

A child's legs in pink socks and black shoes are standing in a puddle on a dark, textured surface. The water in the puddle is dark and reflects the child's legs and shoes. The Nokia logo is overlaid on the image, with the letters 'NO' and 'KIA' in a light purple color and the 'I' in a light yellow color. The logo is positioned in the center of the image, with the child's legs and shoes visible through the letters.

NOKIA

where everyone goes home safely at the end of the day

Agenda

01

Introductions

02

COVID-19

03

High risk activities still need attention

04

Casual labour and modern slavery

05

Going home safely at the end of the day



Gareth Davies
Head of Health, Safety and
Environment



Elina Raask
Sustainable Operations
Manager

Sessions



August 10th 10:00 Helsinki, 15:00 Shanghai, 8:00 London



August 10th 16:00 Helsinki, 14:00 London, 10:00 Sao Paulo



August 11th 9:00 Helsinki, 16:00 Sydney, 14:00 Shanghai, 7:00 London



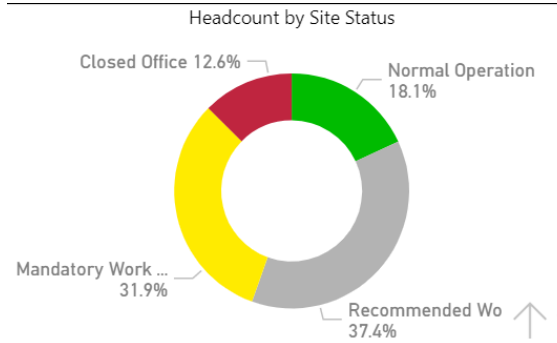
August 11th 16:00 Helsinki, 14:00 London, 10:00 Sao Paulo

We need the technology to connect the world like never before

COVID-19 has created a uniquely challenging position

Nokia employees
working from home

80%



Technology to keep people connected is no longer optional, its necessary.
More people are dependent on the products that Nokia produce and the service we deliver than ever before.

World population on
some form of
lockdown.

40%

Global travel
capacity reduced.

80%

Growth in personal
use of video
conferencing.

300%

Increase in Network
Traffic estimated
since “lockdowns
began”.

50%

Telecoms is an essential service

We have been essential in keeping things working

1

Front Line Health Care



2

2nd Line Health Care



3

Food Retail



4

Food Manufacturing



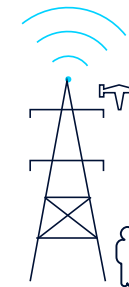
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Logistics



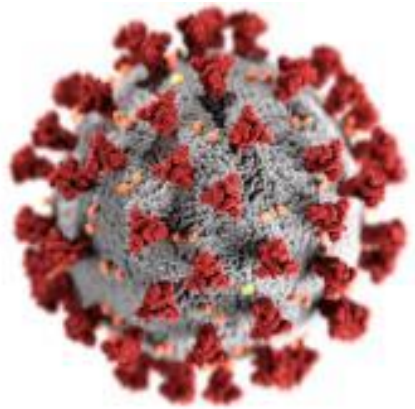
6

Utilities



Pandemic Impacts

Some impacts are obvious, others are not



Personal impacts

Personal Health

Financial stability

Family

Mental Health

Operational impacts

Availability

Variation

**Program and
timelines**

Ability / Capacity

Safety behaviour impacts

**Concentration
and focus**

Discipline

Competence

Motivation

Not everyone has gone home safely

These factors are impacting behavior



High Risk Areas, narrow risk profile

Controls are well understood, lets make sure behaviour follows



Working at Height

Majority were working at height incidents.



Rigging and Lifting

There was an increase on rigging and lifting incidents.



Road Safety

Followed by vehicles incidents.



Street Works

There was an increase on street works incidents.



Electrical

And electrical incidents.



Underground Works

And underground assets incidents.

Non-negotiables

Planning

Supervision

Behaviour

Working at Height Non-negotiables

Five areas of control

F - Fit to work
A - Arrangements
S - Supervision
T - Training
E - Equipment
N - Non Negotiable

- If we get these right, we will manage the risk
- People will be safe

Road Safety Non-negotiables

Three areas of control

- Road safety is one of the major risks that we face
- To manage it we can split it into three components.

