



## Channel Partners

Our mutual commitment to integrity

Nokia takes pride in doing business with integrity and expects our channel partners to understand and adhere to the same high levels of ethical standards of business conduct. All of our expectations are outlined in our [Third-Party Code of Conduct](#).

### What does this mean?

We are on this journey together, and we understand that day-to-day business decisions aren't always straightforward. In such instances, it is important to remember that we need to adhere to the relevant global and local laws at all times, including, but not limited to, those related to:





<b>Insider Trading</b>	<b>Trade Compliance</b>	<b>Human Rights</b>	<b>Data Privacy</b>	<b>Cyber, Information &amp; Product Security</b>
<b>Fair Employment</b>	<b>Competition Law</b>	<b>Environment</b>	<b>Health and Safety</b>	<b>Conflict of Interest</b>
<b>Intellectual Property</b>	<b>Record-keeping</b>	<b>Anti-money laundering</b>	<b>Anti-Corruption</b>	

#### Examples of red flags:

- Pressure to use a supplier or another intermediary, such as an agent
- Requests to engage in work based only on a verbal agreement
- Requests for Nokia confidential information
- Pressure to send Nokia products to an undisclosed end customer
- Requests that make you feel uncomfortable or question whether it is legal or ethical

### What should I do?

When faced with a potential ethics and compliance decision, consider the following:

 Do you have enough information to make a decision?	 Is the decision or action legal? If the proposed decision or action violates applicable laws and regulations, stop!
 Does it conform with your company's values or policies – how about your own values?	 Will it look appropriate if it appears in the news?

## We are here to support you!

Nokia's Third-Party Code of Conduct strictly prohibits retaliation against those who, in good faith, raise a concern. We do not tolerate negative action against anyone for engaging in a protected activity, such as raising a compliance concern or participating in a compliance investigation.