

General

In this survey you will be asked questions on 4 separate themes which cover different Corporate Social Responsibility (CSR) issues. The objective is to evaluate the CSR management systems put in place by your company using your answers and supporting documentation. Each theme is analyzed according to 3 key indicators: your policies, your actions and finally, results. After analysis of your responses & supporting documentation, we summarize our findings into an overall as well as theme based scores, and a set of strengths & weaknesses.

GEN300 - mandatory



Does your company formally and publicly adhere to any external CSR initiatives or sets of principles?

For this question, documents from the parent company or group may be partially credited.

United Nations Global Compact (UNGC)

An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "?" button above for more info on endorsement. Examples of documents to attach: company's formal public adherence letter, screenshot or weblink to the external CSR initiative's participant list, Annual Report, CSR/Sustainability Report, or any documentation that shows the company's participation status. To learn more about this endorsement, go to: https://www.unglobalcompact.org/

Selected document: UNGC (Other)

1

Science Based Targets initiative (SBTi)

An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "?" button above for more info on endorsement. Examples of documents to attach: company's formal public adherence letter, screenshot or weblink to the external CSR initiative's participant list, Annual Report, CSR/Sustainability Report, or any documentation that shows the company's participation status. To learn more about this endorsement, go to: https://sciencebasedtargets.org/

Selected document: SBT committment (1,5) (Other)

1

Other external CSR initiative or set of principles

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

Global Network Initiative Principles, Responsible Business Alliance (RBA)

Selected document: GNI membership proof (Other)


1

Selected document: Our participation in the Responsible Business Alliance (RBA) (Webpage / intranet extract)

13

No endorsement/Do not know

Which of the following applies to your company's reporting on quantitative indicators on CSR topics?

 For this question, documents from the parent company or group may be partially credited.

 The indicators are externally verified by an independent third party

Examples of documents to attach: third party assurance statement, Annual Report, CSR/Sustainability Report, etc. The document(s) should demonstrate the following: statement by an independent and recognized third party assuring the quality and credibility of the quantitative indicator(s) reported on environmental, social, labor, fair business practices issues.

Selected document: People and Planet report 2020 (CSR report)

114-115

 The indicators are aligned with a formally recognized national or international reporting standard or framework (e.g. GRI, SASB)

The document(s) should demonstrate the following: indication that the reporting indicators on environmental, social, labor, fair business practices issues are aligned with a formally recognized national or international reporting standard or framework (eg GRI, SASB). Examples of documents to attach: Annual Report, CSR/Sustainability Report, etc.

Selected document: Key ESG frameworks 2020 – GRI, SASB, UN SDGs (CSR report)

all

 A materiality analysis was conducted to identify relevant indicators

The document(s) should demonstrate the following: a materiality analysis conducted to identify relevant indicators that the company reported on. Examples of documents to attach: materiality assessment document, presentation, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

11-12

Selected document: Governance and materiality (Webpage / intranet extract)

1

My company reports on quantitative indicators on CSR but none of the above applies

My company does not report on any quantitative CSR indicators/Do not know

Does your company communicate progress towards the Sustainable Development Goals (SDGs)?

i For this question, documents from the parent company or group may be partially credited.

Yes, my company communicates progress towards the Sustainable Development Goals (SDGs)

The document(s) should demonstrate the following: public or internal reporting of the company's progress towards the Sustainable Development Goals (SDGs). Examples of documents to attach: minutes of meeting, presentation, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

17

Selected document: Nokia and the United Nations Sustainable Development Goals (Webpage / intranet extract)

1

No

Do not know

Has your company been audited on-site with regards to CSR issues (e.g Environment, Labor Practices & Human Rights, Business Ethics), on at least 1 of your company's locations? If yes, please upload on-site audit report and it must be within 2 years of today, contain a list of non-compliances identified (if any), contain Corrective Action Plan, and issued by a 3rd party auditor.

i For this question, answers and documents from your parent company are NOT allowed.

Yes, and the report has all of the stated characteristics

The document(s) should demonstrate the following: 1) report date within 2 years of questionnaire answering day; 2) covering social audit issues (environment, labor and human rights, ethics); 3) formalized report with the list of Non-Conformities; 4) issued by an accredited 3rd party audit agency. IMPORTANT: Please note that if the audit was to obtain a management system certification (e.g. ISO 14001, ISO 45001, ISO 27001, ISO 50001, ISO 22000, etc.), DO NOT link it to this question, please link them to the dedicated question on certifications. Click on the "?" button above for more info on what is an external on-site audit. Examples of documents to attach: external on-site audit report and corrective action plan report for compliance with social audit protocols.

Selected document: People and Planet report 2020 (CSR report)

114-115

Selected document: Nokia ISO 14001 Certificate April 2021 (Certificate)

all

Selected document: Nokia ISO 45001 certificate April 2021 (Certificate)

all

Yes, but the report does not have all of the stated characteristics

The document(s) should demonstrate the following: 1) report date within 2 years of questionnaire answering day; 2) covering social audit issues (environment, labor and human rights, ethics); 3) formalized report with the list of Non-Conformities; 4) issued by an accredited 3rd party audit agency. IMPORTANT: Please note that if the audit was to obtain a management system certification (e.g. ISO 14001, ISO 45001, ISO 27001, ISO 50001, ISO 22000, etc.), DO NOT link it to this question, please link them to the dedicated question on certifications. Click on the "?" button above for more info on what is an external on-site audit. Examples of documents to attach: external on-site audit report and corrective action plan report for compliance with social audit protocols.

No on-site audit regarding CSR issues performed

EcoVadis may contract an independent auditor to conduct a site verification on the assessed company as a complementary part of the document-based assessment. The audits are conducted for internal quality assurance and methodology verification purposes.

Labor & Human Rights

The criteria in this theme are divided into 2 parts: first on human resources (such as health & safety, working conditions, structured social dialog, career management & training) and secondly on human rights issues (such as child & forced labor and discrimination).

Does your company have a policy regarding labor practices or human rights issues ?

i For this question, documents from the parent company or group may be partially credited.

✓ Employees health and safety (e.g. management of employees health and safety issues)

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that address health and safety issues encountered by employees at work, for example physiological and psychological issues arising from, among others, dangerous equipment, work practices and hazardous substances. Examples of documents to attach: Company mission statement, Health and Safety policy/charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Health, safety and labour conditions policy 2020 (Policy)

1

✓ Working Conditions (e.g. wages & working benefits, working hours, exchange of information and participations on working conditions)

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that address working hours, remunerations and social benefits granted to employees. Examples of documents to attach: Company mission statement, Working Conditions policy/charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Nokia Code of Conduct 2020 (Code of ethics / code of conduct)

26-29

✓ Labor Relations (e.g. structured relations with employee representatives / trade unions)

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that address social dialogue deployed through recognized employee representatives and collective bargaining. Examples of documents to attach: Company mission statement, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Nokia Code of Conduct 2020 (Code of ethics / code of conduct)

26-27

✓ Career Management (e.g. management of recruitment, training & career development)

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that address main career stages i.e. recruitment, evaluation, training and management of layoffs. Examples of documents to attach: Company mission statement, Career Development policy/charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Nokia Global Human Resources Framework (Policy)

8

✓ Child and Forced Labor (e.g. engagements or measures taken to prevent or eradicate child or forced labor)

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that address child, forced or compulsory labor issues within the company owned operations. Examples of documents to attach: Company mission statement, Human Rights policy/charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Nokia Code of Conduct 2020 (Code of ethics / code of conduct)

31

✓ Diversity, Discrimination & Harassment

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that prevent discrimination and physical, psychological and verbal abuse in the work environment and/or promote equal treatment of people from different backgrounds. Examples of documents to attach: Company mission statement, Diversity policy/charter, Policy/charter against Discrimination and Harassment, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Nokia Code of Conduct 2020 (Code of ethics / code of conduct)

26-27

External stakeholder human rights

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that address direct and indirect human rights impacts of the company's operations on external stakeholders, such as rights to property/land, rights to self-determination, rights to safety/security etc. Examples of documents to attach: Company mission statement, Human Rights policy/charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Human Rights Policy (Policy)

3-6

Topics other than those mentioned above (please specify)

Please specify

Our Code of Conduct is the basis for our labor conditions and is underpinned by our Global Human Resources Framework and local employment laws, policies and practices. We adhere to the United Nations Universal Declaration of Human Rights and the United Nations Global Compact. Wherever we operate we meet and often strive to exceed the requirements of labor laws and regulations. We publish information related to policies and guidelines on our intranet.

We are aligned with key elements of the social accountability standard SA8000. Our policies, Standard Operating Procedures (SOPs), and Code of Conduct are implemented to cover our employees and are also applied to our suppliers.

Our policies cover child labor, forced labor, freedom of association and collective bargaining, non-discrimination, humane treatment, working time, disciplinary practices, compensation and occupational health and safety.

Selected document: People and Planet report 2020 (CSR report)

89

No policies

LAB1001 - mandatory



Does your company health & safety policy also cover activities carried out by your subcontractors? (e.g. at construction sites, on chartered vessels)

For this question, documents from the parent company or group may be partially credited.

Yes, my company's health & safety policy also covers activities carried out by our subcontractors

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that address health and safety issues encountered by subcontractors working on the company premises, for example physiological and psychological issues arising from, among others, dangerous equipment, work practices and hazardous substances. Examples of documents to attach: Company mission statement, Health and Safety policy/charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Health, safety and labour conditions policy 2020 (Policy)


1: • Ensure our suppliers, contractors and other business partners follow the same standards and place equally high priority on health, safety and labor conditions in their operations

No

No subcontractors working on the company premises or on construction sites

Do not know

Who pays recruitment fees?

 For this question, answers and documents from your parent company are NOT allowed.

Company

Recruitment fees (to obtain or retain employment) include any and all fees, charges, costs, assessments or other financial obligations associated with the recruitment process, regardless of when, how and whom they are collected. Select the option that applies to your organisation.

Job applicant

Recruitment fees (to obtain or retain employment) include any and all fees, charges, costs, assessments or other financial obligations associated with the recruitment process, regardless of when, how and whom they are collected. Select the option that applies to your organisation.

Company & job applicant

Recruitment fees (to obtain or retain employment) include any and all fees, charges, costs, assessments or other financial obligations associated with the recruitment process, regardless of when, how and whom they are collected. Select the option that applies to your organisation.

Do not know

What actions are in place regarding employee health and safety?

For this question, answers and documents from your parent company are NOT allowed.

Health and safety detailed risk assessment

The document(s) should demonstrate the following: risk assessments systematically identify and evaluate potential impact of operational tasks or conditions on employees' health and safety. Examples of documents to attach: internal risk assessments, hazard analysis documents, safety analysis documents, Annual Report, CSR/Sustainability Report, etc.

Selected document: 2019 support documents for employee H&S (Letter to EcoVadis)

1

Selected document: People and Planet report 2020 (CSR report)

96-97

Selected document: HS Document Library (Other)

6: document number 6

Procedure in place to anticipate health & safety risks related to change of operations (e.g. start-up of new operations, change of operations)

The document(s) should demonstrate the following: employee instructions or operational process to ensure health and safety risks and hazards are properly controlled when the company makes changes to its facilities or operations. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, Annual Report, CSR/Sustainability Report, etc.

Selected document: 2019 support documents for employee H&S (Letter to EcoVadis)

2

Selected document: HS Document Library (Other)

3, 6: documents number 3 and 6

Provision of protective equipment to all impacted employees

The document(s) should demonstrate the following: employee instructions or operational process on the deployment of personal protective equipment to reduce employee exposure to work-related health and safety hazards. Examples of documents to attach: standard operating procedures, work instructions, delivery records, Annual Report, CSR/Sustainability Report, etc.

Selected document: 2019 support documents for employee H&S (Letter to EcoVadis)

4

Selected document: HS Document Library (Other)

5,6,11,14: documents number 5,6,11,14

Specific procedures for handling of chemicals or hazardous substances

The document(s) should demonstrate the following: employee instructions or operational process that allow them to handle chemicals or hazardous substances safely and protect themselves from exposure to those substances. Examples of documents to attach: standard operating procedures, work instructions, Annual Report, CSR/Sustainability Report, etc.

Selected document: 2019 support documents for employee H&S (Letter to EcoVadis)

6

Selected document: HS Document Library (Other)

3: document nro 3

Health and Safety procedures translated in major languages spoken by employees

The document(s) should demonstrate the following: employee instructions or operational process on health and safety in the languages that employees speak to ensure good understanding across all employees. Examples of documents to attach: standard operating procedures, work instructions, manual, Annual Report, CSR/Sustainability Report, etc.

Selected document: 2019 support documents for employee H&S (Letter to EcoVadis)

6

Selected document: HS Document Library (Other)

5: document nro 5

Joint labor management health and safety committee in operation

The document(s) should demonstrate the following: the existence of health and safety committee with representatives from both the employer and the employees. Examples of documents to attach: communication materials, minutes of meeting, announcement, letters, Annual Report, CSR/Sustainability Report, etc.

Selected document: 2019 support documents for employee H&S (Letter to EcoVadis)

8

Selected document: HS Document Library (Other)

3, 19: document nro 3 & 19

Active preventive measures for stress and noise

The document(s) should demonstrate the following: employee instructions, operational process, training, deployment of equipment, specific program or all other measures to prevent or mitigate employees' exposure to stress and noise. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, Annual Report, CSR/Sustainability Report, etc.

Selected document: 2019 support documents for employee H&S (Letter to EcoVadis)

9

Selected document: People and Planet report 2020 (CSR report)

97

Selected document: HS Document Library (Other)

6,19: documents nro 6 & 19

Training of all relevant employees on health and safety risks and good working practices

The document(s) should demonstrate the following: training programs provided to employees to strengthen their knowledge on health and safety related to their job and/or to enhance their skills to perform their tasks safely. Examples of documents to attach: training materials and additional evidence of training execution (progress reports, certificates of completion, etc.), Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

96-97

Mandatory health check up for all employees

The document(s) should demonstrate the following: employee instructions or operational process for employees to undergo health check-ups which allow early detection of occupational disease, ensure that employees remain fit for work, and help the company gauge whether existing control measures are effective. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, health check-up reports, contracts, Annual Report, CSR/Sustainability Report, etc.

Training on health and safety issues for subcontractors working on premises (if applicable)

The document(s) should demonstrate the following: training programs provided to subcontractors to strengthen their knowledge on health and safety related to their job on the company's site and working practices to help them perform their tasks safely at the company's site. Examples of documents to attach: training materials and additional evidence of training execution (progress reports, certificates of completion, etc.), Annual Report, CSR/Sustainability Report, etc.

Selected document: 2019 support documents for employee H&S (Letter to EcoVadis)

11

Selected document: HS Document Library (Other)

8,9: documents number 8 & 9

Regular inspection or audit to ensure safety of equipment

The document(s) should demonstrate the following: employee instructions or operational process on internal or external inspection/audit to evaluate the safety of existing equipment. Examples of documents to attach: standard operating procedures, work instructions, inspection/audit reports, Annual Report, CSR/Sustainability Report, etc.

Selected document: Premises inspection questions (Procedure)

1-4: Premises inspection process includes several checks related to equipment (like fire extinguisher) safety

Selected document: 2019 support documents for employee H&S (Letter to EcoVadis)

12

Selected document: HS Document Library (Other)

17: document number 17

Others (please specify)

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

Our H&S management system is globally certified and based on the internationally recognized ISO 45001 standard.

Selected document: People and Planet report 2020 (CSR report)

96-97: Strengthening our health and safety performance

Selected document: Nokia ISO 45001 certificate April 2021 (Certificate)

all

No specific mechanisms in place

What actions are in place regarding working conditions?

i For this question, answers and documents from your parent company are NOT allowed.

Interactive communication session with employees regarding working conditions

The document(s) should demonstrate the following: Deployment of interactive communication sessions which allow employees to provide input and feedback on working conditions & benefits directly to the management while also allowing the management to directly respond to such input and feedback. Note that this excludes any negotiation, consultation or simply exchange of information between employee representatives (e.g. works council) and the management. Examples of documents to attach: standard operating procedures, work instructions, communication materials, presentation, minutes of meeting, Annual Report, CSR/Sustainability Report, etc.

Compensation for extra or atypical working hours

The document(s) should demonstrate the following: provision of additional compensation to employees for overtime and/or all other forms of hours worked in excess of the normal hours. Examples of documents to attach: standard operating procedures, employee handbook, communication materials, letters, contracts, Annual Report, CSR/Sustainability Report, etc.

Selected document: 2018_support materials on working conditions (Letter to EcoVadis)

2

Additional leave beyond standard vacation days

The document(s) should demonstrate the following: provision of additional leave beyond standard vacation days which could include maternity leave, paternity leave, marriage leave, compassionate leave, study leave, etc. Examples of documents to attach: employee handbook, communication materials, letters, presentation, Annual Report, CSR/Sustainability Report, etc.

Selected document: 2018_support materials on working conditions (Letter to EcoVadis)

1

Selected document: Leave of Absence SOP (Policy)

all: Leave of absence is a country specific topic and countries have their own guideline according to local law and also can contain additional elements beyond the standard leave types.

Flexible organization of work available to employees (e.g. remote work, flexi-time)

The document(s) should demonstrate the following: provision of flexible working arrangement (eg part-time, telecommuting, job-shares, variable work schedules) to employees with the aim to support the needs of employees in achieving a balance between their home and working lives. Examples of documents to attach: standard operating procedures, employee handbook, communication materials, letters, contracts, Annual Report, CSR/Sustainability Report, etc.

Selected document: 2018_support materials on working conditions (Letter to EcoVadis)

9

Selected document: People and Planet report 2020 (CSR report)

20-21

Selected document: Working time SOP (Policy)

all: In recognition of the local nature of working time practices, the creation or modification of country specific working time practices are locally initiated in accordance with local laws and commitments. Country level Working time guidelines exist, and Country guidelines are available at the Employee country hub pages.

Childcare services or allowance

The document(s) should demonstrate the following: provision of childcare service, assistance or allowance with the aim to support the needs of employees in achieving a balance between their home and working lives. Examples of documents to attach: standard operating procedures, employee handbook, communication materials, letters, contracts, Annual Report, CSR/Sustainability Report, etc.

Selected document: 2018_support materials on working conditions (Letter to EcoVadis)

11

Health care coverage of employees in place

The document(s) should demonstrate the following: detailed coverage of company's specific health care plan(s) which provides medical care for employees or their dependents directly or through insurance, reimbursement, or otherwise. Examples of documents to attach: detailed health care plan, program implementation records, employee handbook, communication materials, manual, presentation, Annual Report, CSR/Sustainability Report, etc.

Remuneration process (e.g. salary grid, procedure for salary advancement) communicated to employees

The document(s) should demonstrate the following: company communication of details of remuneration system to employees (beyond HR personnel) which allows employees to understand and benchmark their remuneration. Examples of documents to attach: employee handbook, communication materials, letters, presentation, Annual Report, CSR/Sustainability Report, etc.

