

GRI Content Index 2017



GRI content index

This GRI Index relates to Nokia **People & Planet Report** 2017. To help ensure compatibility with other organizations, our report is prepared in accordance with the Global Reporting Initiative GRI Standards, Core-option.

Some of the indicators we cover partly as not all of the metrics required within an indicator are relevant for our business and stakeholders. We have also included some indicators that are often asked by our stakeholders but are not necessarily very relevant for our business.

Nokia's corporate governance is discussed in our Annual Report 2017 and we have therefore excluded many related indicators from this list.

Unless otherwise stated in the Additional information column, our reporting boundary is Nokia's Networks business, Nokia Technologies and Group Common and Other Functions, which are together called Nokia Group "Continuing operations". The indicators related to supply chain sustainability include only suppliers of Nokia's Network business.

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General disclosures

GRI Standard		Disclosure	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 176)	
GRI 102: General Disclosures 2016	102-1	Name of the organization	About this report	2		
	102-2	Activities, brands, products, and services	Nokia today	5	Nokia Annual Report on Form 20-F 2017 , pages 22–39. In 2017, none of these products were banned in any markets.	
	102-3	Location of the headquarters			Nokia Annual Report on Form 20-F 2017 , page 154	
	102-4	Location of operations	Nokia today	5–6		
	102-5	Report the nature of ownership and legal form			Nokia Annual Report on Form 20-F 2017 , pages 0 (Introduction and use of certain terms), 131, 220	
	102-6	Markets served	Nokia today	5		
	102-7	Scale of the organization	Nokia today	5–6	Further information available in Nokia Annual Report on Form 20-F 2017 . Our scale outside of the organization is wide, as our radio networks customers serve around 5.7 billion subscriptions worldwide.	Number of subscriptions Nokia’s radio networks customers provided service for
	102-8	Information on employees and workers	Nokia today; Making Nokia a great place to work; Diversity, inclusion and anti-discrimination; Social data	5–6; 113; 128; 167		
	102-9	Supply chain	Responsible sourcing	95		
	102-10	Significant changes to the organization and its supply chain	Nokia today	5		
	102-11	Precautionary Principle of approach	Letter from the President and CEO; Risk and opportunity management	8; 29	We are committed to the UN Global Compact's ten principles. We follow the precautionary principle, especially in areas involving environmental risks.	

General disclosures

GRI Standard			Disclosure	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 176)	
GRI 102: General Disclosures 2016 (continued)	102-12	External initiatives			UN Global Compact, Global Reporting Initiative (GRI Standards), UN Sustainable Development Goals, The Universal Declaration of Human Rights, International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, Global Network Initiative Principles, UN Guiding Principles for Business and Human Rights, Science Based Targets initiative, ICC business charter of sustainable development, OHSAS 18001, ISO 14001, WWF Green Office (in Finland), OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High Risk Areas (OECD 2016), Greenhouse Gas Protocol		
	102-13	Membership of associations	Cooperating with others in our industry and beyond	138	The World Economic Forum, the UN Broadband Commission, Business 20 (B-20) Germany Digitalization taskforce, the United Nations Global Compact, Global e-Sustainability Initiative, Global Network Initiative, Digital Europe, Responsible Mineral Initiative (formerly Conflict-Free Sourcing Initiative), GSMA Humanitarian Connectivity Charter, Climate Leadership Council, CDP Supply Chain, EcoVadis		
	Strategy						
	102-14	Statement from senior decision-maker	Letter from the president and CEO	8			
	102-15	Key impacts, risks and opportunities	Our sustainability priorities and impacts; Risk and opportunity management	12-15; 29-30			

General disclosures

GRI Standard	Disclosure		On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 176)	
GRI 102: General Disclosures 2016 (continued)	Ethics and integrity					
	102-16	Values, principles, standards and norms of behavior	Ethical business and corporate governance; Making Nokia a great place a work	78-79; 113-114		Share of employees who have completed the annual training on ethical business practises (Ethical Business Training) (%)
	102-17	Mechanisms for advice and concerns about ethics	Ethical business and corporate governance	78-89		Number of Compliance Controls Framework reviews
	Governance					
	102-18	Governance structure	Managing sustainability	28-29	Nokia Annual Report on Form 20-F 2017 , pages 94-95	
	102-19	Delegating authority	Managing sustainability	28-29	Nokia Annual Report on Form 20-F 2017 , pages 94-101	
	102-20	Executive-level responsibility for economic, environmental and social topics	Managing sustainability	28-29		
	102-21	Consulting stakeholders on economic, environmental and social topics	Materiality; Ethical business and corporate governance	13-14; 81; 85-87		
	102-23	Chair of the highest governance body	Managing sustainability	28-29	Nokia Annual Report on Form 20-F 2017 , page 95	
	102-26	Role of highest governance body in setting purpose, values and strategy	Managing sustainability	28-29	Nokia Annual Report on Form 20-F 2017 , page 98	
102-27	Collective knowledge of highest governance body	Managing sustainability	28-29			