Driver

All drivers will be appropriately trained, medically fit to drive and act in line with the requirements outlined in this standard

Vehicle

All vehicles will be fit for purpose, well maintained and only used in the way that they were designed for

Journey

The risks with journeys will be identified, assessed and managed through the strict application of rules, support for decisions and practical alternatives

Electrical Safety Non-negotiables

4 areas of control

People

Installations

Tools

Methods



Supervisors

More important than ever

- 1 Only authorized people → Nokia employee / approved contractor / legal age
- 2 Right training → Approved and certified
- 3 Right equipment → Approved, checked, good condition
- 4 Task understood and how to do it safely → Language / operating tools / correct equipment
- 5 Clear work area → Clearly marked to prevent unauthorized access
- 6 Controlled work → Intervene, challenge and stop work when needed

Life Saving Rules

Six simple safety rules



Road Safety



Always wear a seat belt in ANY vehicle.



Do not drive distracted or tired - take a break every two hours.

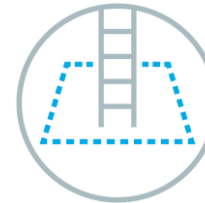


Always drive at a safe speed for road, traffic & weather conditions. Do not exceed the speed limit.

Working at Height



Always attach yourself and your equipment when working at height.



Always make sure that no-one enters the space below when you are working at height.

Electrical



Do not work live. Do not work on any electrical system unless you are trained.

Our Values

Earning respect through health and safety

respect

Respect is about how we treat each other, and something we work hard to earn from those around us.

from our people

By showing that we all take each others health and safety seriously. We respect every persons right to refuse to do something that they believe is dangerous.

from our customers

By making health and safety integral to how we do business, by doing what we say we are going to do, consistently.

from the outside world

By being transparent and consistent and acting with the highest levels of integrity at all times. Doing more that we have to, doing the right thing.

Our Values

How our life saving rules apply in real life

respect

Respect is about how we treat each other, and something we work hard to earn from those around us.

refusal to work

Respect every persons right to refuse to do something that they believe is dangerous.

better ways of doing things

People who do the work know the job, they understand the risks and often have the best solutions. If they suggest a better way of doing something, **Respect** their view, take the time to listen and understand.

work life balance

A tired person is not a safe person.

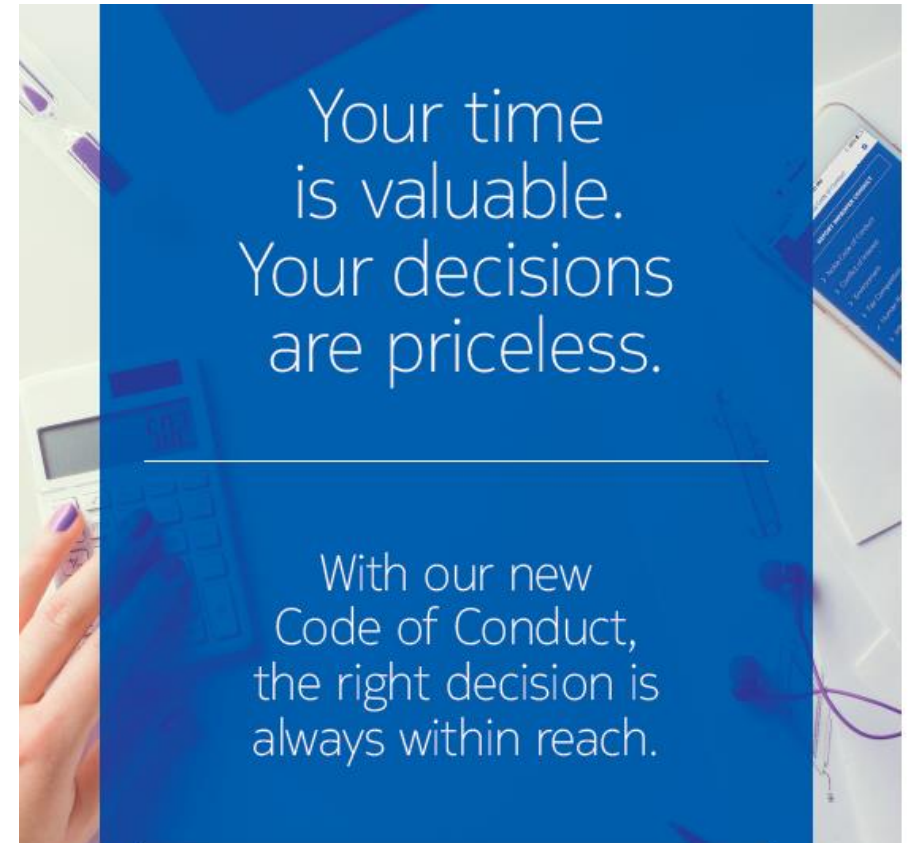
A mind that is worried about family does not make good decision.