Selected document: 2018_support materials on working conditions (Letter to EcoVadis)

1

Employee satisfaction survey

The document(s) should demonstrate the following: survey used by companies to get feedback on employees about their engagement, morale and satisfaction at work. Examples of documents to attach: communication materials, presentation, survey questionnaire, survey result summary, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

84

Employee stock ownership plan (not restricted to executive level)

The document(s) should demonstrate the following: employee-owner program/plan that provides a company's workforce with an ownership interest in the company. The program should apply to employees beyond C-suite (executives/directors). Examples of documents to attach: standard operating procedures, employee handbook, communication materials, letters, contracts, presentation, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

90

Bonus scheme related to company performance

The document(s) should demonstrate the following: monetary remuneration for employees beyond base salary, linked to company performance. Examples of documents to attach: standard operating procedures, employee handbook, communication materials, letters, presentation, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

90

Others (please specify)

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

No specific mechanisms in place

Do not know

Which of the following measures (working conditions) have been implemented throughout your entire scope of operations?

For this question, answers and documents from your parent company are NOT allowed.

- Granting of special remuneration / time off for overtime worked (company wide)
- Granting of paid annual vacation (company wide)
- Employees receive 24 hours rest within a time frame of 7 consecutive days (company wide)

Others (please specify)

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify _____

Do not know

Has your company implemented a monitoring system to ensure its conformity with local laws and ILO requirements on maximum working hours (including requirements on overtime work)?

For this question, answers and documents from your parent company are NOT allowed.

Yes

No

Do not know

What actions are in place regarding social dialogue?

i For this question, answers and documents from your parent company are NOT allowed.

Employee representatives or employee representative body (e.g. works council)

The document(s) should demonstrate the following: existence of any union, works council or other agency or representative body that the company recognized for the purposes of bargaining collectively on behalf of any employee. Examples of documents to attach: agreements, announcement, meeting minutes, document showing election result, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

90

European Works Council in place

The document(s) should demonstrate the following: existence of European Works Council (EWC) which is an information and consultation body representing employees in European multinational companies. The EWC can be established if the company has at least 1000 employees in the European Economic Area and at least 150 employees in two member states. Examples of documents to attach: agreements, communication materials, letters, presentation, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

90

Collective agreement on employees' health & safety

The document(s) should demonstrate the following: all agreements in writing regarding employees' health & safety (eg the establishment of joint labor-management health and safety committee, provision of protective clothing, compensation in case of injury, etc.) concluded between the company as an employer, on the one hand, and one or more representative workers' organizations, in accordance with national laws and regulations, on the other. The document(s) should also provide enough assurance that the agreement is being implemented at the company. Examples of documents to attach: agreements, Annual Report, CSR/Sustainability Report, etc.

Collective agreement on working conditions

The document(s) should demonstrate the following: all agreements in writing regarding working conditions and terms of employment (eg wages, working hours, vacation days, etc.) concluded between the company as an employer, on the one hand, and one or more representative workers' organizations, in accordance with national laws and regulations, on the other. The document(s) should also provide enough assurance that the agreement is being implemented at the company. Examples of documents to attach: agreements, Annual Report, CSR/Sustainability Report, etc.

Collective agreement on training & career management

The document(s) should demonstrate the following: all agreements in writing regarding training and career management (eg training opportunities, performance management, the availability of funds for training, etc.) concluded between the company as an employer, on the one hand, and one or more representative workers' organizations, in accordance with national laws and regulations, on the other. The document(s) should also provide enough assurance that the agreement is being implemented at the company. Examples of documents to attach: agreements, Annual Report, CSR/Sustainability Report, etc.

Collective agreement on discrimination and/or harassment

The document(s) should demonstrate the following: all agreements in writing regarding discrimination and/or harassment concluded between the company as an employer, on the one hand, and one or more representative workers' organizations, in accordance with national laws and regulations on the other, to prohibit discrimination in employment opportunities. The document(s) should also provide enough assurance that the agreement is being implemented at the company. Examples of documents to attach: agreements, Annual Report, CSR/Sustainability Report, etc.

Collective agreement in place

The document(s) should demonstrate the following: all agreements in writing regarding any employment-related issues concluded between the company as an employer, on the one hand, and one or more representative workers' organizations, in accordance with national laws and regulations, on the other. The document(s) should also provide enough assurance that the agreement is being implemented at the company. Examples of documents to attach: agreements, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

90: Collective bargaining agreements are local, and in most countries where we have collective bargaining agreements, employees who have chosen not to be members of a union are also covered. Employees can choose freely to join, not join, or leave unions and associations and select their representatives based on local and international practices. We encourage active, open communication and dialog with employees and/or their representatives. In countries where local works councils operate, we work with them as needed. We communicate regularly with employees directly as well as in meetings such as the European Works Council (EWC) in Europe. Employees and management prepare and participate in the annual EWC plenary. We offer free elections for employees to choose union representatives. The majority of production employees were represented by an independent trade union or covered by collective bargaining agreements.

Others (please specify)

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

No actions in place

Do not know

What actions are in place regarding training and career management?

i For this question, answers and documents from your parent company are NOT allowed.

✔ Transparent recruitment process (communicated clearly and formally to all candidates)

The document(s) should demonstrate the following: company communication of details of recruitment process to all candidates. An open, transparent, and merit-based recruitment process ensures equal opportunities to the job applicants, free of any direct or indirect discrimination. Examples of documents to attach: communication materials, letters, presentation, Annual Report, CSR/Sustainability Report, etc.

Selected document: Nokia Recruitment Privacy Statement (2020) (Webpage / intranet extract)

1

✔ Regular assessment (at least once a year) of individual performance

The document(s) should demonstrate the following: employee instructions or operational process to quantitatively and/or qualitatively assess and review employees' job performance on a regular basis. Examples of documents to attach: standard operating procedures, work instructions, employee evaluation documents, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

85-86

✔ Setting of Individual development and career plan for all employees

The document(s) should demonstrate the following: employee instructions or operational process to create an action plan for career and personal development with the aim to help employees reach short and long-term career goals, as well as improve current job performance. Examples of documents to attach: standard operating procedures, work instructions, individual development plan documents, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

85-86

✔ Official measures promoting career mobility

The document(s) should demonstrate the following: employee instruction, operational process, specific program or all other measures to promote internal career mobility within the organization based on employee's ability and potential. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, employee handbook, communication materials, presentation, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

86

✔ Provision of skills development training

The document(s) should demonstrate the following: training programs provided to employees to strengthen their knowledge and skills specific for their work or for their career advancement. Examples of documents to attach: training materials and additional evidence of training execution (progress reports, certificates of completion, etc.), Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

85-88

✔ Official measures to anticipate or reduce layoffs and associated negative impacts (e.g. financial compensation, outplacement service)

The document(s) should demonstrate the following: employee instructions, operational process, specific program or all other measures to minimize layoffs and mitigate associated negative impacts by providing employees with adequate notice in advance of a layoff and/or providing guidance, assistance and support to maximize their prospects for reemployment. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, employee handbook, communication materials, presentation, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

91

Others (please specify)

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

No specific mechanisms in place

Do not know

What actions are in place to address child labor, slavery and/or human trafficking?

i For this question, answers and documents from your parent company are NOT allowed.

✔ Risk assessments performed to identify operations exposed to potential child and/or forced labor

The document(s) should demonstrate the following: assessment of risks relating to child labor and/or forced labor across operations taking into account the company's location and business activity to prioritize risk management efforts. Examples of documents to attach: standard operating procedure, third-party risk assessments, internal monitoring system documents, Human Rights Report, Modern Slavery and Human Trafficking Report, Annual Report, CSR/Sustainability Report, etc.

Selected document: Modern Slavery Statement for 2020 (Other)

5

✔ Awareness training on child labor, slavery and/or human trafficking

The document(s) should demonstrate the following: training programs in web-based or in-person format provided to employees to strengthen their knowledge on child labor, slavery and/or human trafficking issues within the company operations. Examples of documents to attach: training materials and additional evidence of training execution (progress reports, certificates of completion, etc.), Human Rights Report, Modern Slavery and Human Trafficking Report, Annual Report, CSR/Sustainability Report, etc.

Selected document: Modern Slavery Statement for 2020 (Other)

8-14

✔ Auditing of internal controls to prevent child and/or forced labor

The document(s) should demonstrate the following: regular monitoring of the effectiveness of the child and/or forced labor control systems, which can be done through internal testing and formal external auditing. Examples of documents to attach: formal audit reports, internal auditing procedures, Human Rights Report, Modern Slavery and Human Trafficking Report, Annual Report, CSR/Sustainability Report, etc.

Selected document: Nokia Form 20-F 2020 (Annual report)

62-63

✔ Formal collaboration with local NGOs to address child and/or forced labor issues

The document(s) should demonstrate the following: formal engagement with global/local NGOs for assistance in identifying risks, performing supplementary training and/or remediation to fill knowledge and operational gaps regarding child and/or forced labor issues. Examples of documents to attach: Human Rights Report, Modern Slavery and Human Trafficking Report, Annual Report, CSR/Sustainability Report or any other implementation evidence.

Selected document: Helping hands (Other)

1: (See section: Brand support to combat modern slavery) We collaborated with NGO Unseen UK who are dedicated to fighting modern slavery

✔ Remediation procedure in place for identified cases of child and/or forced labor

Examples of documents to attach: standard operating procedures, employee handbook, program implementation records, Annual Report, CSR/Sustainability Report, Human Rights Report, Modern Slavery and Human Trafficking Report, etc. The document(s) should demonstrate the following: operational process or evidence of remediation efforts/remediation programme to support victims of child and/or forced labor (i.e. non-judicial procedure for provision of victims counseling, financial or non-financial compensations for physical or mental harm, ensuring that the child can complete his/her compulsory education pathway, etc.).

Selected document: Nokia child labor remediation guideline (Procedure)

1-4

Selected document: People and Planet report 2020 (CSR report)

89

Whistleblower procedure on child or forced labor issues

The document(s) should demonstrate the following: established mechanism for different parties to report child labor and/or forced labor issues and inclusion of 1) confidentiality guarantee 2) non-retaliation guarantee and 3) dedicated reporting channel (ie internal or third-party email, phone/hotline, contact person in compliance department). Examples of documents to attach: Code of Conduct, employee handbook/manual, standalone whistleblower/reporting procedure, child and forced labor policy with reporting procedure section, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

65

Selected document: Code of Conduct webpage (Webpage / intranet extract)

all

Other proactive measures to prevent child and/or forced labor (please specify)

The document(s) should demonstrate the following: other proactive measures to prevent child and/or forced labor. Examples of documents to attach: Human Rights Report, Modern Slavery and Human Trafficking Report, Annual Report, CSR/Sustainability Report or any other implementation evidence.

Please specify

Nokia is a founding member of "Tech Against Trafficking", in a new coalition of technology businesses and global experts collaborating in the fight against human trafficking. Nokia issued its third report to comply with the UK Modern Slavery Act in June 2019. Report is available in web https://www.nokia.com/en_int/about-us/sustainability/downloads

Selected document: People&Planet Report 2018 (CSR report)

114

Do not know

No actions in place

What actions are in place to prevent discrimination and harassment?

i For this question, answers and documents from your parent company are NOT allowed.

✔ Proactive measures to prevent discrimination during recruitment phase (please specify)

The document(s) should demonstrate the following: employee instructions or operational process to prevent discriminatory hiring practices and provide equal opportunities to all candidates entering the employee selection process. Examples of documents to attach: standard operating procedures, audits to ensure accessible job posting language, training materials for HR/recruiters, Annual report, CSR/Sustainability report, etc.

Please specify

Our approach aims to ensure that we treat all candidates fairly and with respect. In 2020, to support our hiring managers in making fair decisions during the hiring process, we promoted and recommended participation in training modules on Moving Beyond Bias and Navigating Bias.

Selected document: People and Planet report 2020 (CSR report)

91-93

✔ Awareness training to prevent discrimination and/or harassment

The document(s) should demonstrate the following: training programs in web-based or in-person format provided to employees to strengthen their knowledge on discrimination/harassment issues so that they have the ability to avoid any situations which could become hostile or discriminatory. Examples of documents to attach: training materials and additional evidence of training execution (progress reports, certificates of completion, etc.), Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

91-94

✔ Measures for the integration of employees with disabilities

The document(s) should demonstrate the following: operational process to enable employees with a wide range of disabilities to perform their job duties, including physical and psychological adaptation (both working conditions and infrastructure). Examples of documents to attach: standard operation procedures, employee handbook, program implementation records, Annual Report, CSR/Sustainability Report or any other implementation evidence.

Selected document: People and Planet report 2020 (CSR report)

95

✔ Whistleblower procedure on discrimination and harassment issues

The document(s) should demonstrate the following: established mechanism for different parties to report any cases of discrimination and/or harassment and inclusion of 1) confidentiality guarantee 2) non-retaliation guarantee and 3) dedicated reporting channel (ie internal or third-party email, phone/hotline, contact person in compliance department.). Examples of documents to attach: Code of Conduct, Employee handbook/manual, standalone whistleblower/reporting procedure, discrimination and harassment policy with report procedure section, Annual Report, CSR/Sustainability Report, etc.

Selected document: Code of Conduct 2020 Page (Webpage / intranet extract)

3: All stakeholders play a vital part in helping to keep Nokia safe every day. One of the most critical contributions is to report knowledge or suspicion of any unethical behaviour, violation of law or Nokia policies using one of the following reporting channels*: Email: ethics@nokia.com Online: www.nokia.ethicspoint.com Phone: https://secure.ethicspoint.com/domain/media/en/gui/478/phone.html The Nokia business ethics helpline is operated by a third-party company, Navex and can be accessed 24 hours a day and 7 days a week. Conversations are entirely confidential and you may remain anonymous if you wish.

Selected document: Key ESG frameworks 2020 – GRI, SASB, UN SDGs (CSR report)

13: disclosure 406-1

Measures to promote wage equality in the workplace (e.g. equal pay monitoring)

The document(s) should demonstrate the following: monitoring and/or auditing of remuneration practices to identify unequal pay, analysis of factors that contribute to the pay gap, and all other measures to eliminate the pay gap. Examples of documents to attach: pay gap report, pay gap audit, pay gap study, wage audits, wage monitoring reports, equal pay audit, Annual Report, CSR/Sustainability Report, etc.

Selected document: closing the gender pay gap (Webpage / intranet extract)

1

Selected document: People and Planet report 2020 (CSR report)

92

Measures to prevent discrimination

The document(s) should demonstrate the following: operational process, specific program or all other measures to prevent discrimination in the workplace. Examples of documents to attach: standard operation procedures, program implementation records, communication materials, employee handbook, Annual Report, CSR/Sustainability Report or any other implementation evidence.

Selected document: People and Planet report 2020 (CSR report)

92-95

Measures to promote a gender/minority inclusive environment

The document(s) should demonstrate the following: operational process, specific program or any other actions to promote a gender inclusive environment in the workplace, for example increasing awareness on gender biases amongst employees. Examples of documents to attach: operational procedures, program implementation records, communication materials, employee handbook, Annual Report, CSR/Sustainability Report or any other implementation evidence.

Selected document: People and Planet report 2020 (CSR report)

92-95

Measures for the integration of senior employees

The document(s) should demonstrate the following: operational process to retain older-aged employees and provide them with necessary support (ie employees resources groups) which would help ease generational tensions, misunderstandings and age-bound stereotypes. Examples of documents to attach: standard operation procedures, employee handbook, communication materials, training materials for older-aged employees, Annual Report, CSR/Sustainability Report, etc.

Selected document: Nokia Global Human Resources Framework (Policy)

5: Nokia is committed to equality of opportunities in all its employment practices from the start through the lifecycle of employment at Nokia. No employee or candidate for employment will, therefore, receive less favorable treatment due to their race, creed, religion, color, nationality, ethnic origin, age, sex, sexual orientation, gender identity, characteristics or expression, marital status, connections with a national minority, disability, membership or non-membership of a trade union, or other protected classes. In addition, hiring decisions are not based on any pre-existing health conditions.

Remediation procedure in place for identified cases of discrimination and/or harassment

The document(s) should demonstrate the following: operational process to support victims of discrimination and/or harassment (ie non-judicial procedure for provision of victims counseling, financial or non-financial compensations for physical or mental harm etc.). Examples of documents to attach: standard operating procedures, employee handbook, program implementation records, Annual report, CSR/Sustainability report, etc.

Selected document: People and Planet report 2020 (CSR report)

65

Others (please specify)

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

Bloomberg included Nokia for the third time in a row in its Gender Equality Index (GEI) in 2020. The GEI framework includes metrics on the female leadership and talent pipeline; equal pay and gender pay parity; inclusive culture; sexual harassment policies; and pro-women brands

Selected document: People and Planet report 2020 (CSR report)

95

Do not know

No actions in place

LAB383 - mandatory




Do workers have the right to join labor unions, workers' councils, or other collective bargaining organizations?

i For this question, answers and documents from your parent company are NOT allowed.

- Yes, the right to join labor unions, workers' councils, or other collective bargaining organizations is granted**
- Partially yes, the right to join labor unions, workers' councils, or other collective bargaining organizations is granted, but restricted in compliance with applicable law**
- No, the right to join labor unions, workers' councils, or other collective bargaining organizations is not granted, but the company fulfills local law or regulations**
- No, the right to join labor unions, workers' councils, or other collective bargaining organizations is not granted**

Please identify the coverage (in %) of your company's actions throughout all company operations/workforce on one or more of the following items:

 For this question, documents from the parent company or group may be partially credited.

% of all operational sites for which an employee health & safety risk assessment has been conducted (please specify)

The document(s) should demonstrate the following: percentage of all operational sites for which an employee health & safety risk assessment or a hazard identification and risk assessment has been conducted. Examples of documents to attach: annual safety report, health and safety committee report, minutes of meeting, risk assessment document with indication on the scope of the assessment, Control of Substances Hazardous to Health (COSHH) assessment document, Annual Report, CSR/Sustainability Report, etc.

Please specify

100% of our sites are covered with our global H&S management system's H&S risk assessments (even though external certification coverage is lower than 100%)

Selected document: People and Planet report 2020 (CSR report)

113

% of the total workforce across all locations represented in formal joint management-worker health & safety committees

The document(s) should demonstrate the following: percentage of the total workforce across all company locations represented in the health & safety committees which are composed of both management and worker representatives. Examples of documents to attach: annual safety report, health and safety committee report, minutes of meeting, Annual Report, CSR/Sustainability Report, etc.

Please specify

% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions (please specify)

The document(s) should demonstrate the following: percentage of the total workforce across all company locations who are covered by collective agreements on working conditions and terms of employment (e.g. wages, working hours, vacation days, etc.). Examples of documents to attach: annual safety report, health and safety committee report, minutes of meeting, Annual Report, CSR/Sustainability Report, etc.

