e); Scope 1 GHG emissions from mobile sources (metric tons CO2e)

## Specific standard disclosures

Indicator	Description	Disclosed in this report	On page	Additional information	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 178)
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Managing our environmental impact; Reporting principles; Environmental data	72; 161-162; 165-166		Scope 2 GHG emissions, market based and location based (metric tons CO2e)
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Managing our environmental impact; Reporting principles; Environmental data	72; 161-164; 165-166	Boundary: Nokia's Networks business for GHG emissions from "Purchased good and services", "Upstream transportation and distribution" and "Use of sold products" , otherwise Nokia Group Continuing operations.	Scope 3 GHG emissions: upstream transportation and distribution (metric tons CO2e); Scope 3 GHG emissions: use of sold products (tonnes CO2e)
G4-EN18	Greenhouse gas (GHG) emissions intensity	Improving the environmental efficiency of our own activities; Environmental data	83; 166		
G4-EN19	Reduction of greenhouse gas (GHG) emissions.	Minimizing the climate impact of networks, maximizing the benefits; Improving the environmental efficiency of our own activities	79-80, 83-87		

### Effluents and waste (material aspect)

G4-EN23	Total weight of waste by type and disposal method.	Recycle, reuse, disposal and waste in our own operations; Reporting principles; Environmental data	89; 161; 168		Waste amounts by disposal methods (metric tons) and utilisation rate (%), within Nokia
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### Products and services (material aspect)

G4-EN27	Extent of impact mitigation of environmental impacts of products and services	Minimizing the environmental impact of our products	75-83	Boundary: Nokia's Networks business	
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	Recycle, reuse, disposal and waste in our own operations; Environmental data	89, 168	Boundary: Nokia's Networks business	

## Specific standard disclosures

Indicator	Description	Disclosed in this report	On page	Additional information	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 178)
<b>Compliance (material aspect)</b>					
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 non-compliance with environmental laws and regulations during 2016.	
<b>Transport (material aspect)</b>					
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.	Making logistics more eco-efficient; Reducing our travel footprint; Environmental data	87; 88; 166-167		
<b>Supplier environmental assessment (material aspect)</b>					
G4-EN32	Percentage of new suppliers that were screened using environmental criteria.	Responsible sourcing	112-113	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 Corporate Responsibility on-site audits (focused on labor conditions and environment); Number of suppliers assessed on Corporate Responsibility in EcoVadis Sustainable Supply Management platform and % of suppliers with a satisfactory performance level (score $\geq 45/100$ )
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken.	Climate impacts – helping suppliers reduce and report; Supply chain management data	115, 175		Number of suppliers that set GHG emission reduction targets (in CDP)

## Specific standard disclosures

Indicator	Description	Disclosed in this report	On page	Additional information	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 178)
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### Environmental grievance mechanisms (material aspect)

G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms.	Reporting of ethical concerns without fear of retaliation	96	Environmental management is covered by our Code of Conduct and grievances are encouraged to be reported via the Compliance Hotline. There were no grievances during 2016.	
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### 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 and ethics data	123, 171	We did not find it material to report this information by age group, gender and region, especially due to the complexity of data collection during a year of integrating Alcatel-Lucent to Nokia. Boundary: Nokia's Networks business.	
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### 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.	
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### 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.	Our health and safety performance in 2016, Social and ethics data	128, 172	Boundary: Nokia's Networks business and contractors and subcontractors of Networks business (except for employee and contractor and subcontractor fatalities which cover Nokia Group)	Number of work related employee fatalities and number of work related contractor and subcontractor fatalities
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## Specific standard disclosures

Indicator	Description	Disclosed in this report	On page	Additional information	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 178)
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation.	Addressing key risks through training, analysis, assessments, and consequence management	127	Boundary: Nokia Group and contractors and subcontractors of Nokia's Networks business	

### 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.	Human capital development, Social and ethics data	130-131; 172	Following training by gender and employee category is not	Training hours per employee
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Supporting personal development	131		
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	Supporting personal development; Social and ethics data	131, 172	Following reviews by gender and employee category is not material to us.	

### 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.	Diversity, inclusion and anti-discrimination; Social and ethics data	133-134; 171	Nokia does not track globally breakdown of employees by minority group memberships.	Share of women within senior management (%); Number of leaders and managers trained in Gender Balance
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### 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	126	We do not disclose the ratios for 2016, 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.	
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## Specific standard disclosures

Indicator	Description	Disclosed in this report	On page	Additional information	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 178)
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### 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	Responsible sourcing	112-113	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 Corporate Responsibility on-site audits (focused on labor conditions and environment); Number of suppliers assessed on Corporate Responsibility in EcoVadis Sustainable Supply Management platform and % of suppliers with a satisfactory performance level (score $\geq 45/100$ )
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	Responsible sourcing; Conflict minerals – finding a solution	113-115; 119		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.	Promoting ethical behavior; Responsible sourcing	98; 114		Number of ethical concerns reported
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### 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; Our progress on implementing the ID Guiding Principles	94-95; 101-104		
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## Specific standard disclosures

Indicator	Description	Disclosed in this report	On page	Additional information	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 178)
<b>Human rights: Non-discrimination (material aspect)</b>					
G4-HR3	Total number of incidents of discrimination and corrective actions taken.			In 2016 we received less than 30 allegations related to discrimination or sexual harassment through our Compliance hotline. Each case was investigated by an HR manager with the support and assistance of our Ethics and Compliance team, as needed. Where the allegations were substantiated, appropriate disciplinary action was taken up to and including termination of employment. In 2017 we have introduced a global process for managing HR Compliance concerns and conducted in depth training for HR world-wide.	
<b>Human rights: Freedom of association and collective bargaining (material aspect)</b>					
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.	Responsible sourcing; Ensuring decent working conditions and fair employment	118; 124		
<b>Human rights: Child labor (material aspect)</b>					
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.	Responsible sourcing; Ensuring decent working conditions and fair employment	118; 124		Number of child labor incidents