A person rushing to finish a job to get home is more likely to cut corners.

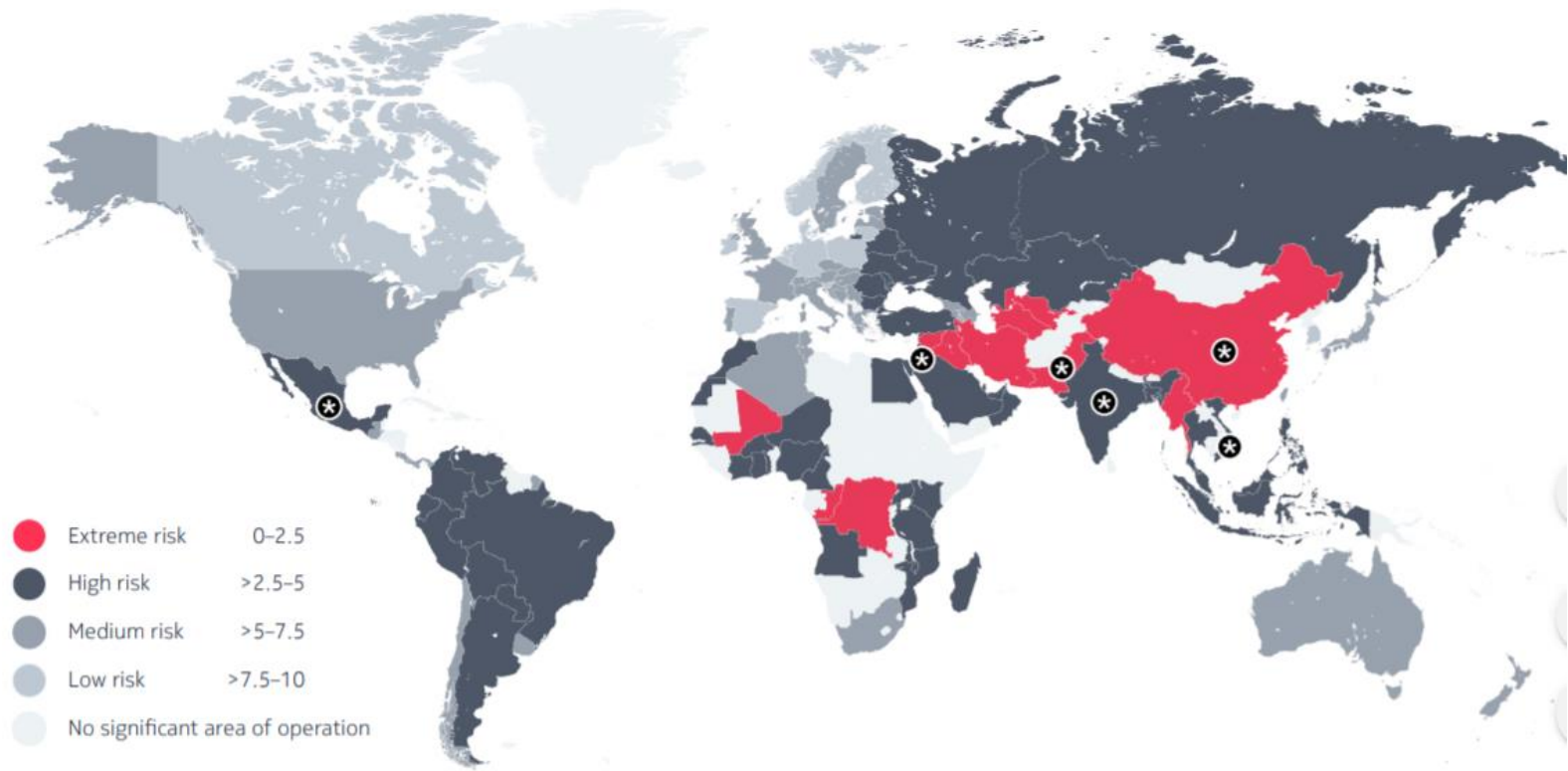
Modern Slavery and Casual Labor

Code of Conduct

As an industry leader, we aspire to be among the best in the world in corporate responsibility, actively promoting human rights and environmental protection through our products and solutions. At Nokia this is everyone's responsibility and an integral part of managing Nokia business and brand.



Nokia country presence and modern slavery risk assessment



NOTE:

Over
40
million people
live in
modern slavery
today

Source: *International Labour Organization (ILO)*

Basic labour rights

Ensure that basic controls are in place



Signed Contracts

Written employment contracts signed in 2 copies, cover all elements.



