

NOKIA SOLUTIONS AND NETWORKS OY (GROUP)

Espoo - Finland | [Manufacture of communication equipment](#)

PLATINUM

2023

ecovadis

Sustainability Rating

99th percentile

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Insufficient

Partial

Good

Advanced

Outstanding

Average industry score

OVERALL SCORE

→ 84 / 100

99th percentile

ENVIRONMENT

→ 90 / 100

...

LABOR & HUMAN RIGHTS

→ 80 / 100

...

ETHICS

→ 80 / 100

...

SUSTAINABLE PROCUREMENT

→ 90 / 100

...

Overall score distribution

NOKIA SOLUTIONS AND NETWORKS O...

Theme score comparison

ENVIRONMENT

LABOR & HUMAN RIGHTS

ETHICS

SUSTAINABLE PROCUREMENT

● All companies rated by EcoVadis in this industry

○ NOKIA SOLUTIONS AND NETWORKS OY (GROUP) score

● All companies rated by EcoVadis in this industry

Strengths and Improvement Areas

Start improving

See how to address selected improvement areas listed below with our practical e-learning courses. They will help you work on your Corrective Action Plan and better prepare for future assessments. [Go to the EcoVadis Academy >](#)

the ecovadis Academy

Strengths

Policies

Strengths

Quantitative objectives set on energy consumption & GHGs

Environmental policy on product end-of-life

Environmental policy on product use

Environmental policy on materials, chemicals & waste

Environmental policy on water

Environmental policy on energy consumption & GHGs

Endorsement of the Science Based Targets initiative - Targets Set

Comprehensive policy on a majority of environmental issues

Endorsement of the United Nations Global Compact (UNGC)

Endorsement of the Responsible Business Alliance (RBA, formerly EICC)

Actions

Strengths

Other actions to ensure compliance with the Waste Electrical and Electronic Equipment (WEEE) (Recast) Directive 2012/19/EU

Other actions to manage environmental impacts generated from the direct use of the company's products

Use of recovered input materials

Implementation of traceability process for the company's own e-waste

Mapping of waste streams

Internal sorting & disposal of waste according to waste streams

Reduction of internal wastes through material reuse, recovery or repurpose

Training of employees on energy conservation/climate actions

Purchase and/or generation of renewable energy

Reduction of energy consumption of IT infrastructure

Improvement of energy efficiency through technology or equipment upgrades

Supporting documentation demonstrates a high level of coverage of environmental actions throughout the company operation

Energy and/or carbon audit

Makes technical information available to reprocessing facilities to ease WEEE treatment

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

Provision of specific information to customers regarding product end-of-life

Products designed for easy dismantling and easy recyclability

Integration of eco-design features in product design

Declares all relevant products meet RoHS 2 requirements (not verified)

The company has obtained an ecolabel/eco-certification

Example of products with reduced environmental impacts i.e. ecoproducts

Measures to reduce energy consumption

Employee awareness training on water conservation

Formal life-cycle analysis performed on key products
41-60% of operational sites ISO 14001 certified
Eco-design changes implemented to enable reduction in energy consumption
Actions for labeling, storing, handling and transporting hazardous substances
Packaging designed for easy dismantling and easy recyclability
Company takeback programs
Reduction of water consumption through innovative equipments, methods or technologies
Company recycling infrastructure or formal partnership established
Carbon footprint study performed on key products

Results

Strengths
Reporting on total gross Scope 3 downstream GHG emissions
Reporting in accordance with SASB
Reporting in accordance with GRI Standards (option “Core”)
Reporting on total weight of waste recovered
Reporting on total amount of renewable energy consumed
Reporting on total water consumption
Reporting on total weight of non-hazardous waste
Reporting on total weight of hazardous waste
Materiality analysis in sustainability reporting
External assurance of sustainability reporting
Company communicates progress towards the Sustainable Development Goals (SDGs)
Reporting of weight of WEEE collected
Reporting on scope 2 GHG emissions
Reporting on scope 1 GHG emissions
Company reports to CDP
Reporting on total energy consumption
Comprehensive reporting on environmental issues

Improvement Areas

Results

Priority	Improvement Areas
Low	No information related to reporting on total weight of pollutants emitted to water
Low	No information related to whether any sites/operations care located in or near biodiversity-sensitive areas

Policies

Strengths

Quantitative objectives set on diversity, equity & inclusion
Labor & human rights policy on diversity, equity & inclusion
Labor & human rights policy on child labor, forced labor & human trafficking
Labor & human rights policy on career management & training
Labor & human rights policy on social dialogue
Labor & human rights policy on working conditions
Labor & human rights policy on employee health & safety
Comprehensive policy on a majority of labor or human rights issues
Health and safety policy also covers subcontractors working on the company premises
Endorsement of the United Nations Global Compact (UNGC)
Endorsement of the Responsible Business Alliance (RBA, formerly EICC)