Please specify

The majority of production employees were represented by an independent trade union or covered by collective bargaining agreements.

See "more on collective bargaining" for the countries where 100% or the majority of our employees are covered by collective bargaining agreements.

Selected document: People and Planet report 2020 (CSR report)

90

Selected document: More on collective bargaining (Webpage / intranet extract)

1

% of the total workforce across all locations who are covered by formally-elected employee representatives (please specify)

The document(s) should demonstrate the following: percentage of the total workforce across all company locations who are covered by any union, works council or other agency or representative body that the company recognizes to bargain collectively on behalf of employees. Examples of documents to attach: annual safety report, health and safety committee report, minutes of meeting, Annual Report, CSR/Sustainability Report, etc.

Please specify

% of the total workforce across all locations who received regular performance and career development reviews (please specify)

The document(s) should demonstrate the following: percentage of the total workforce across all company locations who received regular performance and career development reviews (quantitative and/or qualitative reviews). Examples of documents to attach: human resource report, training report, minutes of meeting, Annual Report, CSR/Sustainability Report, etc.

Please specify

100%

We encourage managers to recognize performance, celebrate achievement and talk about employees' potential and career aspirations as well as plan for their development in the coming year. The Annual Development Review process is well understood and positively perceived. It is highly automated and covers all employees.

Selected document: People and Planet report 2020 (CSR report)

86

% of the total workforce across all locations who received career- or skills-related training (please specify)

The document(s) should demonstrate the following: percentage of the total workforce across all company locations who received training to strengthen employees' knowledge and skills specific to their work or their career advancement. Examples of documents to attach: human resource report, training report, minutes of meeting, Annual Report, CSR/Sustainability Report, etc.

Please specify

83,7% (of all employees in 2019 attended at least one career- or skills-related training as per records kept by NokiaEDU)

Selected document: career and skills related training 2020 (Other)

1

% of the total workforce across all locations who received training on preventing discrimination and human rights violations (please specify)

The document(s) should demonstrate the following: percentage of the total workforce across all company locations who received training to strengthen employees' knowledge on discrimination/harassment issues and human rights violations so that they have the ability to avoid any situations which could become hostile or discriminatory or could lead to human rights being violated. Examples of documents to attach: human resource report, training report, minutes of meeting, Annual Report, CSR/Sustainability Report, etc.

Please specify

96,2 %

Selected document: People and Planet report 2020 (CSR report)

63: The Ethical Business Training (EBT) module is one of three web-based training courses that was mandatory for every Nokia employee in 2020 (along with modules devoted to the important topics of quality and safety/wellbeing). It includes a review and acknowledgment of our Code of Conduct (CoC) and the related 14 policy areas, a requirement to declare potential conflicts of interest, and a review of key information related to our ethical values and ethics in the workplace. Practical examples and information on policies and laws are included to guide employees through the process of considering potential risks and making ethical decisions. Additionally, line managers received further separate training focusing on the important role supervisors play in promoting a culture of integrity. In 2020, 96.2 percent of our employees completed the EBT module.

% of all operational sites that have been subject to human rights reviews or human rights impact assessments (please specify)

The document(s) should demonstrate the following: percentage of all operational sites that have been subject to human rights reviews or human rights impact assessments to identify salient human rights issues and risks to the potentially impacted stakeholders. Examples of documents to attach: human rights report, minutes of meeting, human rights impact assessment report, Annual Report, CSR/Sustainability Report, etc.

Please specify

In 2020 we conducted a Human Rights Impact Assessment as part of an ongoing program of assessments for various geographies.

Selected document: People and Planet report 2020 (CSR report)

69

Other indicator on the % of the deployment of labor or human rights actions throughout all company operations/workforce (please specify)

The document(s) should demonstrate the following: percentage of company operations/workforce that are covered by the deployment of other labor or human rights actions. Please also specify the implemented action(s). Examples of documents to attach: human resource report, minutes of meeting, training report, minutes of meeting, Annual Report, CSR/Sustainability Report, etc.

Please specify

No labor or human rights actions in place

Do not know

On which of the following topics does your company report Key Performance Indicators (KPIs)?

i For this question, documents from the parent company or group may be partially credited.

Employee Health & Safety

The document(s) should demonstrate the following: public or internal reporting of consolidated data on employee health and safety at work, such as number of physiological and psychological incidents from company operations, number of employees trained on health and safety issues. Examples of documents to attach: annual safety incident report, annual health and safety training summary report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Selected document: People and Planet report 2020 (CSR report)

110

Working Conditions

The document(s) should demonstrate the following: public or internal reporting of consolidated data on remunerations and social benefits granted to employees, such as number of employees covered with healthcare, etc. Examples of documents to attach: annual employee benefits report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Selected document: People and Planet report 2020 (CSR report)

110

Social Dialogue

The document(s) should demonstrate the following: public or internal reporting of consolidated data on social dialogue mechanisms such as number of employees covered by employee representatives, number of employees covered by collective agreements. Examples of documents to attach: annual labor union report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Career Management & Training

The document(s) should demonstrate the following: public or internal reporting of consolidated data on employee career development, such as number of skills trainings provided, number of employees with personal development plans, number of internal recruitment cases, etc. Examples of documents to attach: annual training report, annual employee development report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Selected document: People and Planet report 2020 (CSR report)

109-110

Child Labor, Forced Labor and Human Trafficking (if applicable)

The document(s) should demonstrate the following: public or internal reporting of consolidated data on child, forced or compulsory labor issues within the company-owned operations, such as number of child or forced labor incidents reported, number of inspections per year to audit factories for child or forced labor, etc. Examples of documents to attach: annual human rights report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Selected document: People and Planet report 2020 (CSR report)

73: Findings from our indepth audits

Diversity, Discrimination & Harassment

The document(s) should demonstrate the following: public or internal reporting of consolidated data on the prevention of discrimination and physical, psychological and verbal abuse in the workplace and/or the number of whistleblower cases of discrimination or harassment incidents, number of employees trained on discrimination or harassment issues. Examples of documents to attach: annual social report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Selected document: People and Planet report 2020 (CSR report)

109

External Human Rights Issues (if applicable)


The document(s) should demonstrate the following: public or internal reporting of consolidated data on direct and indirect human rights impacts of the company's operations on external stakeholders, such as rights to property/land, rights to self-determination, rights to safety/security etc. Examples of documents to attach: annual human right report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.


Topics other than those mentioned above

Please specify _____

None of the above/Do not know

Please report on the following KPIs related to employee health & safety (please specify the year)

 For this question, documents from the parent company or group may be partially credited.

 Answers to this question will be shown in a dedicated section in your EcoVadis platform - [Metrics](#). This useful tool helps you store all relevant quantitative data and track your sustainability progress.

Reporting year

Please provide the calendar year(s) the declared reporting data covers. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

2020

Lost time injury (LTI) frequency rate for direct workforce - $(\text{total number of lost time injury events}) \times 1,000,000 / \text{total hours worked company wide}$

The document(s) should demonstrate the following: public or internal reporting of consolidated data on the number of work-related incidents that result in direct employees being unable to return to work (lost time injuries) per 1 million hours worked. The reporting should cover a minimum period of two months and should not be older than the last two calendar years. Examples of documents to attach: annual safety incident report, annual health and safety training summary report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Year

2020



Value

Selected document: People and Planet report 2020 (CSR report)

110: Lost-time incidents of employees in 2020: 16

Lost time injury (LTI) severity rate for direct workforce - $(\text{number of days lost due to injuries}) \times 1,000 / \text{total hours worked}$

The document(s) should demonstrate the following: public or internal reporting of consolidated data on employee accident severity rate, which represents the number of days lost due to injuries multiplied by 1,000 per total hours worked. The reporting should cover a minimum period of two months and should not be older than the last two calendar years. Examples of documents to attach: employee health and safety report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Year

2020




Value


Reporting available at parent company level only

Select this if the available reporting data is only from the parent company level. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Not monitored/Do not know

Please report on the following KPI related to career management & training (please specify the year)

 For this question, documents from the parent company or group may be partially credited.

 Answers to this question will be shown in a dedicated section in your EcoVadis platform - [Metrics](#). This useful tool helps you store all relevant quantitative data and track your sustainability progress.

Reporting year

Please provide the calendar year(s) the declared reporting data covers. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

2020

Average hours of training provided per employee 

Training is referred to all types of vocational training and instruction and/or external education which is paid fully or partly by the company. The document(s) should demonstrate the following: public or internal reporting of consolidated data on the number of hours each employee is trained on average. Examples of documents to attach: training report, training materials Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Year	Unit	Value
2020	hours/employee (H/employee)	33


Selected document: People and Planet report 2020 (CSR report)


110

Reporting available at parent company level only

Not monitored/Do not know

Please report on the following KPIs related to workplace diversity (please specify the year)

 For this question, documents from the parent company or group may be partially credited.

 Answers to this question will be shown in a dedicated section in your EcoVadis platform - [Metrics](#). This useful tool helps you store all relevant quantitative data and track your sustainability progress.

Reporting year

Please provide the calendar year(s) the declared reporting data covers. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

2020

Percentage of workers from minority groups and/or vulnerable workers employed in relation to the whole organization (if applicable)

The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage of workers from minority groups and/or vulnerable groups employed in the company. A minority group is usually defined as a group of people with common interests or characteristics (e.g. ethnicity, race, religion, sexual orientation, disability, or gender identity) which distinguish them from the majority of the population. Vulnerable workers are those with some specific physical, social, political, or economic condition or characteristic that places them at higher risk of suffering a burden (e.g. children and youth, the elderly, people with disabilities, refugees, etc). The reporting should cover a minimum period of two months and should not be older than the last two calendar years. Note that the availability of data on percentage of workers from minority groups and/or vulnerable workers depends on national regulations. There is no negative repercussion on the EcoVadis rating if the KPIs are not available. Examples of documents to attach: human resource report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

-

Selected document: People and Planet report 2020 (CSR report)

109: Number of nationalities within workforce: 164

Percentage of workers from minority groups and/or vulnerable workers in top executive positions (excluding boards of directors) (if applicable)

The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage of workers in top executive positions (company's own definition, excluding the company's board of director members) from minority groups and/or vulnerable groups in the company. A minority group is usually defined as a group of people with common interests or characteristics (e.g. ethnicity, race, religion, sexual orientation, disability, or gender identity) which distinguish them from the majority of the population. Vulnerable workers are those with some specific physical, social, political, or economic condition or characteristic that places them at higher risk of suffering a burden (e.g. children and youth, the elderly, people with disabilities, refugees, etc). The reporting should cover a minimum period of two months and should not be older than the last two calendar years. Note that the availability of data on percentage of workers from minority groups and/or vulnerable workers depends on national regulations. There is no negative repercussion on the EcoVadis rating if the KPIs are not available. Examples of documents to attach: human resource report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

-

Selected document: People and Planet report 2020 (CSR report)

109: Number of nationalities in the executive management board: 9

Percentage of women employed in relation to the whole organization

The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage of female employees in the company. Examples of documents to attach: human resource report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Year	Unit	Value
2020	percent (%)	22

Selected document: People and Planet report 2020 (CSR report)

109

Percentage of women in top executive positions (excluding boards of directors) ↗

The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage of women in top executive positions (company's own definition, excluding the company's board of director members). Examples of documents to attach: human resource report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Year	Unit	Value
2020	percent (%)	24

Selected document: People and Planet report 2020 (CSR report)

109

Reporting available at parent company level only

Select this if the available reporting data is only from the parent company level. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Not monitored/Do not know

LAB710 - mandatory



Has your company obtained any labor and human rights management system certification?

i For this question, answers and documents from your parent company are NOT allowed.

ISO 45001

Examples of documents to attach: Certificate issued by an accredited certification body, Certificate Audit Report and/or proof of certificate in progress issued by an accredited certification body in case the certificate is not issued yet, Annual Report and/or CSR/Sustainability Report with external 3rd party assurance on CSR data. Click on the "?" button above for more info.

Selected document: Nokia ISO 45001 certificate April 2021 (Certificate)

all

MASE

Examples of documents to attach: Certificate issued by an accredited certification body, Certificate Audit Report and/or proof of certificate in progress issued by an accredited certification body in case the certificate is not issued yet, Annual Report and/or CSR/Sustainability Report with external 3rd party assurance on CSR data. Click on the "?" button above for more info.

Others (e.g. Safety Contractor Checklist, Contractors Health and Safety Assessment Scheme) (please specify)

Examples of documents to attach: Certificate issued by an accredited certification body, Certificate Audit Report and/or proof of certificate in progress issued by an accredited certification body in case the certificate is not issued yet, Annual Report and/or CSR/Sustainability Report with external 3rd party assurance on CSR data. Click on the "?" button above for more info.

Please specify

No/Do not know

What is the percentage of operational facilities that are ISO 45001 certified?

i For this question, answers and documents from your parent company are NOT allowed.

0-20%

Select the range of coverage that applies to your company. Click on the "Need help?" button above for more info.

21-40%

Select the range of coverage that applies to your company. Click on the "Need help?" button above for more info.

41-60%

Select the range of coverage that applies to your company. Click on the "Need help?" button above for more info.

Selected document: People and Planet report 2020 (CSR report)

113

61-80%

Select the range of coverage that applies to your company. Click on the "Need help?" button above for more info.

81-100%

Select the range of coverage that applies to your company. Click on the "Need help?" button above for more info.

Not applicable (if only one operational site)

Select the range of coverage that applies to your company. Click on the "Need help?" button above for more info.

Not Monitored

Do not know

Additional comments regarding Labor and Human Rights topics of your company's management system. Please also indicate any CSR-related external recognition obtained by your company within the last five years, such as CSR-related awards, or listing in CSR rankings or indexes.

i For this question, answers and documents from your parent company are NOT allowed.

Please specify

Related to Labor or Human Rights:

Bloomberg included Nokia for the third time in a row in its Gender Equality Index (GEI) in 2020. The GEI framework includes metrics on the female leadership and talent pipeline; equal pay and gender pay parity; inclusive culture; sexual harassment policies; and pro-women brands.

We were awarded the "Best Places to Work for LGBTQ Equality" by the Human Rights Campaign foundation's 2021 Corporate Equality Index.

Read more here: <https://www.nokia.com/about-us/sustainability/our-approach/#:-:text=key%20targets%20here-,Awards%20and%20recognitions,-We%20are%20proud>

Environment

All companies leave some environmental impact, be it using electricity to run an office or contributing to deforestation for grazing land. This section is concerned with the environmental issues your company is confronted by and how you mitigate them. It is important for companies to take responsibility for the environmental impacts their operations may have (e.g. energy consumption during manufacturing, use of energy in the office, chemical use), but also for the products or services they market (e.g. impacts from product use, such as energy efficiency of an electronic product or end-of-life issues, such as recycling the product).

Does your company have a formalized environmental policy? (for suppliers environmental issues, see section SUSTAINABLE PROCUREMENT)

For this question, documents from the parent company or group may be partially credited.

Energy Consumption and Greenhouse gases

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that address energy consumption and greenhouse gases-related issues during company operations. Examples of documents to attach: Company mission statement, Environmental Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, CDP Climate Change Report, etc.

Selected document: Nokia Environmental Policy (Policy)

1

Water

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that address water consumption and discharge issues in the company. Examples of documents to attach: Company mission statement, Water Policy, Environmental Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Nokia Environmental Policy (Policy)

1

Biodiversity

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that address impacts from company operations on animals, endangered species, land protected areas and on ecosystems. Examples of documents to attach: Company mission statement, Biodiversity Policy, Environmental Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Nokia Environmental Policy (Policy)

1

Local Pollution

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that address impacts from company operations on local environment around company facilities: emissions of dust, noise and odor, accidental pollution and road congestion. Examples of documents to attach: Company mission statement, Accident Prevention Policy, Environmental Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Nokia Environmental Policy (Policy)

1

Materials, Chemicals and Waste

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that reflect on company's management of raw materials, chemicals, non-hazardous and hazardous waste generated from operations, air emissions other than greenhouse gases. Examples of documents to attach: Company mission statement, Accident Prevention Policy, Waste Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Nokia Environmental Policy (Policy)

1

Selected document: Nokia Substance List 2021 (Other)

all

Environmental impacts from use of products

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that reflect on the company's management of environmental impacts generated from the direct use of products by customers and clients. Examples of documents to attach: Company mission statement, Environmental Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Nokia Environmental Policy (Policy)

1

Environmental impacts from Products End-of-Life (e.g. recycling of products)

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that reflect on company's management of environmental impacts generated from the end-of-life of the products, such as hazardous, non-hazardous waste generated, emissions and accidental pollution. Examples of documents to attach: Company mission statement, Product Life-cycle Policy, Environmental Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Nokia Environmental Policy (Policy)

1

Customer Health and Safety

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that mitigate negative health and safety impacts of products and services on customers or consumers. Examples of documents to attach: Company mission statement, Customer health and safety policy, Environmental Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Health, safety and labour conditions policy 2020 (Policy)

1

Promotion of Sustainable Consumption

The document(s) should demonstrate the following: a set of principles, engagements, qualitative objectives and/or quantitative targets that promote the sustainable consumption of company's own products or services among their customer base. Examples of documents to attach: Company mission statement, Environmental Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Nokia Environmental Policy (Policy)

1

Topics other than those mentioned above (please specify)

Please specify

An ISO14001 certified EMS is valid company wide and in addition to above topics covers e.g. business travel and leasing of cars

Selected document: Nokia Environmental Policy (Policy)

1

No Policies

What actions are in place regarding the reduction of energy consumption and the emissions of GHG?

i For this question, answers and documents from your parent company are NOT allowed.

Training of employees on energy conservation/climate actions

The document(s) should demonstrate: employee awareness/training programs related to energy conservation or GHG emissions reduction which educate employees on their roles in saving energy and reducing GHG emissions. This training may involve new processes, energy saving guidelines, best practices, etc. Examples of documents to attach: training materials and additional evidence of training execution (progress reports, certificates of completion, etc.), CDP Climate Change Report, Annual Report, CSR/Sustainability Report, etc.

Purchase(s) and/or generation of renewable energy

The document(s) should demonstrate: evidence that the company purchases or generates energy from renewable sources, such as solar, wind, water, etc. Examples of documents to attach: invoice, contractual agreement, standard operating procedures, work instructions, program implementation records, CDP Climate Change Report, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

106: See data on renewable energy/electricity

Purchase(s) of verified carbon offset credits

The document(s) should demonstrate: evidence that the company purchases verified carbon offset credits which allow the company to compensate its own GHG emissions. Afforestation or power generated from renewable energy sources are common carbon offset projects. Examples of documents to attach: invoice, contractual agreement, evidence of registration with a reputable carbon offset program (Verified Carbon Standard, Gold Standard, Climate Action Reserve, American Carbon Registry, etc.), verification report for the offset credits, CDP Climate Change Report, Annual Report, CSR/Sustainability Report, etc.