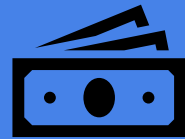
Working hours & Leave

Max hours <48 + 12
OT/pw. Min 1 day off after
6 days. WH and Leave
records kept.



Recruitment

Age check, no hidden
recruitment fees, no
withholding of original
documents.



Remuneration

Living Wage, Payslips, No
withholding of salary. Medical,
social, life insurance to
employees.



Exit

No barriers for Exit.
Clearance and final
settlement conducted
with all employees.



Feedback

i.E anonymous feedback
channel on sensitive issues.

Policies

Procedures

Training

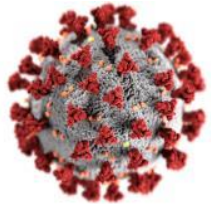
NO CASUAL LABOUR

Summary

Making sure everyone goes home safely
everyday

Keeping COVID in perspective

Think about, talk about and demonstrate good behaviour



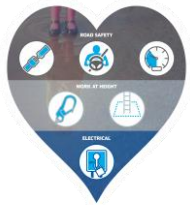
COVID Controls

- Social distancing and bubbles
- Basic hygiene
- Personal Health



High Risk Tasks

- Non-negotiables
- Planning
- Supervision



Life Saving Rules

- Remind each of other of the need to follow
- Respect each other and look out for each other
- Consider what people are going through the impact this has



Casual labor / Modern Slavery

- Casual labor, breaches of employment law or Nokia standards not acceptable
- Economic challenges creates an environment where issues are more likely to occur



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8 Topic Sessions

Tuesdays, 1st September to 20th October

Topic	Date	time	Webex Event Link
Working at Height	1st Sept	10 am EET	https://nokiaevents.webex.com/nokiaevents/onstage/g.php?MTID=e88279f9918bbb3ca2eda78d02b52a668
		04 pm EET	https://nokiaevents.webex.com/nokiaevents/onstage/g.php?MTID=e17cbfd4b706e620ed8d22317b4017bcb
Life Saving Rules	8th Sept	10 am EET	https://nokiaevents.webex.com/nokiaevents/onstage/g.php?MTID=eeee10b6dcf730e9d5e35fe3cb9d0e990
		04 pm EET	https://nokiaevents.webex.com/nokiaevents/onstage/g.php?MTID=e3939e394ac1c51fc59fb56b30de4c5dc
Underground Asset Avoidance & Street Works	15th Sept	10 am EET	https://nokiaevents.webex.com/nokiaevents/onstage/g.php?MTID=edc9134583e8a867b62eb217f47c75d62
		04 pm EET	https://nokiaevents.webex.com/nokiaevents/onstage/g.php?MTID=e6f973e0c207a0da019e6d17f00b2db92
Electrical Safety	22nd Sept	10 am EET	https://nokiaevents.webex.com/nokiaevents/onstage/g.php?MTID=e1e5573173ae9cb7144cbea5be2d0167b
		04 pm EET	https://nokiaevents.webex.com/nokiaevents/onstage/g.php?MTID=e7d79861e8264b33acfc73b2c15572162
Wellbeing	29th Sept	10 am EET	https://nokiaevents.webex.com/nokiaevents/onstage/g.php?MTID=ef524e570a970d0ee0b47ca9ea87c9714
		04 pm EET	https://nokiaevents.webex.com/nokiaevents/onstage/g.php?MTID=ec183ced60f74f873e10ef5ce7f7649a1
Casual Workers and Modern Slavery	6th Oct	10 am EET	https://nokiaevents.webex.com/nokiaevents/onstage/g.php?MTID=e62f1069528aaadad89cd05746afdb9ee
		04 pm EET	https://nokiaevents.webex.com/nokiaevents/onstage/g.php?MTID=e0c5fe371ccfe478bed5beb719bd0f541
Environment	13th Oct	10 am EET	https://nokiaevents.webex.com/nokiaevents/onstage/g.php?MTID=e4f115c20287db8208ffb131b4dadcd423
		04 pm EET	https://nokiaevents.webex.com/nokiaevents/onstage/g.php?MTID=ee279944aaa4056b1f5a6b6b0fe9fd272
Road Safety	20th Oct	10 am EET	https://nokiaevents.webex.com/nokiaevents/onstage/g.php?MTID=ed7208ead858684e908e3f2df4b2c4e8c
		04 pm EET	https://nokiaevents.webex.com/nokiaevents/onstage/g.php?MTID=eccc5730b4c6c994b7d8383b3cccc1fdf2