Actions

Strengths

Stakeholder consultation with potentially affected groups or NGOs to address child labor, forced labor and/or human trafficking issues
Actions in place to protect young workers
Other actions to promote diversity, equity & inclusion
Family Friendly programs (FFPs) implemented (e.g. parental or care leaves, childcare services or allowances)
Actions to promote gender inclusion in the workplace
Women development, mentorship, and/or sponsorship programs in place
Actions to promote the inclusion of minority/vulnerable groups in the workplace
Affinity or other support groups for minorities/vulnerable groups
Actions to prevent discrimination in professional development and promotion processes
41-60% of operational facilities ISO 45001 certified
Remediation procedure in place for identified victims of child labor, forced labor and/or human trafficking
Collective agreement in place
Compensation for extra or atypical working hours
Employee stock ownership plan (not restricted to executive level)
Employee satisfaction survey
Bonus scheme related to company performance
Flexible organization of work (eg. remote work, flexi-time)
Awareness training on child labor, forced labor and human trafficking
Grievance mechanism on discrimination and/or harassment issues
Actions to promote wage equality in the workplace
Awareness training regarding diversity, discrimination, and/or harassment
Supporting documentation demonstrates a high level of coverage of labor and human rights actions throughout the company operations/workforce
Training in health and safety issues for subcontractors working on the company premises
Employee representatives or employee representative body (e.g. works council)

External audits on health & safety issues
Provision of protective equipment to all impacted employees
Employee health & safety detailed risk assessment
Transparent recruitment process communicated clearly and formally to all candidates
Actions to prevent discrimination during recruitment phase
Grievance mechanism on child labor, forced labor and/or human trafficking issues
Measures implemented to prevent child labor, forced labor and human trafficking
Regular assessment (at least once a year) of individual performance
Two-way communication system in place to facilitate employee voice regarding working conditions
Active preventive measures for stress and noise
Health & safety procedures translated in major languages spoken by employees
Official measures to anticipate or reduce layoffs and associated negative impacts (e.g. financial compensation, outplacement service)
Official measures promoting career mobility
Provision of skills development training
Joint labor management health & safety committee in operation
Setting of individual career plan for all employees
European Works Council in place
Training of relevant employees on health & safety risks and best working practices

Results

Strengths
Reporting on the percentage of women employed in relation to the whole organization
Reporting in accordance with SASB
Reporting in accordance with GRI Standards (option “Core”)
Report on percentage of women within the organization's board
Reporting on average training hours per employee
Materiality analysis in sustainability reporting
External assurance of sustainability reporting
Company communicates progress towards the Sustainable Development Goals (SDGs)
Reporting on the percentage of women in top executive positions
Comprehensive reporting on labor and human rights issues
Reporting on accident frequency rate

Improvement Areas

Actions

Priority	Improvement Areas
Low	Does not declare paying employees at least statutory minimum wages throughout the entire scope of operations

Results

Open 31	Improvement Areas
?	

Medium	The 360° Watch has identified at least one significant controversy, fine or penalty regarding labor and human rights issues in the last five years (see news with red downward arrow in the 360° Watch section).
Medium	The 360° Watch has identified at least one significant adverse report regarding working conditions (e.g. wages, work overtime).
Low	No information on reporting on accident severity rate

Strengths

Policies	
Strengths	
Policy on fraud	
Policy on money laundering	
Policy on conflict of interest	
Disciplinary sanctions to deal with policy violations	
Employee signature acknowledgement of ethics policies	
Policy on information security	
Quantitative objectives set on some relevant issues	
Policies on corruption	
Exceptional policy on ethics issues	
Policy on anticompetitive practices	
Dedicated responsibility for ethics issues	
Endorsement of the United Nations Global Compact (UNGC)	
Endorsement of the Responsible Business Alliance (RBA, formerly EICC)	
Actions	
Strengths	
Whistleblower procedure for stakeholders to report information security concerns	
Whistleblower procedure for stakeholders to report anti-competitive practices	
Whistleblower procedure for stakeholders to report corruption and bribery	
Information security due diligence program on third parties in place	
Incident response procedure (IRP) to manage breaches of confidential information	
Information security risk assessments performed	
Audits of control procedures to prevent information security breaches	
Awareness training to prevent information security breaches	
Corruption risk assessments performed	
Supporting documentation demonstrates a high level of coverage of ethics actions throughout the company operations	
Measures to protect third party data from unauthorized access or disclosure	
Audits of control procedures to prevent corruption	
Awareness training performed to prevent corruption	
Corruption due diligence program on third parties in place	