Energy and/or carbon audit

The document(s) should demonstrate: energy and/or carbon audit conducted to assess the energy consumption and/or GHG emissions of the company's facilities, including office building, manufacturing sites, and transportation. It helps a company to identify potential reduction associated with energy consumption or GHG emissions. Examples of documents to attach: energy audit report, carbon audit report, standard operating procedures, work instructions, assessment reports, CDP Climate Change Report, Annual Report, CSR/Sustainability Report, etc.

Selected document: Nokia_Oulu_Energy_Audit_Report (Audit report)

all

Improvement of energy efficiency through technology or equipment upgrades

The document(s) should demonstrate: the use of certain technology or equipment to improve energy efficiency and reduce energy consumption. The company selects an equipment or technology that would reduce energy consumption compared to the usual process implemented by its industry/sector peers. Equipment upgrades ensure that future energy consumption will decrease across company operations where these upgrades are made. Examples of documents to attach: standard operating procedures, work instructions, equipment/technology installation records, CDP Climate Change Report, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

47-54

Selected document: Nokia launches next-generation AirScale 5G portfolio powered by ReefShark technology (Other)

all: The highly efficient ReefShark powered plug-in cards also reduce power consumption by up to 75 percent.

Selected document: Nokia and KDDI trial Japan's first liquid cooling innovation to promote sustainability (Other)

all: Nokia's unique Liquid Cooling baseband solution cuts cooling energy consumption by more than 70 percent compared to traditional air conditioning systems

Selected document: Zero Emissions website (Webpage / intranet extract)

all

Use of waste heat recovery system(s) or combined heat and power unit(s)

The document(s) should demonstrate: installation of waste heat recovery system, combined heat and power (CHP) unit, or cogeneration system. These systems can continuously and simultaneously generate at least two different forms of energy from a single fuel source. Examples of documents to attach: standard operating procedures, work instructions, equipment/technology installation records, CDP Climate Change Report, Annual Report, CSR/Sustainability Report, etc.

Selected document: Nokia and KDDI trial Japan's first liquid cooling innovation to promote sustainability (Other)

all

Selected document: Zero Emissions website (Webpage / intranet extract)

all

Reduction of the use or emissions of fluorinated greenhouse gases (e.g. HFCs, PFCs, SF6)

The document(s) should demonstrate: implementation of measures to reduce the use or emissions of fluorinated greenhouse gases. For example, conducting leak checks, regular maintenance of equipment, recovery at end of life, using less harmful alternatives, etc. Examples of documents to attach: standard operating procedures, work instructions, equipment/technology installation records, program implementation records, CDP Climate Change Report, Annual Report, CSR/Sustainability Report, etc.

Reduction of energy consumption of IT infrastructure

The document(s) should demonstrate: implementation of measures to reduce energy consumption of IT infrastructure, such as data centers, server rooms, etc. Examples can be deployment of energy efficient equipment, energy-saving cooling systems, data virtualization, etc. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, CDP Climate Change Report, Annual Report, CSR/Sustainability Report, etc.

Other actions to reduce energy consumption/GHG emissions

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

No actions/Do not know

What actions are in place regarding water management?

i For this question, answers and documents from your parent company are NOT allowed.

Reduction of water consumption through employees awareness program or innovative work practices

The document(s) should demonstrate the following: company specific employee awareness programs given to employees to strengthen their knowledge on water consumption-related issues. Examples of documents to attach: training materials and additional evidence of training execution (certificates of completion, progress reports, etc.), Annual Report, CSR/Sustainability Report, campaign reports, awareness material distributed to employees etc.

Reduction of water consumption through innovative equipments or technologies

The document(s) should demonstrate the following: implementation of innovative equipment to enable water conservation. Examples of documents to attach: standard operating procedures, work instructions, equipment/technology installation records, Annual Report, CSR/Sustainability Report, etc.

Infrastructures implemented to enable significant recycling of water

The document(s) should demonstrate the following: implementation of innovative equipment to enable water recycling. Examples of documents to attach: standard operating procedures, work instructions, equipment/technology installation records, Annual Report, CSR/Sustainability Report, etc.

Measures implemented to reduce pollutants rejected into water (please specify)

The document(s) should demonstrate the following: employee instructions or operational process to avoid pollutants being rejected into the wastewater streams. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, Annual Report, CSR/Sustainability Report, etc.

Please specify

Removal of hazardous compounds from waste water streams (if applicable)

The document(s) should demonstrate the following: employee instructions or operational process to remove hazardous compounds from wastewater. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, Annual Report, CSR/Sustainability Report, etc.

Control measures to monitor and/or prevent contamination of groundwater

The document(s) should demonstrate the following: company monitoring mechanism to keep track of (or assess) the status of water contamination-related issues during operations. Examples of documents to attach: third-party test reports, internal monitoring system documents, Annual Report, CSR/Sustainability Report, etc.

Others (please specify)

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

Life cycle assessment (LCA) shows that the predominant amount of water withdrawal results from the generation of electricity used to power our products in our customers' networks. As our products consume electricity during their relatively long design lifetime (ten to 15 years for many of them), our biggest influence on water withdrawal is to reduce power consumption over the product's use time, which is part of our science based targets.

Water utilization within our facilities typically is associated with sanitary use, cleaning and landscaping activities. In 2020, we used 1 299 000 m³ (1 753 000 m³ in 2019) of water in our facilities, a reduction of 26 percent over the previous year. This decrease is mostly explained by the fact the majority of our employees were working remotely for most of 2020, due to COVID-19.

Selected document: People and Planet report 2020 (CSR report)

58

No specific mechanisms in place

What actions are in place regarding hazardous materials and waste?

i For this question, answers and documents from your parent company are NOT allowed.

Company wide work processes for labeling, storing, handling and transporting hazardous goods

The document(s) should demonstrate the following: employee instructions or operational process to minimize risks of hazardous chemical emissions through specific requirements for labelling, storing, handling and transporting hazardous goods. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, Annual Report, CSR/Sustainability Report, etc.

Selected document: WR Waste Mngt Guideline v1.0 redacted (Procedure)

0

Selected document: Requirements for Transportation, Handling and Storage (Other)

69-74: APPENDIX L - Dangerous Goods (DG) Transportation

Work process or innovative technologies implemented to reduce, recycle or reuse waste

The document(s) should demonstrate the following: employee instructions, installation of equipment to facilitate the reduction, recycling and reuse of operational waste. Examples of documents to attach: standard operating procedures, work instructions, technology/equipment installation records, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

49-52; 58

Work process or innovative technologies implemented to treat waste or facilitate clean disposal

The document(s) should demonstrate the following: employee instructions, installation of equipment to ensure all types of waste are treated and disposed in ways that do not cause environmental pollution. Examples of documents to attach: standard operating procedures, work instructions, technology/equipment installation records, Annual Report, CSR/Sustainability Report, etc.

Others (please specify)

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

Nokia recognizes the need to identify and control the materials and substances used in its products and sales packaging. For this purpose Nokia has compiled the Nokia Substance List. The list specifies the substances Nokia has restricted, targeted for reduction or required to be reported. The basic principle for the Nokia Substance List is that the use of substances in Nokia products shall be safe for humans and environment. Nokia applies these mandatory requirements worldwide. We include the substance list in our purchasing process as a reference document for our suppliers, and require them to provide us with the material content of the parts and components they deliver. Examples of these material restrictions include nickel on product surface, PVC, as well as bromine and chlorine as defined in NSL.

Selected document: Nokia Substance List 2021 (Other)

all

No specific mechanisms in place

What actions are in place to reduce the environmental impacts from the use of products?

i For this question, answers and documents from your parent company are NOT allowed.

Integration of ecodesign features in product design (e.g. improving energy efficiency)

The document(s) should demonstrate the following: design of the product with special consideration for the environmental impacts during product use phase, such as improving energy efficiency options. Examples of documents to attach: design specifications, user manuals, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

49-50

Carbon footprint study performed on key products

The document(s) should demonstrate the following: carbon footprint study on products or services to measure, manage, and communicate greenhouse gas (GHG) emissions. Common product carbon footprint standards are PAS 2050 (Publicly Available Specifications 2050), GHG Protocol Product Standard, ISO/TS 14067. Examples of documents to attach: carbon footprint studies, carbon footprint calculations, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

47-48

Life Cycle Analysis implemented on key products

The document(s) should demonstrate the following: Life Cycle Assessment (LCA) on products or services to assess environmental impacts associated with all the stages of a product's life from raw material extraction through materials processing, manufacture, distribution, use, repair and maintenance, and disposal or recycling. It is also known as also ecobalance or cradle-to-grave analysis. Examples of documents to attach: inventory analysis, product impact assessment, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

47-49

Ecolabel or Eco-certification obtained (e.g. ISO14040, ISO14025, Environmental Product Declaration) (please specify)

The document(s) should demonstrate the following: Life Cycle Assessment (LCA) on products or services to assess environmental impacts associated with all the stages of a product's life from raw material extraction through materials processing, manufacture, distribution, use, repair and maintenance, and disposal or recycling. It is also known as also ecobalance or cradle-to-grave analysis. Examples of documents to attach: inventory analysis, product impact assessment, Annual Report, CSR/Sustainability Report, etc.

Please specify

Our requirements include the publication of the Nokia Environmental Product Declaration, which contains detailed product-related environmental information. These documents are shared with our customers

Selected document: Environmental Product Declaration template 2020 (Other)

1-34

Other product design/performance standards (please specify)

The document(s) should demonstrate the following: design of the product based on an internationally recognized standard with special consideration for the environmental impacts of the product during product use phase. Please specify the product design or performance standards that your products align with. Examples of documents to attach: design specifications, user manuals, Annual Report, CSR/Sustainability Report, etc.

Please specify

Others (please specify)

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

Our product development processes incorporate the following design-for-environment principles: Minimize material and energy use, Minimize the use of materials detrimental to the environment, Design equipment to be easily or remotely maintainable, or maintenance free, Maximize reuse and recycling

Selected document: Extracts from Environmental requirements and guidelines 2020 (Other)

4-5

No specific mechanisms

Do not know

What actions are in place to reduce the environmental impacts from your product end of life?

i For this question, answers and documents from your parent company are NOT allowed.

Products and packaging designed for easy dismantling and recyclability

The document(s) should demonstrate the following: design for easy disassembly or recycling to ensure the product or packaging could be taken apart efficiently and safely with a minimum amount of human and equipment resources. Examples of documents to attach: product or packaging specifications, dismantling/ recycling instructions, Annual Report, CSR/Sustainability Report, etc.

Selected document: Extracts from Environmental requirements and guidelines 2020 (Other)

5-6; 8-9

Selected document: People and Planet report 2020 (CSR report)

49-54

Company specific take back programs, and/or company specific collection facilities (e.g. free collection infrastructure for ink and cartridges)

The document(s) should demonstrate the following: take-back program at the end of the products' useful life to collect used products or materials from consumers. Examples of documents to attach: work instructions, user manual, implementation records of collection infrastructure, contract with a third party, Annual Report, CSR/Sustainability Report, etc.

Selected document: 2019 Nokia Asset recovery (Webpage / intranet extract)

1-2

Selected document: People and Planet report 2020 (CSR report)

52-54

Company specific recycling infrastructure or formal partnership established

The document(s) should demonstrate the following: recycling or reuse program to collect used products or materials from consumers at the end of the products' useful life and reintroduce them to the original processing and manufacturing cycle. Examples of documents to attach: work instructions, implementation records of recycling infrastructure, contract with a third party, Annual Report, CSR/Sustainability Report, etc.

Selected document: 2019 Nokia Asset recovery (Webpage / intranet extract)

1-2

Provision of specific information regarding product(s) end-of-life (e.g. end-of-life manual)

The document(s) should demonstrate the following: Information available to the customers on product disposal, recycling, and the environmental benefits of engaging in these end-of-life actions. Examples of documents to attach: disposal or recycling instructions, end-of-life manual, Annual Report, CSR/Sustainability Report, etc.

Selected document: Environmental Product Declaration template 2020 (Other)

23: EPD has a section for End-of-life treatment

Others (please specify)

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

Nokia Substance List includes restricted and monitored substances. Avoiding them helps recycling/reuse in end of life.

Selected document: Nokia Substance List 2021 (Other)

all

No specific mechanism in place

Do not know

Are your products compliant with the European RoHS Directive 2011/65/EU (RoHS 2)?

For this question, answers and documents from your parent company are NOT allowed.

Products are not subject to RoHS 2

The RoHS Directive restricts the use of certain heavy metals and brominated flame retardants to reduce the environmental impact of electrical and electronic waste which is landfilled or incinerated. If your products are not subject to the RoHS Directive, please select this option.

All relevant products meet RoHS 2 requirements

The RoHS Directive restricts the use of certain heavy metals and brominated flame retardants to reduce the environmental impact of electrical and electronic waste which is landfilled or incinerated. If all of your relevant products are compliant with RoHS Directive, please select this option.

Not all relevant products are RoHS 2 compliant yet

The RoHS Directive restricts the use of certain heavy metals and brominated flame retardants to reduce the environmental impact of electrical and electronic waste which is landfilled or incinerated. If only some of your relevant products are compliant with RoHS Directive, then please select this option and specify the products that are RoHS-compliant in the open text field.

Do not know

Are your products subject to the European Waste Electrical and Electronic Equipment Directive II (WEEE Directive)?

For this question, answers and documents from your parent company are NOT allowed.

Yes

No

Do not know

What actions are in place to ensure compliance with the Waste Electrical and Electronic Equipment (WEEE) (Recast) Directive 2012/19/EU?

i For this question, answers and documents from your parent company are NOT allowed.

Company has joined a Producer Compliance Scheme (PCS) (please specify) or has an approved individual waste management plan

The document(s) should demonstrate the following: partnership with a Producer Compliance Scheme (PCS) organization or an individual waste management plan relating to the proper and efficient collection and recycling of WEEE products from consumers to minimize adverse impacts from contained chemical substances on human health and the environment. Examples of documents to attach: waste management contract with a third party, monitoring record of the recycled electronic products from customers, Annual Report, CSR/Sustainability Report, etc.

Please specify

We have joined Producer Compliance Schemes in all European countries where we do business.

Selected document: People and Planet report 2020 (CSR report)

54: Compliance with relevant environmental regulations is an important part of our environmental policy. Extended Producer Responsibility (EPR) regulatory programs strive to decrease the environmental impact of covered products by making the manufacturer responsible for the entire life cycle of the product, especially end-of-life (EOL) management through product takeback. We continued our work on increasing product value recovery at end of life. Based on the Recycling and Reuse Metric that we pioneered with the iNEMI organization, we are now better able to evaluate new product designs with an eye towards improving materials choice, ease of parts and materials liberation, and available recovery technology in countries where the products are sold.

Selected document: EU_Member_State_WEEE_Registry_Numbers_2021 (Other)

1

Company provides quarterly sales information towards the compliance scheme (e.g. weight of EEE placed on market)

The document(s) should demonstrate the following: quarterly sales information on the collection and recycling of electronic waste from consumers to minimize adverse impacts from contained chemical substances on human health and the environment. Examples of documents to attach: sales information from a third party, monitoring record of the recycled electronic products from customers, Annual Report, CSR/Sustainability Report, etc.

Marks all EEE products with the crossed-out wheeled bin symbol and a producer identification mark (PIM) / producer registration details

The document(s) should demonstrate the following: electrical and electronic equipment (EEE) producer marking with the crossed out wheeled bin symbol, a date mark and producer identification mark (PIM) to signify environmentally sound disposal of separately collected EEE. Examples of documents to attach: product label, user manual, Annual Report, CSR/Sustainability Report, etc.

Selected document: Extracts from Environmental requirements and guidelines 2020 (Other)

6: Requirement (R6.11-1): Products, which are Nokia product entities, shall be marked according to the European Union WEEE (Waste Electrical and Electronic Equipment) directive

Makes available technical information to ease WEEE treatment and reprocessing facilities / Information to assist treatment and recycling

The document(s) should demonstrate the following: information publicly available to assist the waste treatment and recycling process of electrical and electronic equipment (EEE). Examples of documents to attach: waste recycling instructions, user manual, Annual Report, CSR/Sustainability Report, etc.

Selected document: Environmental Product Declaration template 2020 (Other)

23, 29

Others (please specify)

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

WEEE compliant

Selected document: People and Planet report 2020 (CSR report)

51: We are committed to comply with all applicable substance requirements from environmental laws and regulations such as the EU RoHS Directive (2011/65/EU), WEEE Directive (2012/19/EU) and REACH Regulation ((EC) 1907/2006).


Selected document: Nokia WEEE letter 2019 (Other)


all

No actions in place

Do not know

Please report on the following KPIs regarding Waste of Electrical and Electronic Equipment (WEEE) (please specify the year)

 For this question, documents from the parent company or group may be partially credited.

 Answers to this question will be shown in a dedicated section in your EcoVadis platform - [Metrics](#). This useful tool helps you store all relevant quantitative data and track your sustainability progress.

Reporting year

Please provide the calendar year(s) the declared reporting data covers. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

2020

Weight of WEEE collected (in kg)

The document(s) should demonstrate the following: public or internal reporting of consolidated data on the weight of Waste Electrical and Electronic Equipment (WEEE) collected. The reporting should cover a minimum period of one year and should not be older than the last two calendar years. Examples of documents to attach: waste report, Annual Report, CSR/Sustainability Report, etc.

Year	Unit	Value
2020	metric ton (T)	5270

Selected document: People and Planet report 2020 (CSR report)

107-108: In our facilities, we generated and collected 400 metric tons of electronic waste in 2020. Globally, we take-back or acquire excess and obsolete products from customers and markets, and then repair, refurbish or remanufacture the units for inclusion in the product supply chain for customer purchase or our own internal use. Products that cannot be reused are recycled to generate raw material for another application or industry. In 2020, we reused 79 400 units (570 metric tons) and sent approximately 4 700 metric tons of old telecommunications equipment for materials recovery.


Weight of EEE placed on the market (in kg)

The document(s) should demonstrate the following: public or internal reporting of consolidated data on the amount of electrical and electronic equipments (EEE) placed on market in kilograms. Examples of documents to attach: waste report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Year	Unit	Value
2020	metric ton (T)	

Not monitored/Do not know

Please identify the coverage (in %) of your company's actions throughout all company operations on one or more of the following items:

 For this question, documents from the parent company or group may be partially credited.

