EcoVadis Scorecard

NOKIA SOLUTIONS AND NETWORKS OY (GROUP)
Espoo - Finland | Manufacture of communication equipment

Publication date: 31 Mar 2023

Overall score distribution

Strengths and Improvement Areas
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 ➔
### 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
- 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

Labor & Human Rights
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 (e.g. 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 on 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
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).

The 360° Watch has identified at least one significant adverse report regarding working conditions (e.g. wages, work overtime).

No information on reporting on accident severity rate

## Ethics

### Strengths

#### Policies

- 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

- Whistleblower procedure for stakeholders to report information security concerns
- Whistleblower procedure for stakeholders to report anticompetitive 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
- Anti-corruption due diligence program on third parties in place
**Strengths**

- 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**

<table>
<thead>
<tr>
<th>Priority</th>
<th>Improvement Areas</th>
</tr>
</thead>
<tbody>
<tr>
<td>High</td>
<td>No conclusive documentation regarding risk assessments for anti-competitive practices</td>
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</tbody>
</table>

**Results**

<table>
<thead>
<tr>
<th>Priority</th>
<th>Improvement Areas</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medium</td>
<td>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).</td>
</tr>
<tr>
<td>Medium</td>
<td>The 360° Watch has identified at least one significant adverse report regarding anti-competitive practices.</td>
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**Sustainable Procurement**

**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**

- 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
- Actions to work with suppliers for which conflict minerals information is available (e.g. CMRT)
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 Area

Medium

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

360° Watch Findings
### Specific Comments

1. The company demonstrates an advanced sustainability management system that covers all four themes under review.
2. No records found in third party risk and compliance database.