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

Awareness training performed to prevent anticompetitive practices

ISO 27001 certified (certification of information security management system)

Results

Strengths

Reporting in accordance with SASB

Reporting in accordance with GRI Standards (option “Core”)

Materiality analysis in sustainability reporting

External assurance of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Comprehensive reporting on ethics issues

Improvement Areas

Actions

Priority	Improvement Areas
High	No conclusive documentation regarding risk assessments for anti-competitive practices

Results

Priority	Improvement Areas
Medium	The 360° Watch has identified at least one significant controversy, fine or penalty regarding ethics issues in the last ten years (see news with red downward arrow in the 360° Watch section).
Medium	The 360° Watch has identified at least one significant adverse report regarding anti-competitive practices.

Strengths

Policies

Strengths

Quantitative objectives set on sustainable procurement policy

Endorsement of the Responsible Minerals Initiative (RMI, formerly CFSI)

Public-Private Alliance for Responsible Mineral Trade (PPA)

Policy on conflict minerals issues

Exceptional policy on sustainable procurement issues

Endorsement of the Responsible Business Alliance (RBA, formerly EICC)

Actions

Strengths

Actions to advance diversity, equity and inclusion in the workforce of suppliers

Actions to work with businesses owned by minorities/vulnerable groups in the supply chain

Actions to work with women-owned businesses in the supply chain

50-100% of suppliers for which conflict minerals information is available (e.g. CMRT)



Supporting documentation demonstrates a high level of coverage of sustainable procurement actions throughout the company supplier base/operations

Supplier sustainability code of conduct in place

Grievance mechanism allowing any interested parties to voice and record concerns on conflict minerals

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

Investigation or traceability system of the supply chain (smelters, trades, mines) on conflict minerals due diligence (e.g. third party on site audit in place)

Detailed conflict minerals risk analysis (per product or purchasing category) across the supply chain (e.g. manufactures)

Formal assessment of suppliers' progress with regards to REACH requirements

Capacity building of suppliers on environmental or social issues (e.g. corrective actions, training)

On-site audits of suppliers on environmental or social issues

Regular supplier assessment (e.g. questionnaire) on environmental or social practices

Integration of social or environmental clauses into supplier contracts

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

Results

Strengths

Reporting on total gross Scope 3 upstream GHG emissions

Reporting in accordance with SASB

Reporting in accordance with GRI Standards (option “Core”)

Materiality analysis in sustainability reporting

External assurance of sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

Publication of conflict minerals related reporting

Comprehensive reporting on sustainable procurement issues

Improvement Areas

Actions

Priority

Improvement Areas

Medium

No conclusive documentation on the training of buyers on social and environmental issues within the supply chain

360° Watch Findings

Impact on Score
Neutral →

Impacted themes 

**2018, 2019, 2020, 2021, 2022 & 2023
Government Credit Rating for Lucent
Technologies Qingdao
Telecommunications Equipment, Ltd.
[CN]**

For 2018, 2019, 2020, 2021, 2022 & 2023, Lucent Technologies Qingdao Telecommunications Equipment, Ltd. was rated green by the Corporate Environmental Credit Rating System in Shandong Green indicates that the company complied with all legal requirements, did not receive community complaints, earned full credit on evaluation indicators within the past 3 years AND participated in more than 2 voluntary activities including obtaining ISO 14001 certification, participating in Cleaner Production audit, supporting community NGO or engaging in responsible purchasing.

Impact on Score
Neutral →

Impacted themes 

**Over 1,000 Companies Have Curtailed
Operations in Russia—But Some
Remain**

Since the invasion of Ukraine began, almost 1,000 companies have publicly announced they are voluntarily curtailing operations in Russia to some degree beyond the bare minimum legally required by international sanctions — but some companies have continued to operate in Russia undeterred. Nokia has pulled out of Russia completely and is rated grade A.


Impact on Score
Neutral →

Impacted themes 

**STC and Nokia partner on sustainability
and net zero emissions**

STC and Nokia confirmed the adoption of energy-efficient solutions, enabling stc to reduce its carbon emissions and support its net-zero targets. The two signed a Memorandum of Understanding (MoU) that will see them work together across four areas: climate, society, digitalisation, and future of work with the aim of reducing carbon emissions and adopting sustainable practices. As part of the collaboration, stc will deploy solutions from Nokia, including a 5G Air-Scale Baseband unit, plugin card with Nokia Reefshark chipset, EdenNet SON Energy Saving Management module and 5G software structures, that lower energy consumption. The deployment of baseband plugin card helps stc save 805 MWh energy and brings CO2 emissions down by 570 tons annually.

Specific Comments

 The company demonstrates an advanced sustainability management system that covers all four themes under review.

 No records found in third party risk and compliance database.

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