% of the total workforce across all locations who received training (internally or externally) on environmental issues (please specify)

The document(s) should demonstrate the following: percentage of employees that have attended any internal and/or external training on environmental issues related to company operations. Examples of documents to attach: environmental program implementation record, environmental training report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

In 2020, 96.2% of our employees completed the EBT module

Selected document: People and Planet report 2020 (CSR report)

63: The Ethical Business Training (EBT) module is one of three web-based training courses that was mandatory for every Nokia employee in 2020 (along with modules devoted to the important topics of quality and safety/wellbeing). It includes a review and acknowledgment of our Code of Conduct (CoC) and the related 14 policy areas (Environment is one of Policy areas)

% of all operational sites for which an environmental risk assessment has been conducted (please specify)

The document(s) should demonstrate the following: percentage of operational sites that have undergone an environment risk assessment. Examples of documents to attach: environmental program implementation record, environment risk assessment report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

As part of our EMS we have a global analysis of environmental aspects and impacts, including evaluation of risks and opportunities for significant aspects. For the sites where we carry out facility management we have assessments for ~90%.

Selected document: Risks and Opportunities Assessment v3.0 Redacted (Other)

3-4

Selected document: Example_Environmental Risk Register Singapore (Other)

all: Example of risk assessment

Other indicator on the % of the deployment of environmental actions throughout all company operations (please specify)

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

No environmental actions in place

Do not know

On which of the following topics does your company report Key Performance Indicators (KPIs)?

i For this question, documents from the parent company or group may be partially credited.

Energy Consumption & GHGs

The document(s) should demonstrate the following: public or internal reporting of consolidated data on energy consumption and greenhouse gas emissions from company operations. Examples of documents to attach: annual energy consumption report, annual greenhouse gas emissions report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Selected document: People and Planet report 2020 (CSR report)

104-106

Water

The document(s) should demonstrate the following: public or internal reporting of consolidated data on water consumption, volume and pollutant levels of wastewater from company operations as examples. Examples of documents to attach: annual water consumption report, annual wastewater report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Selected document: People and Planet report 2020 (CSR report)

106

Biodiversity

The document(s) should demonstrate the following: public or internal reporting of consolidated data on biodiversity and ecosystem rehabilitation progress from company operations. Examples of documents to attach: annual biodiversity impact report, annual rehabilitation program report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Local & Accidental Pollution

The document(s) should demonstrate the following: public or internal reporting of consolidated data on company operation's impact on local environment around company facilities: emissions of dust, noise and odor, accidental pollution and road congestion. Examples of documents to attach: annual local pollution report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Materials, Chemicals & Waste

The document(s) should demonstrate the following: public or internal reporting of consolidated data on company's consumption of raw materials and chemicals, non-hazardous and hazardous waste and air emissions other than greenhouse gases. Examples of documents to attach: annual raw material consumption report, annual chemicals consumption report, annual waste management report, annual waste recycling report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Selected document: People and Planet report 2020 (CSR report)

107-108

Product Use

The document(s) should demonstrate the following: public or internal reporting of consolidated data on energy, water or other resource savings due to more resource-efficient product designs. Examples of documents to attach: product life cycle assessment report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Selected document: People and Planet report 2020 (CSR report)

45-54

Product End-of-Life

The document(s) should demonstrate the following: public or internal reporting of consolidated data on the progress of environmental impacts generated from product end-of-life actions, such as product takeback programs. Examples of documents to attach: annual product takeback program report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Selected document: People and Planet report 2020 (CSR report)

108

Customer Health & Safety

The document(s) should demonstrate the following: public or internal reporting of consolidated data such as number of product recalls, numbers of customer health and safety incidents. Examples of documents to attach: annual product recall report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Environmental Services & Advocacy


The document(s) should demonstrate the following: public or internal reporting of consolidated data on progress of the promotion of sustainable consumption of company's own products or services among their customer base, such as amount of greenhouse gas emissions offsetted for clients, etc. Examples of documents to attach: annual client carbon offsetting program report, annual environmental services program report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.


Topics other than those mentioned above (please specify)

Please specify

None of the above/Do not know

Please report on the following KPIs regarding energy consumption & GHGs

 For this question, documents from the parent company or group may be partially credited.

 Answers to this question will be shown in a dedicated section in your EcoVadis platform - [Metrics](#). This useful tool helps you store all relevant quantitative data and track your sustainability progress.

Reporting year

Please provide the calendar year(s) the declared reporting data covers. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

2020

Total energy consumption in MWh

The document(s) should demonstrate the following: public or internal reporting of consolidated data on the company's energy consumption which includes fuels before combustion and the amount of purchased energy inputs which include electricity, heat, steam and cooling for use by operations. It is expected that the data is in Megawatt hours (MWh). Examples of documents to attach: energy audit report, energy report, internal energy tracking report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Year	Unit	Value
2020	megawatt-hour (MWh)	1059000

Selected document: People and Planet report 2020 (CSR report)

106

Total Scope 1 GHG emissions in metric tons CO₂e

The document(s) should demonstrate the following: public or internal quantitative and consolidated reporting on total gross Scope 1 GHG emissions from company operations in metric tons of CO₂ equivalent. Scope 1 emission is the GHG emissions from sources the company owns or controls, which includes the generation of heat, steam or electricity, physical or chemical processing, etc. Company can refer to the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard for the accounting principles of scope 1 emissions. Examples of documents to attach: energy audit report, annual greenhouse gas emissions report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Year	Unit	Value
2020	tons of CO ₂ equivalent (tCO ₂ eq)	128198

Selected document: People and Planet report 2020 (CSR report)

104

Baseline year for Scope 1 GHG emissions

Baseline year for scope 1 GHG emissions is the year which scope 1 GHG emissions reduction target is referencing to. For example, company A committed to reduce n% of scope 1 GHG emissions by 2030 from the emissions level of 2020. 2020 is said to be the baseline year.

Please specify

2014

Baseline scope 1 GHG emissions in metric tons CO₂e

Scope 1 GHG emissions (metric tons of CO₂eq) in baseline year.

Please specify

124400

Total Scope 2 GHG emissions in metric tons CO2e ↗

The document(s) should demonstrate the following: public or internal quantitative and consolidated reporting on total gross Scope 2 GHG emissions from company operations in metric tons of CO2 equivalent. Scope 2 emission is the GHG emissions from the generation of purchased electricity consumed by the company. Purchase electricity regards as the electricity that is purchased or otherwise brought into the operation of the company. Different from scope 1 emission, the scope 2 emission physically occurs at the facility where the electricity is generated. Company can refer to the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard for the accounting principles of scope 2 emission. Examples of documents to attach: energy audit report, annual greenhouse gas emissions report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Year	Unit	Value
2020	tons of CO2 equivalent (tCO2eq)	290569

Selected document: People and Planet report 2020 (CSR report)

104

Baseline year for Scope 2 GHG emissions

Baseline year for scope 2 GHG emissions is the year which scope 2 GHG emissions reduction target is referencing to. For example, company A committed to reducing n% of Scope 2 GHG emissions by 2030 from the emissions level of 2020. 2020 is said to be the baseline year.

Please specify

2014

Baseline scope 2 GHG emissions in metric tons CO2e

Scope 2 GHG emissions (metric tons of CO2eq) in baseline year.

Please specify

554600

Please describe the calculation methodology used for GHG emissions and indicate any changes to the methodology or baseline, including justifications.

GHG calculation should be consistently applied throughout the commitment period. In case there are any changes to the methodology, scope of boundary, baseline, emissions factors, significant facility addition or exclusion, please describe here for transparency.

Please specify


Please see People&Planet report 2020 pp.100-102.


Reporting available at parent company level only

Select this if the available reporting data is only from the parent company level.

Not monitored/Do not know

Please report on the following environmental KPIs

 For this question, documents from the parent company or group may be partially credited.

 Answers to this question will be shown in a dedicated section in your EcoVadis platform - [Metrics](#). This useful tool helps you store all relevant quantitative data and track your sustainability progress.

Reporting year

Please provide the calendar year(s) the declared reporting data covers. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

2020

Total water consumption in megaliters, if applicable

The document(s) should demonstrate the following: public or internal quantitative and consolidated reporting on the company's water consumption (in liters) which includes surface water, ground water, rainwater collected, recycled/waste water from other organizations or municipal supplies by the company. Examples of documents to attach: waste report, water consumption report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Year	Unit	Value
2020	cubic meters (m3)	1285000

Selected document: People and Planet report 2020 (CSR report)

106

Total weight of hazardous waste in tons

The document(s) should demonstrate the following: public or internal quantitative and consolidated reporting on weight of hazardous waste generated, recycled, reused, recovered, transported, exported, imported, and treated by the company operations in tons. Hazardous waste is dangerous or capable of having a harmful effect on human health or the environment (e.g. hazardous chemicals, electronic waste, corrosive and toxic metals, etc.). Examples of documents to attach: waste report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Year	Unit	Value
2020	metric ton (T)	700

Selected document: People and Planet report 2020 (CSR report)

107

Total weight of non-hazardous waste in tons

The document(s) should demonstrate the following: public or internal quantitative and consolidated reporting on weight of non-hazardous waste generated, recycled, reused, recovered, transported, exported, imported, and treated by the company operations in tons and date of reporting. Non-Hazardous wastes include all other wastes that do not fit the definition of hazardous wastes. This includes wastes that are insoluble, do not react with other materials, and do not decompose (e.g. agricultural waste, mining overburden, etc.). Examples of documents to attach: waste report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Year	Unit	Value
2020	metric ton (T)	7200

Selected document: People and Planet report 2020 (CSR report)

107

Reporting available at parent company level only


Select this if the available reporting data is only from the parent company level.

Not monitored/Do not know

ENV6001 - mandatory



Is your company a respondent to CDP's Climate Change Questionnaire? If so, please upload the latest response you have provided to CDP.

 For this question, documents from the parent company or group may be partially credited.

Yes

Select if your company is a respondent to CDP's Climate Change questionnaire. The date of the report provided should be within the last two calendar years.

Selected document: Nokia CDP response 2019 (Other)

all

Selected document: CDP response_screenshot (Other)

all


No

Do not know

ENV6002 - mandatory



Does the scope of the EcoVadis assessment match the CDP respondent entity?

 For this question, documents from the parent company or group may be partially credited.

Yes, exact same entity

Select if your company is a CDP respondent from the same legal entity name as this assessment.

No, CDP respondent at group level

Select if your company scope is included in a CDP report from your parent company.

No, CDP respondent at subsidiary level

Select if only CDP reports from your subsidiaries are available.

Do not know

Has your company obtained any environmental management system certification?

For this question, answers and documents from your parent company are NOT allowed.

ISO 14001

Examples of documents to attach: Certificate issued by an accredited certification body, Certificate Audit Report and/or proof of certificate in progress issued by an accredited certification body in case the certificate is not issued yet, Annual Report and/or CSR/Sustainability Report with external 3rd party assurance on CSR data. Click on the "?" button above for more info.

Selected document: Nokia ISO 14001 Certificate April 2021 (Certificate)

all

EMAS

Examples of documents to attach: Certificate issued by an accredited certification body, Certificate Audit Report and/or proof of certificate in progress issued by an accredited certification body in case the certificate is not issued yet, Annual Report and/or CSR/Sustainability Report with external 3rd party assurance on CSR data. Click on the "?" button above for more info.

Others (please specify)

Examples of documents to attach: Certificate issued by an accredited certification body, Certificate Audit Report and/or proof of certificate in progress issued by an accredited certification body in case the certificate is not issued yet, Annual Report and/or CSR/Sustainability Report with external 3rd party assurance on CSR data. Click on the "?" button above for more info.

Please specify

No/Do not know

Percentage of operational facilities certified ISO 14001, EMAS or against other environmental management standard?

For this question, answers and documents from your parent company are NOT allowed.

0-20%

Select the range of coverage that applies to your company. Click on the "Need help?" button above for more info.

21-40%

Select the range of coverage that applies to your company. Click on the "Need help?" button above for more info.

41-60%

Select the range of coverage that applies to your company. Click on the "Need help?" button above for more info.

Selected document: People and Planet report 2020 (CSR report)

113: 53%

61-80%

Select the range of coverage that applies to your company. Click on the "Need help?" button above for more info.

81-100%

Select the range of coverage that applies to your company. Click on the "Need help?" button above for more info.

Not applicable (if only one operational site)

Not monitored

Do not know

Describe your entity's GHG reduction targets (select all that apply)

We publicly announce our targets

The document(s) should demonstrate: public announcement on the company's GHG emissions reduction targets. Targets should include a future timeline that is valid at the time of the assessment. Examples of documents to attach: website screenshot, standalone GHG emissions reduction statement, corporate website with the target announcement, endorsement certificate, publicly accessible CSR/Sustainability/Annual report or policy statement, etc.

Selected document: People and Planet report 2020 (CSR report)

14

We have an absolute scope 1 reduction target

The document(s) should demonstrate: time-bound quantitative absolute target(s) on GHG emissions reduction at the corporate level that cover scope 1 emissions. The target(s) should include a valid target date of achievement at the time of the assessment and a unit (e.g. tons of CO₂e). Scope 1 GHG emissions include direct GHG emissions occur from sources that are owned or controlled by the company, e.g., GHG emissions from combustion in owned or controlled boilers, furnaces, vehicles; GHG emissions from chemical production in owned or controlled process equipment. Examples of documents to attach: standalone GHG emissions reduction statement, corporate website with the target announcement, endorsement certificate, CDP report, Annual report, CSR/Sustainability report, etc.

Selected document: People and Planet report 2020 (CSR report)

14

We have an absolute scope 2 reduction target

The document(s) should demonstrate: time-bound quantitative absolute target(s) on GHG emissions reduction at corporate level that cover scope 2 GHG emissions. The target(s) should include a valid target date of achievement at the time of the assessment and a unit (e.g. tons of CO₂e). Scope 2 emissions refer to the GHG emissions resulting from the generation of purchased or acquired electricity, steam, heating, and cooling. Examples of documents to attach: standalone GHG emissions reduction statement, corporate website with the target announcement, endorsement certificate, CDP report, Annual report, CSR/Sustainability report, etc.

Selected document: People and Planet report 2020 (CSR report)

14

We have an absolute scope 3 reduction target

The document(s) should demonstrate: time-bound quantitative absolute target(s) on GHG emissions reduction at corporate level that cover scope 3 GHG emissions. The target(s) should include a valid target date of achievement at the time of the assessment and a unit (e.g. tons of CO₂e). Scope 3 GHG emissions are a consequence of the activities of the company that are indirect GHG emissions other than scope 2 GHG emissions, but occur from sources not owned or controlled by the company. Some examples of scope 3 activities are extraction and production of purchased materials; transportation of purchased fuels; and use of sold products and services. Examples of documents to attach: standalone GHG emissions reduction statement, corporate website with the target announcement, endorsement certificate, CDP report, Annual report, CSR/Sustainability report, etc.

Selected document: People and Planet report 2020 (CSR report)

14

We have an intensity reduction target

The document(s) should demonstrate: time-bound GHG emissions reduction intensity target(s), which is defined by GHG reduction per unit of physical activity or unit of economic output with a valid target date of achievement at the time of the assessment and unit (e.g. %). Examples include % of GHG emissions reduction per square feet (CO₂e/sq.ft), % GHG emissions reduction per ton of cement produced (CO₂e/ton). Examples of documents to attach: website screenshot, standalone GHG emissions reduction statement, corporate website with the target announcement, endorsement certificate, CDP report, Annual report, CSR/Sustainability report, etc.

We have committed to or our targets approved by SBTi

The document(s) should demonstrate: verifiable science-based GHG emissions reduction target(s) approved by the SBTi or commitment(s) made to SBTi to set a science-based target. Targets should include a future timeline that is valid at the time of the assessment. Examples of documents to attach: evidence of Science Based Target Initiative (SBTi) commitment or target approval, SBTi website screenshot, Annual report, CSR/Sustainability report, etc.

Selected document: SBT committment (1,5) (Other)

all

Selected document: People and Planet report 2020 (CSR report)

14

No formal targets yet/Do not know

CAR101 - mandatory

Describe your entity's plan to achieve GHG reductions (select all that apply)

We have a time-bound action plan to reduce GHG emissions

The document(s) should demonstrate: an action plan with clear timeline defined to reduce GHG emissions from the company's operations. The best practice is to estimate the amount of emissions that can be reduced by the planned actions. Examples of documents to attach: standalone action plan, any other form of document that can show a series of GHG reduction actions with specific timeline, Annual report, CSR/Sustainability report, etc.

Selected document: People and Planet report 2020 (CSR report)

14; 45-54

We use LCA as an analytical tool for planning

The document(s) should demonstrate: evidence that the company is using a product life cycle analysis approach to analyze carbon footprint of the processes/ operations/ products/ services to formulate the action plan for reduction GHG emissions. A cradle-to-customer/cradle-to-grave life cycle assessment (LCA) specific to product/service GHG emissions impact at product/service level is conducted to study the emissions hotspots and hence identify opportunities of GHG emissions reductions. Examples of documents to attach: action plan that considers different stages of a life cycle of the products or services, product carbon footprint study report, product life cycle analysis report, CDP report, Annual report, CSR/Sustainability report, etc.

Selected document: People and Planet report 2020 (CSR report)

49

We have a time-bound action plan to transform into a low carbon business model

The document(s) should demonstrate: long term (5 years or more) strategic plans to change its systems/operations reduce GHG emissions. Examples of changes in systems/operations include phasing out fossil fuels and switching to renewable energy, discontinuing products that have a higher impact on the climate, using low carbon transportation or distribution. Examples of documents to attach: standalone transformation plan or roadmap, analysis report, website extracts, Annual report, CSR/Sustainability report, etc.

No action plan yet/Do not know

CAR102 - mandatory

How does your entity's management structure facilitate GHG emissions reduction? (select all that apply)

We have a dedicated budget for GHG management

The document(s) should demonstrate: a financial budget that is allocated to implementing GHG emissions management practices. Examples of documents to attach: CDP Report, internal meeting minutes, internal announcement, Annual report, CSR/Sustainability report, etc.

We have a management team dedicated to GHG emissions reduction

The document(s) should demonstrate: a group of people (e.g. a committee) are held accountable for the achievement of the company's objectives/commitments made on GHG emissions reduction. Examples of documents to attach: CDP Report, internal meeting minutes, internal announcement, Annual report, CSR/Sustainability report, etc.

Selected document: People and Planet report 2020 (CSR report)

18-19

Our management team's compensation is linked to progress towards GHG reduction targets

The document(s) should demonstrate: the management team's compensation is associated with the management of climate change issues, including attainment of the GHG emissions reduction targets. This ensures that climate-related ambitions and goals are embedded throughout the company and that management is held accountable for the achievement of these goals. Examples of documents to attach: CDP Report, internal meeting minutes, internal announcement, Annual report, CSR/Sustainability report, etc.