## Specific standard disclosures

Indicator	Description	Disclosed in this report	On page	Additional information	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 178)
<b>Human rights: Forced or compulsory labor (material aspect)</b>					
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.	Responsible sourcing; Ensuring decent working conditions and fair employment	117; 124		Number of forced labor non-compliance instances from supplier audits
<b>Human rights: Assessment (material aspect)</b>					
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	Our progress on implementing the ID Guiding Principles	101-104		Progress in implementing the Guiding Principles of the Telecommunications Industry Dialogue (ID)
<b>Human rights: Supplier human rights assessment (material aspect)</b>					
G4-HR10	Percentage of new suppliers that were screened using human rights criteria.	Responsible sourcing	112-113	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 Corporate Responsibility on-site audits (focused on labor conditions and environment); Number of suppliers assessed on Corporate Responsibility in EcoVadis Sustainable Supply Management platform and % of suppliers with a satisfactory performance level (score $\geq 45/100$ )
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken.	Responsible sourcing	113-114, 116-118		Number of child labor incidents; Number of forced labor non-compliance instances from supplier audits; 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) (%)



## Specific standard disclosures

Indicator	Description	Disclosed in this report	On page	Additional information	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 178)
<b>Human rights: Human rights grievance mechanisms (material aspect)</b>					
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms.	Promoting ethical behavior; Responsible sourcing	98; 114		Number of ethical concerns reported
<b>Society: Local communities (material aspect)</b>					
Own metric	Engagement with local communities	Improving people's lives with technology; Collaborating with NGOs	52-68, 143-150		Number of Nokia's Corporate Community Investment (CCI) programs and € of CCI contributions
<b>Society: Anti-corruption (material aspect)</b>					
G4-SO4	Communication and training on anti-corruption policies and procedures.	Promoting ethical behavior	94-95		
G4-SO5	Confirmed incidents of corruption and actions taken.	Promoting ethical behavior	98-99	Since acquiring Alcatel-Lucent in January 2016, Nokia has continued to work to resolve outstanding government investigations and proceedings relating to potential violations of anti-corruption laws by former ALU businesses. For more information, please see our Form-20 report ( <a href="http://www.nokia.com/sites/default/files/files/nokia_20f16_full_report_2_1.pdf">http://www.nokia.com/sites/default/files/files/nokia_20f16_full_report_2_1.pdf</a> )	
<b>Society: Public Policy</b>					
G4-SO6	Total value of political contributions by country and recipient/beneficiary			We do not provide any political contributions.	

## Specific standard disclosures

Indicator	Description	Disclosed in this report	On page	Additional information	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 178)
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### 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	98	In 2016, there was an ongoing antitrust investigation against Nokia by the Spanish competition authority. The investigation was initiated in 2015 by a complaint of Nokia's competitor. Nokia views the complaint made against Nokia to be without merit and is collaborating with the authority to bring the matter to closure. In 2016, there were no completed legal actions related to anti-competitive behavior.*	
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### 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			There were no significant fines or non-monetary sanctions for non-compliance with laws and regulations related to anticorruption or antitrust in 2016. There were neither significant cases of penalties or penalty interest for Nokia in 2016.	
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\* In addition, it should be mentioned that Nokia is one of the largest patent owners in the industry. It is possible that infringers of patents, when faced with a law suit by Nokia, may try to increase negotiation power against Nokia by filing competition complaints against Nokia, or by threatening Nokia with an antitrust investigation. This happens often even where the misuse appears to be on the side of the infringer. Due to its position as major patent holder Nokia is regularly faced with these situations and also regularly receives questions from antitrust authorities concerning its patent licensing. In no case have complaints filed against Nokia either in courts or in front of antitrust authorities led to a finding of violation of competition laws by Nokia or antitrust authorities taking action against Nokia. Quite the opposite, Nokia has been successful in showing that it has acted in full compliance with competition laws.

As an example, in December 2016 Apple filed a complaint against Nokia and two other companies alleging that Nokia has colluded with these companies with the aim of increasing Apple's patent royalty costs. To support its allegations Apple relies on a novel antitrust theory. Nokia believes that Apple's complaint is without merit and looks forward to presenting its case to the court.

## Specific standard disclosures

Indicator	Description	Disclosed in this report	On page	Additional information	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 178)
<b>Society: Supplier assessment for impact on society (material aspect)</b>					
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	Responsible sourcing	112-113	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.	
<b>Society: Compliance (material aspect)</b>					
G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	Promoting ethical behavior	98		Number of ethical concerns reported
<b>Product responsibility: Customer health and safety (material aspect)</b>					
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Ensuring our continued legal compliance	76	Boundary: Nokia's Networks business. Read about EMF and health at <a href="http://company.nokia.com/en/radio-waves-and-health">http://company.nokia.com/en/radio-waves-and-health</a>	
<b>Product responsibility: Customer privacy (material aspect)</b>					
Own metric	Implementation of Guiding Principles of the Telecommunications Industry Dialogue (ID)	Our progress on implementing the ID Guiding Principles	101-104		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 in 2016.	

## Specific standard disclosures

Indicator	Description	Disclosed in this report	On page	Additional information	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 178)
<b>Product responsibility: Compliance (material aspect)</b>					
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations			There were no significant fines or non-monetary sanctions for non-compliance with product health, safety, security and environmental, data privacy or export control laws and regulations in 2016.	



Find out more about sustainability at Nokia and download our reports  
[nokia.com/people&planet](https://nokia.com/people&planet)