Selected document: Nokia Form 20-F 2020 (Annual report)

66-67

GHG emissions reduction is not embedded in the management structure/Do not know

Describe your entity's GHG emissions inventory (select all that apply) **Our GHG inventory is designed in accordance with GHG protocol or other GHG accounting standards**

The document(s) should demonstrate: GHG monitoring system/inventory is in place to collect emissions data in accordance with GHG protocol or other GHG accounting standards (e.g. ISO 14064-1, The Climate Registry - General Reporting Protocol). Examples of documents to attach: GHG audit report, inventory document or spreadsheet, screenshot of IT system that collects and stores GHG data, CDP Report, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

100

 Our inventory includes data quality management system

The document(s) should demonstrate: evidence of a Quality Assurance (QA) or Quality Control (QC) practice that ensures the quality of the data input to the GHG inventory. Examples of documents to attach: GHG audit report, inventory document or spreadsheet that demonstrates the quality management workflow, screenshot of GHG monitoring platform that embeds data check function, internal working file that demonstrates how data quality is managed, CDP report, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

114-115

 We update our inventory at least once per year

The document(s) should demonstrate: evidence that GHG-related activity data is tracked on a regular basis and at least once a year to ensure timely review and the formulation of follow-up actions. The GHG inventory should show the specific timeframe/frequency of monitoring or at least 2 years of data provided. Examples of documents to attach: GHG audit report, inventory document or spreadsheet, screenshot of IT system that collects and stores GHG data, CDP Report, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

104-106

 No GHG inventory yet/Do not know**What is the scope of the GHG emissions monitoring in your entity? (applicable to scope 1 and 2 emissions only. Select the most suitable answer)** **We monitor relevant GHG emissions for our entire scope**

The document(s) should demonstrate: the GHG monitoring accounts for all GHG emission sources and activities within the organizational boundaries of the company, its subsidiaries, and joint ventures. If some of the facilities are unable to report GHG emissions data to the monitoring system, the coverage is said to have significant exclusions, and in this case, please select option 2 of the question. Examples of documents to attach: GHG audit report, list of operational sites covered by the GHG emissions monitoring system, screenshot or working files of the monitoring system, CDP Report, Annual report, CSR/Sustainability report, etc.

Selected document: People and Planet report 2020 (CSR report)

100-101

 We monitor GHG emissions with significant exclusions

The document(s) should demonstrate: some of the facilities within the organizational boundaries of the company are unable to report GHG emissions data to the monitoring system and the coverage is said to have significant exclusions. Examples of documents to attach: GHG audit report, list of operational sites covered by the GHG emissions monitoring system, the screenshot or working files of the monitoring system, CDP Report, Annual report, CSR/Sustainability report, etc.

 No GHG inventory yet/Do not know

Describe your entity's progress towards GHG reduction targets (Select the most suitable answer) **Our latest review showed that we are falling behind**

The document(s) should demonstrate: a performance review to understand the GHG reduction progress against the target. The latest results have shown that the company might not be on track to meet the target. Examples of documents to attach: documented meeting minutes, GHG performance review report, progress report for specified company, CDP report, Annual report, CSR/Sustainability report, etc.

 Our latest review showed that we are on track to meet our targets

The document(s) should demonstrate: a performance review to understand its GHG reduction progress against the target. The latest review or emission figures show that the company is on track to meet GHG emissions reduction target (i.e. meeting the target on pro-rata basis or meeting company's own action plan if applicable). Examples of documents to attach: documented meeting minutes, GHG performance review report, progress report for specified company, Annual report, CSR/Sustainability report, etc.

Selected document: People and Planet report 2020 (CSR report)

14, 45-46

 Our latest review showed that we are ahead

The document(s) should demonstrate: a performance review to understand its GHG reduction progress against the target. The latest review or emissions figures show that the company is ahead of the GHG emissions reduction plan (i.e. achieving the reduction target sooner than the expected timeline). Examples of documents to attach: documented meeting minutes, GHG performance review report, progress report for specified company, Annual report, CSR/Sustainability report, etc.

 No review/Do not know

Describe your entity's GHG reporting practices (select all that apply)

We share GHG emissions with internal stakeholders

The document(s) should demonstrate: evidence that the company compiles GHG emissions figures and shares them with internal stakeholders (i.e. employees). This is to communicate the performance and highlight the collective efforts to achieve the targets. Examples of documents to attach: carbon audit report, internal GHG report, email communications, CDP report, Annual report, CSR/Sustainability report, etc.

Selected document: People and Planet report 2020 (CSR report)

104-105

Our GHG emissions report is publicly available

The document(s) should demonstrate: publication of GHG performance via public reporting in order to keep external stakeholders informed of progress towards achieving the targets. Examples of documents to attach: screenshot of company website, CDP Report, Annual report, CSR/Sustainability report, etc.

Selected document: People and Planet report 2020 (CSR report)

104-105

We respond to CDP

The document(s) should demonstrate: the company is a respondent to CDP's Climate Change questionnaire. Examples of documents to attach: third party verified CSR report that mentions CDP participation, screenshot of CDP website which shows the company's participation, CDP Score Report, CDP Report, etc.

Selected document: CDP response_screenshot (Other)

1

We verify our GHG emissions through a third party

The document(s) should demonstrate: third party verification of GHG emissions in accordance with a recognized verification standard, such as ISO 14064-3, ISAE 3410, etc., to assure credibility and reliability of GHG emissions disclosure. Examples of documents to attach: third party verification statement, CDP report with the information of third party verification on carbon disclosure, Annual report, CSR/Sustainability report, etc.

Selected document: People and Planet report 2020 (CSR report)

114-115

We do not disclose our emissions/Do not know

ENV800



Additional comments regarding environmental topics of your company's management system. Please also indicate any CSR-related external recognition obtained by your company within the last five years, such as CSR-related awards, or listing in CSR rankings or indexes.

i For this question, answers and documents from your parent company are NOT allowed.

Please specify

In December 2020, we were included in the CDP's A list for our work to cut emissions, mitigate climate risks and help develop a low-carbon economy.

Ethics

In this section, questions are based on 3 topics: corruption & bribery, anti-competitive practices & responsible marketing. There is increasing regulation which addresses business ethics and these regulations often have a supply chain element to them. Threats to fair business practices arise more often in risky countries and for sectors which regularly work on government contracts, but nevertheless, it is a growing expectation for the basic threats of corruption & bribery to be addressed by all companies. All will be asked on corruption and bribery, while further questions on anti-competitive practices and so on, will be asked if relevant to your sector, size and location of operations.

Has your company implemented a formal policy covering any of the following topics?

For this question, documents from the parent company or group may be partially credited.

Corruption

The document(s) should demonstrate the following: a set of principles, engagements, qualitative and/or quantitative objectives that prevent offering, promising, giving, accepting or soliciting an advantage as an inducement for an action which is illegal, unethical or a breach of trust. Examples of documents to attach: Company mission statement, Anti-corruption policy, Business Ethics Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Nokia Code of Conduct 2020 (Code of ethics / code of conduct)

18-19

Conflict of interest

The document(s) should demonstrate the following: a set of principles, engagements, qualitative and/or quantitative objectives that prevent occurrence of a situation where an individual or the entity for which they work is confronted with choosing between the duties and demands of their position and their own private interests. Examples of documents to attach: Company mission statement, Business Ethics Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Nokia Code of Conduct 2020 (Code of ethics / code of conduct)

12-13

Fraud

The document(s) should demonstrate the following: a set of principles, engagements, qualitative and/or quantitative objectives that prevent offences that intentionally deceive someone in order to gain an unfair or illegal advantage. Examples of documents to attach: Company mission statement, Business Ethics Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Nokia Code of Conduct 2020 (Code of ethics / code of conduct)

18-19

Money laundering

The document(s) should demonstrate the following: a set of principles, engagements, qualitative and/or quantitative objectives that prevent concealing the origin, ownership or destination of illegally or dishonestly obtained money by hiding it within legitimate economic activities to make them appear legal. Examples of documents to attach: Company mission statement, Business Ethics Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Nokia Code of Conduct 2020 (Code of ethics / code of conduct)

18-19

Anti-competitive practices

The document(s) should demonstrate the following: a set of principles, engagements, qualitative and/or quantitative objectives that ensure the company does not restrict competition, maintain or increase their relative market position in an abusive and dominant way. Examples of documents to attach: Company mission statement, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Nokia Code of Conduct 2020 (Code of ethics / code of conduct)

16-17

Information security

The document(s) should demonstrate the following: a set of principles, engagements, qualitative and/or quantitative objectives that ensure the secure collection, processing or storage of third-party information for business purposes. Examples of documents to attach: Company mission statement, Data Protection or Information Security Policy, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Nokia Code of Conduct 2020 (Code of ethics / code of conduct)

32-33

Selected document: Information security policy (Policy)

all

Others (please specify)

Please specify

Nokia Code of Conduct is supplemented with 14 policy risk area statements. In addition to areas listed above, it covers Insider Trading, Health, Safety and Labor conditions, Controllership, Fair Employment Practises, Human Rights and Environment.

Selected document: Code of Conduct webpage (Webpage / intranet extract)

all

No policy

What actions are in place to prevent corruption and bribery?

i For this question, answers and documents from your parent company are NOT allowed.

✔ Awareness training performed to prevent corruption and bribery

The document(s) should demonstrate the following: training programs in web-based or in-person format provided to employees to strengthen their knowledge on prevention of corruption and bribery-related issues. Examples of documents to attach: training materials and additional evidence of training execution (attendance sheets, progress reports, certificates of completion, etc.), Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

67

✔ Anti-corruption due diligence program on third parties in place

The document(s) should demonstrate the following: detailed and concrete steps to investigate third-parties the company engages with (ie suppliers, vendors, commission agents, brokers, sales representatives, distributors, contractors, customs brokers, consultants) to ensure anti-corruption compliance and prevent third-party corruption incidents. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, Annual Report, CSR/Sustainability Report, etc.

Selected document: third party code of conduct 2020 (Other)

1-9

Selected document: People and Planet report 2020 (CSR report)

67

✔ Whistleblower procedure for stakeholders to report corruption and bribery

The document(s) should demonstrate the following: established mechanism for different parties to report corruption issues and include 1) confidentiality guarantee 2) non-retaliation guarantee and 3) dedicated reporting channel (ie internal or third-party email, phone/hotline, contact person). Examples of documents to attach: Code of Conduct, employee handbook/manual, standalone whistleblower/reporting procedure, anti-corruption policy with reporting procedure section, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

65-67

Selected document: Code of Conduct webpage (Webpage / intranet extract)

all

✔ Corruption risk assessments performed

The document(s) should demonstrate the following: assessment of corruption-related risks across the company operations to prioritize risk management efforts. Examples of documents to attach: standard operating procedure, third-party risk assessments, internal monitoring system documents, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

61-67

✔ Audits of control procedures (e.g. accounting, purchasing etc.) to prevent corruption and bribery

The document(s) should demonstrate the following: regular monitoring of the effectiveness of ethics and compliance control systems performed through internal testing and/or formal external auditing. Examples of documents to attach: formal audit reports, internal auditing procedures, Annual Report, CSR/Sustainability Report, etc.

Selected document: web on internal controls and audits (Webpage / intranet extract)

1-2

Specific approval procedure for sensitive transactions (e.g. gifts, travel)

The document(s) should demonstrate the following: process in place for employees to report or obtain approval for sensitive transactions which normally involve external stakeholders and could be perceived or implied as favors. Approval items could include but are not limited to a range of value, types of items accepted, etc. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

67

Others

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

No actions in place/Do not know

What actions are in place to prevent anticompetitive practices?

i For this question, answers and documents from your parent company are NOT allowed.

✔ Awareness training performed to prevent anti-competitive practices

The document(s) should demonstrate the following: training programs in web-based or in-person format provided for employees to strengthen their knowledge and prevent anti-competitive practices. Examples of documents to attach: training materials and additional evidence of training execution (attendance sheets, progress reports, certificates of completion, etc.), Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

63, 67

✔ Whistleblower procedure for stakeholders to report anti-competitive practices

The document(s) should demonstrate the following: established mechanism for different parties to report anti-competitive issues and include 1) confidentiality guarantee 2) non-retaliation guarantee and 3) dedicated reporting channel (ie internal or third-party email, phone/hotline, contact person). Examples of documents to attach: Code of Conduct, employee handbook/manual, standalone whistleblower/reporting procedure, anti-competitive practices policy with reporting procedure section, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

65-66

Selected document: Code of Conduct webpage (Webpage / intranet extract)

all

✔ Anti-competitive practices risk assessments performed

The document(s) should demonstrate the following: assessment of risks related to anti-competitive practices across the company operations to prioritize risk management efforts. Examples of documents to attach: standard operating procedure, third-party risk assessments, internal monitoring system documents, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

61-67

✔ Audits of control procedures to prevent anti-competitive practices

The document(s) should demonstrate the following: regular monitoring of the effectiveness of anti-competitive practices control systems performed through internal testing and/or formal external auditing. Examples of documents to attach: formal audit reports, internal auditing procedures, Annual Report, CSR/Sustainability Report, etc.

Selected document: web on internal controls and audits (Webpage / intranet extract)

1-2

Selected document: People and Planet report 2020 (CSR report)

63

✔ Provision of competitor interaction guidelines to key employees

The document(s) should demonstrate the following: instructions or procedures for relevant employees (particularly sales representatives) regarding appropriate interaction with competitors to avoid perceived collusion. Examples of documents to attach: standard operating procedures, work instructions, Annual Report, CSR/Sustainability Report, etc.

Selected document: Nokia Code of Conduct 2020 (Code of ethics / code of conduct)

16-17

Selected document: People and Planet report 2020 (CSR report)

61-63

Others

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

We were honored for four consecutive years, and five times overall, by the Ethisphere Institute as one of the World's Most Ethical Companies®. This year Nokia was one of three companies recognized in the telecommunications sector. This award is a testament to our strong ethical business activities and our corporate character, which includes among other things our commitment to human rights, diversity, social impact, risk management and more.

Selected document: People and Planet report 2020 (CSR report)

67

No actions in place/Do not know

What actions are in place regarding information security?

i For this question, answers and documents from your parent company are NOT allowed.

✔ Awareness training to prevent information security breaches

The document(s) should demonstrate the following: training programs in web-based or in-person format provided to employees to strengthen their knowledge on information security-related issues. Examples of documents to attach: training materials and additional evidence of training execution (attendance sheets, progress reports, certificates of completion, etc.), Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

80-81

Selected document: Awareness training_screenshot (Other)

1

✔ Information security due diligence program on third parties in place

The document(s) should demonstrate the following: detailed and concrete steps to evaluate and/or investigate the third-parties the company engages with which process personal data or handle stakeholder information on its behalf (i.e. suppliers, vendors, contractors, IT service providers, consultants) to ensure third-party compliance with the company's internal information security and/or data privacy practices. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

80-81

Selected document: Information security supply chain_screenshot (Other)

1

Selected document: Supply chain security framework_screenshot (Other)

1

✔ Whistleblower procedure for stakeholders to report information security concerns

The document(s) should demonstrate the following: established mechanism for different parties to report information security breaches and related concerns and include 1) confidentiality guarantee 2) non-retaliation guarantee and 3) dedicated reporting channel (ie internal or third-party email, phone/hotline, contact person). Examples of documents to attach: Code of Conduct, employee handbook/manual, standalone whistleblower/reporting procedure, information security policy with reporting procedure section, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

65-66

Selected document: Code of Conduct webpage (Webpage / intranet extract)

all

Selected document: Information security policy (Policy)

all

Information security risk assessments performed

The document(s) should demonstrate the following: assessment of information security-related risks across the company operations to prioritize risk management efforts. Examples of documents to attach: standard operating procedure, third-party risk assessments, internal monitoring system documents, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

80-81

Selected document: CS_Risk Management Methodology_v1.0 (Other)

1-5

Audits of control procedures to prevent information security breaches

The document(s) should demonstrate the following: regular monitoring of the effectiveness of information security control systems performed through internal testing and/or formal external auditing. Examples of documents to attach: formal audit reports, internal auditing procedures, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

80-81

Selected document: Nokia Internal Audit Procedure (Procedure)

all

Incident response procedure (IRP) to manage breaches of confidential information

The document(s) should demonstrate the following: employee instructions or procedure to detect, respond to and limit the impact of information security breaches to prevent further damage and reassure affected parties. Examples of documents to attach: standard operating procedures(internal or third-party), work instructions, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

80-81

Selected document: Incident reporting_screenshot (Other)

1

Implementation of a records retention schedule

The document(s) should demonstrate the following: formalized and detailed schedule indicating the length of time each type of third-party data must be retained for. Examples of documents to attach: standard operating procedures, work instructions, employee handbook/manual, document retention records, Annual Report, CSR/Sustainability Report, etc.

Selected document: Redacted_Document and Records Management Policy (Policy)

4

Measures to protect third party data from unauthorized access or disclosure

The document(s) should demonstrate the following: internal controls to restrict physical or digital access to third party data by unauthorized employees and/or third parties. Examples of documents to attach: work instructions, company's own confidentiality agreement, Annual Report, CSR/Sustainability Report, etc.

Selected document: Third Party Connectivity (SOP)_table of contents (Other)

1-2

Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information

The document(s) should demonstrate the following: employee instructions or operational process to consult and inform the customers/clients on the particulars of collection and storage of their personal data, for example the type of data collected, data sharing with third parties, etc. Examples of documents to attach: standard operating procedure, work instructions, Annual Report, CSR/Sustainability Report, etc.

Others

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

No actions in place/Do not know

FB450 - mandatory



Has your company obtained external certifications related to business ethics issues (e.g. anti-corruption, information security)?

For this question, answers and documents from your parent company are NOT allowed.

ISO 27000

Examples of documents to attach: Certificate issued by an accredited certification body, Certificate Audit Report and/or proof of certificate in progress issued by an accredited certification body in case the certificate is not issued yet, Annual Report and/or CSR/Sustainability Report with external 3rd party assurance on CSR data. Click on the "?" button above for more info.

Selected document: Nokia ISO 27001 March 2021 (Other)

all

Other anti-corruption certification schemes (e.g. Ethic Intelligence, Trace, etc)(please specify)

Examples of documents to attach: Certificate issued by an accredited certification body, Certificate Audit Report and/or proof of certificate in progress issued by an accredited certification body in case the certificate is not issued yet, Annual Report and/or CSR/Sustainability Report with external 3rd party assurance on CSR data. Click on the "?" button above for more info.

Please specify

Other information security certification schemes (e.g. Cyber Essentials etc.)(please specify)

Examples of documents to attach: Certificate issued by an accredited certification body, Certificate Audit Report and/or proof of certificate in progress issued by an accredited certification body in case the certificate is not issued yet, Annual Report and/or CSR/Sustainability Report with external 3rd party assurance on CSR data. Click on the "?" button above for more info.

Please specify

Others (please specify)

Examples of documents to attach: Certificate issued by an accredited certification body, Certificate Audit Report and/or proof of certificate in progress issued by an accredited certification body in case the certificate is not issued yet, Annual Report and/or CSR/Sustainability Report with external 3rd party assurance on CSR data. Click on the "?" button above for more info.

Please specify

No business ethics certification

Do not know

Please report on the following Key Performance Indicators (KPIs) related to ethics (please specify the year)

i For this question, documents from the parent company or group may be partially credited.

Reporting year

Please provide the calendar year(s) the declared reporting data covers. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

2020

Percentage of total workforce trained (e.g. through e-learning) on business ethics issues

The document(s) should demonstrate the following: public or internal reporting of consolidated data on percentage of employees trained on business ethics related issues in forms of e-learning, in-person training, workshops, etc. Examples of documents to attach: business ethics report, internal control report, risk assessment report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

96.2%

Selected document: People and Planet report 2020 (CSR report)

63: The Ethical Business Training (EBT) module is one of three web-based training courses that was mandatory for every Nokia employee in 2020 (along with modules devoted to the important topics of quality and safety/wellbeing). It includes a review and acknowledgment of our Code of Conduct (CoC) and the related 14 policy areas, a requirement to declare potential conflicts of interest, and a review of key information related to our ethical values and ethics in the workplace. Practical examples and information on policies and laws are included to guide employees through the process of considering potential risks and making ethical decisions. Additionally, line managers received further separate training focusing on the important role supervisors play in promoting a culture of integrity. In 2020, 96.2 percent of our employees completed the EBT module.

Number of reports related to whistleblower procedure

The document(s) should demonstrate the following: public or internal reporting of consolidated data on number of reported cases of business ethics related violations through internal or external whistleblower procedure. Examples of documents to attach: business ethics report, whistleblower report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

776

Selected document: People and Planet report 2020 (CSR report)

65-66

Number of confirmed corruption incidents

The document(s) should demonstrate the following: public or internal reporting of consolidated data on number of lawsuits against the company on business ethics related violations. A confirmed corruption incident is defined as the corruption incident that has been found to be a substantiated violation of the corruption related code of conduct, company policies or law. Incident that is still under investigation during the reporting period is not regarded as a confirmed incident. Examples of documents to attach: business ethics report, internal control report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

0

Selected document: People and Planet report 2020 (CSR report)

65: In 2020, our Ethics & Compliance Office received 776 (994 in 2019) concerns of which 329 were investigated as alleged integrity violations; 106 of such integrity allegations were substantiated with cause found after investigations. Specifically, two concerns were received as alleged violations of our anti-bribery policies, involving third parties. One was not substantiated, and the other is an ongoing investigation.

Number of confirmed information security incidents

Please specify

Percentage of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted

The document(s) should demonstrate the following: public or internal reporting of consolidated data on percentage of operational sites that have gone through business ethics related internal audit or risk assessment. Examples of documents to attach: business ethics report, internal control report, risk assessment report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

We can report "Percentage of countries (where Nokia has operations) for which an internal audit/risk assessment concerning business ethics has been conducted". In 2019, we conducted 23 Compliance Controls Framework (CCF) review, including 21 country reviews, one region review and one Joint Venture review. In addition, internal audits where Compliance items were part of the audit scope were conducted in 21 countries. Out of the 118 countries where we had employees at the end of 2019, either CCF country review or internal audit with compliance in scope was conducted in 37 countries. Thus such assessment took place in 31% of the countries where we had personnel in 2019. 76% of our personnel was located in these countries.

Selected document: People and Planet Report 2019 (CSR report)

45: Country or entity-specific Compliance Controls Framework (CCF Reviews) – essentially an internally-developed, business-owned process of identifying anti-corruption risks and developing responsive mitigation controls. In 2019, Ethics and Compliance carried out 23 CCF reviews, including 21 country CCF reviews, one region review (Central America & the Caribbean), and one Joint Venture review.

Selected document: CCF 2019 (Other)

1: List of countries where CCF was conducted

Selected document: Internal audits with compliance items in scope 2019 (Other)

1

Percentage of all operational sites with certified anti-corruption management system

The document(s) should demonstrate the following: public or internal reporting of consolidated data on percentage of operational sites that are covered by an anti-corruption management system that is certified by third party standards. Examples of documents to attach: business ethics report, internal control report, risk assessment report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

Percentage of all operational sites with an information security management system (ISMS) certified to ISO 27000 (or other equivalent/similar standard)

The document(s) should demonstrate the following: certificate with an annex indicating the sites/entities included in the scope of the certification or a list of certified sites if they are made available in a third-party verified report. Please note that the list of certified sites should clearly indicate the sites and the associated certificate expiry dates. Examples of documents to attach: certificate issued by an accredited third party, a third-party verified report such as Annual Report and CSR Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

Nokia's ISO 27001 certification focuses on our key customer delivery hubs. Our ISO 27001 certification is a so-called headquarter or multi-site certificate. This means that the audit scope includes a thorough review of our global security controls system for the in scope global group functions like IT, HR and security. This part of the review and audit is not limited to these particular sites but covers all.

Selected document: Nokia ISO 27001 March 2021 (Other)

all

Reporting available at parent company level only

Select this if the available reporting data is only from the parent company level.

Other KPIs on ethics

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

See under "Ethics"

Selected document: People and Planet report 2020 (CSR report)

111

Not monitored/Do not know

Additional comments regarding Ethics of your company's management system. Please also indicate any CSR-related external recognition obtained by your company within the last five years, such as CSR-related awards, or listing in CSR rankings or indexes.

For this question, answers and documents from your parent company are NOT allowed.

Please specify

World's Most Ethical Award

We were honored for four consecutive years, and five times overall, by the Ethisphere Institute as one of the World's Most Ethical Companies®. This year Nokia was one of three companies recognized in the telecommunications sector. This award is a testament to our strong ethical business activities and our corporate character, which includes among other things our commitment to human rights, diversity, social impact, risk management and more.
(People and Planet 2020, p. 67)


Sustainable Procurement

The risks your clients face on CSR issues are increasingly felt along their supply chain, which entails your own supply chain too. It is important therefore for all companies to be concerned with where their resources come from, how they are made and ultimately what the CSR management systems of their suppliers are. This section may ask you questions on the materials you buy, the services you hire, the condition of those who make components for you, and/or what you're doing to enable Sustainable Procurement within your supply chain.

SUP100 - mandatory



Does your company have a formal policy covering any of the topics below (please select from the options provided)?

 For this question, documents from the parent company or group may be partially credited.

Sustainable procurement policy on environmental issues

The document(s) should demonstrate the following: a set of principles, engagements, qualitative and/or quantitative objectives that integrate environmental issues in company's supply chain management alongside conventional procurement considerations (e.g. price, quality, reliability). Examples of documents to attach: Company mission statement, Sustainable procurement Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Nokia Code of Conduct 2020 (Code of ethics / code of conduct)

24-25

Selected document: Overview of supplier requirements on sustainability_2020 (Policy)

4

Sustainable procurement policy on labor practices and human rights

The document(s) should demonstrate the following: a set of principles, engagements, qualitative and/or quantitative objectives that integrate labor and human rights issues (e.g. working hours, wages) in supply chain management alongside conventional procurement considerations (e.g. price, quality, reliability). Examples of documents to attach: Company mission statement, Sustainable procurement Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Nokia Code of Conduct 2020 (Code of ethics / code of conduct)

28-29; 30-31

Selected document: Overview of supplier requirements on sustainability_2020 (Policy)

2-3

Topics other than those mentioned above (please specify)

Please specify


Supplier shall be in compliance with the latest version of RBA Code of Conduct Requirements.

Selected document: Overview of supplier requirements on sustainability_2020 (Policy)

1

No policies

Is there any tin, tantalum, tungsten, or gold remaining in the product that your company manufactures, subcontracts, or sells?

 For this question, documents from the parent company or group may be partially credited.

Yes


Tin, tantalum, tungsten or gold only originate from scrap or recycled sources

The document(s) should demonstrate the following: public or internal reporting on the use of tin, tantalum, tungsten, or gold that only originates from scrap or recycled sources in the product that the company manufactures, subcontracts, or sells. Examples of documents to attach: Conflict Minerals Reporting Template (CMRT), SD form and/or conflict minerals report as per SEC requirements (USA), conflict minerals report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

No tin, tantalum, tungsten, or gold remaining in any product

Do not know

Does your company have a policy in place addressing issues related to "conflict minerals" (tin, tungsten, tantalum, gold)?

 For this question, documents from the parent company or group may be partially credited.

Yes, my company has a policy on conflict minerals in place


The document(s) should demonstrate the following: a set of principles, engagements, qualitative and/or quantitative objectives that promote sustainable conflict minerals (tin, tungsten, tantalum and gold) management in supply chain alongside conventional procurement considerations (e.g. price, quality, reliability). Examples of documents to attach: Company mission statement, Conflict Minerals Policy, Sustainable procurement Policy/Charter, Code of Conduct/Code of Ethics, Employee Handbook, Annual Report, CSR/Sustainability Report, etc.

Selected document: Responsible minerals policy (Policy)

1-2

No/ Do not know

Has your company published a due diligence report on conflict minerals?

 For this question, documents from the parent company or group may be partially credited.

Yes, my company has published a due diligence report on conflict minerals

The document(s) should demonstrate the following: public or internal reporting on due diligence measures used to track the source of the tin, tantalum, tungsten, or gold from the Democratic Republic of the Congo (DRC). Examples of documents to attach: Conflict Minerals Reporting Template (CMRT), SD form and/or conflict minerals report as per SEC requirements (USA), conflict minerals report, ad hoc report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Selected document: Conflict_Minerals_Report_for_2020 (Other)

all

No / Do not know

Does your company formally and publicly adhere to any external CSR initiatives or sets of principles?

i For this question, documents from the parent company or group may be partially credited.

Responsible Minerals Initiative (RMI, formerly CFSI)

An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "Need help?" button above for more info.

Selected document: RMI membership 2021 (Webpage / intranet extract)

5

World Gold Council (Conflict-Free Gold Standard)

An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "Need help?" button above for more info.

Public-Private Alliance for Responsible Mineral Trade (PPA)

An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "Need help?" button above for more info.

Selected document: Public Private Alliance (PPA) Phase 2 membership (Webpage / intranet extract)

1

Association Connecting Electronics Industries (IPC)

An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "Need help?" button above for more info.

JEITA's Responsible Minerals Trade Working Group

An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "Need help?" button above for more info.

Responsible Jewellery Council

An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "Need help?" button above for more info.

Selected document: RMI cross-recognition to LBMA and RJC (Other)

1

ITRI's Tin Supply Chain Initiative (iTSCi)

An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "Need help?" button above for more info.

The London Bullion Market Association

An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "Need help?" button above for more info.

Selected document: RMI cross-recognition to LBMA and RJC (Other)

1

Responsible Artisanal Gold Solutions Forum (RAGS)

An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "Need help?" button above for more info.

European Partnership for Responsible Minerals

An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "Need help?" button above for more info.

Others (please specify)

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

Responsible Business Alliance (RBA)

Selected document: Our participation in the Responsible Business Alliance (RBA) (Webpage / intranet extract)

13

No specific endorsement/ Do not know

What actions are implemented to identify and/or assess conflict mineral risk in the supply chain and mitigate such risk?

i For this question, answers and documents from your parent company are NOT allowed.

✓ Detailed conflict minerals risk analysis (per product or purchasing category) for downstream companies(e.g. manufacturers)

The document(s) should demonstrate the following: a process to identify the potential risk related to conflict minerals in the products per product or purchasing category. Examples of documents to attach: standard operating procedures, work instructions, risk assessment documents, manual, presentation, Annual Report, CSR/Sustainability Report, etc.

Selected document: Responsible Minerals_CM and risk update (Other)

5-9: For risk assessment, see especially slides 5-9

Selected document: Conflict_Minerals_Report_for 2020 (Other)

all

✓ Selected suppliers required to fill Conflict Minerals Reporting Template (CMRT)/other customized conflict mineral-related questionnaire

The document(s) should demonstrate the following: requirement for certain suppliers to fill out the conflict minerals reporting template published by RMI or other types of documents facilitating data collection in order to identify traceability of minerals used in the supply chain. Examples of documents to attach: standard operating procedures, work instructions, questionnaires, letters, manual, presentation, Annual Report, CSR/Sustainability Report, etc.

Selected document: Conflict_Minerals_Report_for 2020 (Other)

all

✓ Investigation or traceability system of upstream actors (smelters, trades, mines) on conflict minerals due diligence (e.g. third party on-site audit in place)

The document(s) should demonstrate the following: a traceability program or a due diligence process to identify if there are any upstream companies using minerals from conflict zone. Examples of documents to attach: standard operating procedures, work instructions, program implementation record, presentation, Annual Report, CSR/Sustainability Report, etc.

Selected document: Conflict_Minerals_Report_for 2020 (Other)

all

✓ Procedure to disengage with a non responding supplier (after several attempts) on conflict minerals issues (i.e. escalation steps)

The document(s) should demonstrate the following: an escalation process to mitigate the risk in the supplier chain when the suppliers who potentially use the conflict minerals identified by the company do not reply to request on conflict minerals issues. Examples of documents to attach: standard operating procedures, work instructions, program implementation record, presentation, Annual Report, CSR/Sustainability Report, etc.

Selected document: Conflict_Minerals_Report_for 2020 (Other)

5: Where risk incidents involve direct suppliers, we carry out risk management planning, monitoring and performance tracking through the sourcing managers' network. In cases where risk incidents do not result in corrective actions taken to our satisfaction, it can ultimately result in termination of the business relationship. In 2020 we asked suppliers to remove 63 smelters that were not conformant to RMAP and LBMA programmes.

✓ Grievance mechanism allowing any interested parties to voice and record concerns

The document(s) should demonstrate the following: provision of a communication channel allowing any interested party (affected persons or whistle-blowers) to voice concerns regarding the circumstances of mineral extraction, trade, handling and export in a conflict-affected and high-risk area. It could be either to provide information from upstream companies (eg Smelters, mine) or to report any issues related to conflict minerals. Examples of documents to attach: standard operating procedures, work instructions, manuals, communication materials, emails, Annual Report, CSR/Sustainability Report, etc.

Selected document: Conflict_Minerals_Report_for 2020 (Other)

3

✔ **Formal project or partnership with NGOs regarding conflict minerals (e.g. Enough Project, Pact, Global Witness)**

The document(s) should demonstrate the following: partnership with NGO(s) or participation in the projects to mitigate the risk related to conflict minerals in the supply chain. Examples of documents to attach: contracts, presentation, communication materials, Annual Report, CSR/Sustainability Report, etc.

Selected document: Responsible Minerals Initiative membership (Webpage / intranet extract)

1-3: You can also check the most up-to-date list of members on the Responsible Minerals Initiative's website at <http://www.responsiblemineralsinitiative.org/about/members-and-collaborations/>

Selected document: Public Private Alliance (PPA) Phase 2 membership (Webpage / intranet extract)

1: List of PPA Participants are also found on PPA website at <https://www.resolve.ngo/site-ppa/whoweare.htm>

✔ **Written communication sent to suppliers informing them of Conflict Minerals issues**

The document(s) should demonstrate the following: communication with the company's suppliers on the impact of conflict minerals in the supply chain to enable the traceability of the origin of tin, tantalum, tungsten and Gold (3TG) and ensure no use of conflict minerals. Examples of documents to attach: email, letter, newsletter, announcement, Annual Report, CSR/Sustainability Report, etc.

Selected document: Overview of supplier requirements on sustainability_2020 (Policy)

5

Selected document: Conflict_Minerals_Report_for_2020 (Other)

2-3: Nokia's approach is to establish long-term relationships with suppliers, seek sustainable solutions, and work with suppliers to drive improvements. Nokia has incorporated the principles outlined in the Responsible Minerals Policy into Nokia Supplier Requirements which are part of Quality appendix to standard supplier agreements. Nokia reserves the right to assess its suppliers against its supplier requirements. Nokia provides support for suppliers in the form of detailed feedback on their conflict minerals reporting template, and corrective action plans were agreed as necessary. Nokia also encourages suppliers to participate in and support multi stakeholder forums and conflictfree sourcing initiatives. Nokia has also conducted several dedicated information sharing live webinar sessions as well as onsite workshop with suppliers to further explain our conflict minerals requirements and risk mitigation.

✔ **Capacity building of suppliers on conflict minerals issues**

The document(s) should demonstrate the following: training programs (e.g. in-person training, participation to 3rd party training programs, formal sharing of best practices and performance, hosting of supplier-focused events, etc) provided to suppliers covering conflict minerals issues. Examples of documents to attach: training materials and additional evidence of training execution (attendance sheets, progress reports, certificates of completion, etc.), Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

78-79

✔ **Conflict Minerals taken into account in the supplier selection process**

The document(s) should demonstrate the following: supplier selection process that takes into account conflict minerals issues to ensure that the company will not source tin, tantalum, tungsten or gold from sources that directly or indirectly finance or benefit armed groups in the Conflict Affected Region. Examples of documents to attach: standard operating procedures, work instructions, Annual Report, CSR/Sustainability Report, etc.

Selected document: Overview of supplier requirements on sustainability_2020 (Policy)

1-5: Nokia expects its suppliers to apply the standards set out also in the RBA (Responsible Business Alliance) Code of Conduct requirements. Suppliers who manufacture components, parts, or products containing tin, tantalum, tungsten, gold and/or cobalt shall implement and communicate to sub-suppliers their Responsible Minerals Policy. Suppliers shall work with sub-suppliers to ensure traceability of these metals at least to smelter level. Traceability data shall be maintained and recorded for 5 years and provided to Nokia upon request. Suppliers shall ensure that purchased metals originate from smelters validated by industry audit mechanism (such as Responsible Minerals Initiative) as Conformant to respective audit protocols

Inclusion of conflict minerals clauses in contractual agreements

The document(s) should demonstrate the following: provisions/clauses in business contracts that cover conflict minerals issues which are not directly connected to the subject matter of the specific contract with the aim to set the expectations on no sourcing of conflict minerals. Examples of documents to attach: standard operating procedures, work instructions, contracts, terms and conditions documents, Annual Report, CSR/Sustainability Report, etc.

Selected document: Overview of supplier requirements on sustainability_2020 (Policy)

1, 5: Our Supplier Requirements form part of our contractual agreements with suppliers. (p.5: Responsible Minerals Due Diligence)

Selected document: Responsible minerals policy (Policy)

1: We incorporate the principles of this policy into our contractually binding Supplier Requirements

Selected document: Conflict_Minerals_Report_for 2020 (Other)

2-3: Nokia's approach is to establish long-term relationships with suppliers, seek sustainable solutions, and work with suppliers to drive improvements. Nokia has incorporated the principles outlined in the Policy into Nokia Supplier Requirements which are part of Quality appendix to standard supplier agreements. Nokia reserves the right to assess its suppliers against its supplier requirements.

Others (please specify)

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

Independent assurance of selected data on Nokia's Conflict Minerals reporting

Selected document: People and Planet report 2020 (CSR report)


114-115

No actions in place/ Do not know

SUP714 - mandatory



What is the percentage of suppliers for which information regarding conflict minerals is available?

 For this question, documents from the parent company or group may be partially credited.

Information regarding conflict minerals is available for less than 50% of suppliers

Select the range of coverage that applies to your company. Click on the "Need help?" button above for more info.

Information regarding conflict minerals is available for at least 50% of suppliers

Select the range of coverage that applies to your company. Click on the "Need help?" button above for more info.

Selected document: Conflict_Minerals_Report_for 2020 (Other)

6

No information/Do not know

What actions are in place regarding the integration of social or environmental factors within procurement?

i For this question, answers and documents from your parent company are NOT allowed.

✔ Supplier CSR code of conduct in place

The document(s) should demonstrate the following: expectations for the company's suppliers to follow in order to be socially and environmentally responsible. A supplier code of conduct should exist in a separate document from a company's sustainable procurement policy as each serves a different purpose (the former is external for suppliers and the latter is internal for the procurement team or other purchasing employees). Examples of documents to attach: supplier code of conduct, Annual Report, CSR/Sustainability Report, etc.

Selected document: third party code of conduct 2020 (Other)

all

Selected document: Overview of supplier requirements on sustainability_2020 (Policy)

1-5: NB. Supplier shall be in compliance with the latest version of RBA Code of Conduct Requirements.

✔ Integration of social or environmental clauses into supplier contracts

The document(s) should demonstrate the following: provisions/clauses in business contracts that cover social & environmental issues which are not directly connected to the subject matter of the specific contract with the aim to set the expectations on sustainability. Examples of documents to attach: standard operating procedures, work instructions, contracts, terms and conditions documents, Annual Report, CSR/Sustainability Report, etc.

Selected document: Overview of supplier requirements on sustainability_2020 (Policy)

1-5: Our Supplier Requirements form part of our contractual agreements with suppliers.

✔ CSR risk analysis (i.e. prior to supplier assessments or audits)

The document(s) should demonstrate the following: a process to identify which suppliers, products or purchasing categories expose the company to CSR risk. Examples of documents to attach: standard operating procedures, work instructions, risk assessment documents, manual, presentation, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

71-73

✔ Supplier assessment (e.g. questionnaire) on environmental or social practices

The document(s) should demonstrate the following: questionnaire-based review of a supplier's CSR practices which is remote, ie without going to a supplier site, done either by a third party or directly by the supplier without verification (ie self-assessment). Examples of documents to attach: standard operating procedures, work instructions, questionnaires, checklists, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

73-75

✔ Training of buyers on social and environmental issues within the supply chain

The document(s) should demonstrate the following: training programs provided to procurement professionals on sustainable purchasing to ensure their understanding of social and environmental issues and their integration into the procurement function. Examples of documents to attach: training materials and additional evidence of training execution (progress reports, certificates of completion, etc.), Annual Report, CSR/Sustainability Report, etc.

Selected document: Responsible sourcing training (Other)

1

✔ On-site audits of suppliers on environmental or social issues

The document(s) should demonstrate the following: employee instructions or operational process on on-site audit of the company's supplier to identify non-conformances to the mandatory CSR requirements. Examples of documents to attach: standard operating procedures, work instructions, inspection/audit reports, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

73-75

Capacity building of suppliers on environmental or social issues (e.g. corrective actions, training)

The document(s) should demonstrate the following: training programs (eg in-person training, participation to 3rd party training programs, formal sharing of best practices and performance, hosting of supplier-focused events, etc) provided to suppliers covering sustainability issues. Examples of documents to attach: training materials and additional evidence of training execution (progress reports, certificates of completion, etc.), Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

75-77

Performing suppliers on environmental and social issues have access to unique incentives (e.g. supplier awards, preferred supplier program, access to RFPs)

The document(s) should demonstrate the following: process or mechanism in place to reward suppliers who performs well in terms of CSR by giving awards, access to RFPs, or any other preferential treatment. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, letters, communication materials, presentation, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

76: In 2020 we also embedded sustainability as a standalone category in our Supplier Diamond Awards. The winning supplier of the 2020 award demonstrated excellent energy efficiency improvements in their own operations as well as product innovation contributing to reductions in the CO2 footprint of our base station.

Sustainable procurement objectives integrated into buyer performance reviews

The document(s) should demonstrate the following: process or mechanism that integrates CSR performance of suppliers into the performance appraisal of buyers. Examples of documents to attach: standard operating procedures, work instructions, employee evaluation documents, Annual Report, CSR/Sustainability Report, etc.

Worker voice surveys or other advanced supplier monitoring practices (e.g. second tier audits)

The document(s) should demonstrate the following: supplier performance monitoring solution designed to obtain anonymous worker feedback as an input for buyers to verify risks. Technology is deployed to enable workers to access surveys via text messages, phone calls, proprietary applications. Examples of documents to attach: standard operating procedures, work instructions, program implementation records, presentation, manual, Annual Report, CSR/Sustainability Report, etc.

Selected document: Evidence of a second tier audit (Audit report)

1: Evidence of communication of audit report to tier 1 supplier to take up corrective actions with their next tier supplier, at whose premises we conducted the audit.

Selected document: Conflict_Minerals_Report_for_2020 (Other)

3: As a downstream company Nokia is many supply chain tiers away from mining activities and has no direct business relationship with mining activities or metal processing facilities and therefore, in order to conduct its reasonable country of origin inquiry, Nokia uses a combination of actions both individually with direct suppliers, as well as multilaterally with industry peers and other stakeholders.

Others (please specify)

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

No actions in place/ Do not know

Has your company obtained any certification regarding sustainable procurement?

For this question, answers and documents from your parent company are NOT allowed.

 Yes (please specify)

Examples of documents to attach: Certificate issued by an accredited certification body, Certificate Audit Report and/or proof of certificate in progress issued by an accredited certification body in case the certificate is not issued yet, Annual Report and/or CSR/Sustainability Report with external 3rd party assurance on CSR data. Click on the "?" button above for more info.

Please specify

Nokia is certified e.g. with ISO 14001 and ISO45001, and Procurement is in the scope of the certification

Selected document: Nokia ISO 14001 Certificate April 2021 (Certificate)

all

Selected document: Nokia ISO 45001 certificate April 2021 (Certificate)

all

 No/Do not know**Has your company performed a formal assessment of its suppliers progress with regards to the REACH regulation?**

For this question, answers and documents from your parent company are NOT allowed.

 Yes, my company assesses its suppliers' progress with regards to the REACH requirements

The document(s) should demonstrate the following: questionnaire-based review of a supplier's REACH compliance which is remote, ie without going to a supplier site, done either by a third party or directly by a supplier without verification (ie self-assessment). Evidence can consist of an on-site inspection of suppliers as well (eg audit/inspection reports). Examples of documents to attach: standard operating procedures, work instructions, questionnaires, checklists, Annual Report, CSR/Sustainability Report, etc.

Selected document: Environmental appendix (Other)

5

 No **Not applicable (no article or substance impacted by the REACH regulation used in processes) (please specify)**

Please specify

 Not applicable (e.g. company located outside of the EU and no business with the EU) (please specify)

Please specify

 Do not know

Please report on the following KPIs related to sustainable procurement (please specify the year)

i For this question, documents from the parent company or group may be partially credited.

✔ Reporting year

Please provide the calendar year(s) the declared reporting data covers. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

2020

✔ Percentage of targeted suppliers that have signed the sustainable procurement charter/supplier code of conduct

The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage of targeted suppliers (e.g. by purchasing category, strategic suppliers, or other targeting factors) who have signed the supplier code of conduct during the reporting period. Examples of documents to attach: procurement management report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

100%

Selected document: Overview of supplier requirements on sustainability_2020 (Policy)

1: Our Supplier Requirements form part of our contractual agreements with suppliers.

Selected document: People and Planet report 2020 (CSR report)

71

✔ Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements

The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage of targeted contracts (e.g. by purchasing category, strategic suppliers, or other targeting factors) that include clauses on environmental, labor, human rights, and ethical requirements during the reporting period. Examples of documents to attach: procurement management report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

Our Supplier Requirements form part of our contractual agreements with suppliers.

In 2020 we updated our Supplier Requirements by adopting Responsible Business Alliance (RBA) Code of Conduct requirements on top of the existing additional Nokia specific requirements. We have also communicated the updated supplier requirements to our suppliers. An overview of these requirements can be found on our website.

Selected document: Overview of supplier requirements on sustainability_2020 (Policy)

1-5

Selected document: People and Planet report 2020 (CSR report)

71

Percentage of targeted suppliers that have gone through a CSR assessment (e.g. questionnaire)

The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage or number of targeted suppliers (e.g. by purchasing category, strategic suppliers, or other targeting factors) that are covered by an assessment on their environmental and/or social practices. Examples of documents to attach: procurement management report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

100%

Selected document: People and Planet report 2020 (CSR report)

71: Supplier coverage in Nokia's sustainability programs: Request for Information process (anti-corruption, health & safety and overall sustainability): 100 % of supplier spend

Percentage of targeted suppliers that have gone through a CSR on-site audit

The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage or number of targeted suppliers (e.g. by purchasing category, strategic suppliers, or other targeting factors) that are covered by an on-site audit of their environmental and/or social practices. Examples of documents to attach: procurement management report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

We do not measure percentages for onsite audits as they are risk-based.

Selected document: People and Planet report 2020 (CSR report)

73-75

Percentage of buyers across all locations who have received training on sustainable procurement

The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage or number of the company's procurement staff (buyers) who received training on sustainable procurement to ensure understanding of social and environmental issues and how to integrate them into their procurement function. Examples of documents to attach: procurement management report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

Ethical business training completion rate was 96.2% in 2020. We also have training specifically focused in responsible sourcing that is recommended for all new buyers, and dedicated webinar series for the buyers on issues such as modern slavery and health & safety.

Selected document: People and Planet report 2020 (CSR report)

63: The Ethical Business Training (EBT) module is one of three web-based training courses that was mandatory for every Nokia employee in 2020 (along with modules devoted to the important topics of quality and safety/wellbeing). It includes a review and acknowledgment of our Code of Conduct (CoC) and the related 14 policy areas, a requirement to declare potential conflicts of interest, and a review of key information related to our ethical values and ethics in the workplace. Practical examples and information on policies and laws are included to guide employees through the process of considering potential risks and making ethical decisions. Additionally, line managers received further separate training focusing on the important role supervisors play in promoting a culture of integrity. In 2020, 96.2 percent of our employees completed the EBT module.

Other CSR KPIs on suppliers

The document(s) should demonstrate the following: public or internal reporting of consolidated data on any other CSR KPIs on suppliers not listed above. Examples of documents to attach: procurement management report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

E.g. Number of Corporate responsibility (CR) onsite audits (focused on labor conditions and environment) against Nokia Supplier Requirements and SA8000
Number of on-site system audits against Nokia Supplier Requirements
Share of relevant suppliers delivering high-risk activity covered by our H&S Maturity Assessment
etc.

Selected document: People and Planet report 2020 (CSR report)

112: Supplier audits and assessments data

Reporting available at parent company level only

Select this if the available reporting data is only from the parent company level.

Not monitored/Do not know



Please report on the following KPI regarding Scope 3 GHG emissions of your supply chain (please specify the year)

i For this question, documents from the parent company or group may be partially credited.

Answers to this question will be shown in a dedicated section in your EcoVadis platform - [Metrics](#). This useful tool helps you store all relevant quantitative data and track your sustainability progress.

Reporting year

Please provide the calendar year(s) the declared reporting data covers. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify

2020

Total Scope 3 GHG emissions in metric tons of CO2e

The document(s) should demonstrate the following: public or internal reporting of consolidated data on total Scope 3 GHG emissions from the supply chain in metric tons of CO2 equivalent. These include emissions from purchased goods and services. Examples of documents to attach: energy report, energy audit report, GHG emissions report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Year	Unit	Value
2020	tons of CO2 equivalent (tCO2eq)	35595100

Selected document: People and Planet report 2020 (CSR report)

104

Reporting available at parent company level only

Select this if the available reporting data is only from the parent company level.

Not monitored/Do not know

How does your entity reduce GHG emissions in the supply chain? (select all that apply)

We engage suppliers in climate action

The document(s) should demonstrate: supplier communication and engagement to promote GHG emissions reduction, including through the company's supplier code of conduct, contract clauses, awards, recognition, etc., that are related to GHG emissions reduction. Supplier engagement exemplifies a dedication to educate the company's value chain while also incentivizing suppliers who incorporate best practices into their operations. Examples of documents to attach: supplier management procedure, supplier communication record, CDP report, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

75-76: In 2020, 430 of our key suppliers representing over 61 percent of our total procurement spend, responded to the CDPs request to disclose their climate performance information. 262 of them also provided emission reduction targets (an increase of 28 suppliers from 2019), out of which 128 were in line with the Science Based Targets. The total saving from these carbon reduction initiatives was 33 million metric tons CO₂e and around EUR 558 million during the year. We were again placed on the CDP Supplier Engagement Leaderboard. Our company was in the top 3 percent for our supplier engagement activities on climate change. 204 suppliers also further engaged their next tier in CO₂ reporting. 137 suppliers calculated an allocation of their emissions for us based on the products and services we purchase from them and 76 suppliers provided emissions intensity data. All suppliers below expectation in their CDP performance were addressed with improvement requirements and suggestions on next priorities. In 2020 we shared our expectation with our suppliers that they reduce their climate emissions by 50 percent by 2030 and moreover specifically to our final assembly partners that they should reach net zero emissions in their Nokia relevant manufacturing part. We expect suppliers to communicate their updated target to us through the 2021 CDP Supply Chain program. In 2020 we also embedded sustainability as a standalone category in our Supplier Diamond Awards. The winning supplier of the 2020 award demonstrated excellent energy efficiency improvements in their own operations as well as product innovation contributing to reductions in the CO₂ footprint of our base station.

We select suppliers based on GHG emissions intensity or GHG reduction efforts

The document(s) should demonstrate: Integration of GHG emissions intensity or GHG emissions reduction effort as one of the factors in determining whether to proceed in a relationship with a supplier. Examples of documents to attach: supplier management procedure, supplier assessment questionnaire, CDP Report, Annual Report, CSR/Sustainability Report, etc.

We partner with suppliers to help them achieve GHG emissions reduction

The document(s) should demonstrate: specific efforts by the company to help suppliers reduce GHG emissions, e.g. energy/carbon audit or assessments at the supplier's sites, technological support, joint projects or R&D. Examples of documents to attach: program report, procedures, CDP report, Annual Report, CSR/Sustainability Report, etc.

Selected document: People and Planet report 2020 (CSR report)

75-76: In 2020, 430 of our key suppliers representing over 61 percent of our total procurement spend, responded to the CDPs request to disclose their climate performance information. 262 of them also provided emission reduction targets (an increase of 28 suppliers from 2019), out of which 128 were in line with the Science Based Targets. The total saving from these carbon reduction initiatives was 33 million metric tons CO₂e and around EUR 558 million during the year. We were again placed on the CDP Supplier Engagement Leaderboard. Our company was in the top 3 percent for our supplier engagement activities on climate change. 204 suppliers also further engaged their next tier in CO₂ reporting. 137 suppliers calculated an allocation of their emissions for us based on the products and services we purchase from them and 76 suppliers provided emissions intensity data. All suppliers below expectation in their CDP performance were addressed with improvement requirements and suggestions on next priorities. In 2020 we shared our expectation with our suppliers that they reduce their climate emissions by 50 percent by 2030 and moreover specifically to our final assembly partners that they should reach net zero emissions in their Nokia relevant manufacturing part. We expect suppliers to communicate their updated target to us through the 2021 CDP Supply Chain program. In 2020 we also embedded sustainability as a standalone category in our Supplier Diamond Awards. The winning supplier of the 2020 award demonstrated excellent energy efficiency improvements in their own operations as well as product innovation contributing to reductions in the CO₂ footprint of our base station.

We took other actions to reduce GHG emissions in the supply chain

The document(s) should demonstrate: any other actions that aim to reduce GHG emissions along the supply chain, e.g., provision of financial resources. Examples of documents to attach: procedures, internal meeting minutes, Annual Report, CSR/Sustainability Report, etc.

No actions yet/Do not know

How does your entity monitor scope 3 emissions? (select all that apply)

We screen scope 3 categories to identify the most relevant for our activity

The document(s) should demonstrate: a screening process to determine the significance of the scope 3 categories as stated in the GHG Protocol or other relevant standards. Examples of documents to attach: scope 3 GHG emissions report, results of the GHG screening, scope 3 inventory, Annual report, CSR/Sustainability report, etc.

Selected document: People and Planet report 2020 (CSR report)

101-102

We use industry-average-data to estimate our scope 3 emissions

The document(s) should demonstrate: the use of secondary data to calculate scope 3 GHG emissions (e.g., industry-average data from published databases or government statistics). Secondary data are those not specific to the activity of whose emissions are being calculated. Examples of documents to attach: document demonstrating the use of secondary data (i.e. industry averages) in calculating GHG emissions, GHG inventory report, scope 3 GHG emissions report, Annual report, CSR/Sustainability report, etc.

Selected document: People and Planet report 2020 (CSR report)

101-102

We collect primary scope 3 data from internal stakeholders

The document(s) should demonstrate: collection of primary data from internal stakeholders (i.e. employees) to calculate scope 3 GHG emissions (e.g. business travel, employee commuting, waste generation of internal operations). Primary data may be obtained through meter readings, purchase records, utility bills or other methods. Examples of documents to attach: scope 3 GHG emissions report/inventory, document demonstrating the use of primary data from the company in calculating GHG emissions, Annual report, CSR/Sustainability report, etc.

Selected document: People and Planet report 2020 (CSR report)

S3, categories 2, 7 and 11, P&P, p. 101-102

We collect primary scope 3 data from suppliers

The document(s) should demonstrate: utilization of primary data from suppliers at the corporate/product level (e.g. supplier GHG data collection, supplier carbon audit) to calculate scope 3 GHG emissions. Primary data may be obtained through meter readings, purchase records, utility bills or other methods. For specific scope 3 GHG emissions categories, the best practice is to collect primary emissions data from suppliers. Examples of documents to attach: supplier carbon assessment or audit report, scope 3 GHG emissions report/inventory, document demonstrating the use of primary data from suppliers in calculating Scope 3 GHG emissions, etc.

Selected document: People and Planet report 2020 (CSR report)

S3, categories 1, 4 and 6, P&P, p. 101-102

We do not monitor scope 3 emissions yet/Do not know

SUP800



Additional comments regarding Sustainable Procurement of your company's management system. Please also indicate any CSR-related external recognition obtained by your company within the last five years, such as CSR-related awards, or listing in CSR rankings or indexes.

For this question, answers and documents from your parent company are NOT allowed.

Please specify

Carbon disclosure in supply chain: In February 2021, we have again been recognized as a global leader for engaging with our suppliers on climate change, being awarded a position on the Supplier Engagement Leaderboard by global environmental impact non-profit CDP.

<https://www.nokia.com/about-us/sustainability/our-approach/>