General disclosures

GRI Standard			Disclosure	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 176)	
GRI 102: General Disclosures 2016 (continued)	102-30	Effectiveness of risk management processes	Risk and opportunity management; Leadership Engagement, Accountability and Compliance Oversight	29-30; 81-82	Nokia Annual Report on Form 20-F 2017, pages 106		
	102-31	Review of economic, environmental, and social topics	Our sustainability priorities and impacts; Risk and opportunity management; The UN Sustainable Development Goals and our business;	12-13; 29-30; 32-33			
	102-32	Highest governance body's role in sustainability reporting	Managing sustainability	28-29			
	102-33	Communicating critical concerns	Managing sustainability; Leadership Engagement, Accountability and Compliance Oversight	28-29; 81-82			
	102-34	Nature and total number of critical concerns	Reporting of ethical concerns without fear of retaliation	85-87			
	102-35	Remuneration policies			Nokia Annual Report on Form 20-F 2017, pages 108-117		
	102-36	Process for determining remuneration			Nokia Annual Report on Form 20-F 2017, pages 109-111		
	Stakeholder engagement						
	102-40	List of stakeholder groups	Making change happen together	139			
	102-41	Collective bargaining agreements	Ensuring decent working conditions & fair employment	121-122			
102-42	Identifying and selecting stakeholders	Making change happen together	138-142; 147; 151-153				

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GRI Standard		Disclosure	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 176)
GRI 102: General Disclosures 2016 (continued)	102-43	Approach to stakeholder engagement	Materiality; Making change happen together	14; 138-139	
	102-44	Key topics and concerns raised	Our sustainability priorities and impacts; Our recognitions and awards; Reaching our people; Making change happen together	12-15; 31; 114; 138-150	
	Reporting practice				
	102-45	Entities included in the consolidated financial statements	About this report; Data reporting principles	2; 155	See Nokia Annual Report on Form 20-F 2017 for details on entities included in financial statements. Like the consolidated financial statements, People & Planet report covers Nokia's Networks business, Nokia Technologies and Group Common and Other Functions , which are together called Nokia Group "Continuing operations". Where not otherwise mentioned, Nokia Group data is excluding Discontinued operations, which refer to the sale of the Devices and Services Business in 2014 and the sale of the HERE Business in 2015. Exceptions to this scope for certain indicators are specified in People and Planet Report's data table notes. The most typical exception is that data for some indicators covers only Nokia's Networks business groups, which at the end of 2017 covered 89% of net sales of the Nokia Group continued operations.
102-46	Defining the report content and the topic boundaries	Our sustainability priorities and impacts	12-15		

General disclosures

GRI Standard			Disclosure	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 176)
GRI 102: General Disclosures 2016 (continued)	102-47	List of material topics	Our sustainability priorities and impacts: Materiality; Management approaches (103-1, 103-2, 103-3) of this GRI Index	12-15	We do not use exactly the same terminology with GRI on the topics. In the list of topic-specific disclosures we have marked "material" for the material topics, as we also report on rare non-material topics, on which we get frequently questions from some of our stakeholders.	
	102-48	Restatements of information	Key data	155; 160-174	Some 2014-2016 data has been updated due to data of better quality being available in 2017. Recalculated indicators are specified in data table notes.	
	102-49	Changes in reporting			There were no significant changes from previous reporting periods in the list of material topics nor topic boundaries.	
	102-50	Reporting period	About this report	2		
	102-51	Date of most recent report			The previous report was published in May 2017.	
	102-52	Reporting cycle	About this report	2		
	102-53	Contact point for questions regarding the report	About this report	2		
	102-54	Claims of reporting in accordance with the GRI Standards	About this report; GRI Index at www.nokia.com/en_int/about-us/sustainability/downloads	2		
	102-55	The GRI content index	GRI Index at www.nokia.com/en_int/about-us/sustainability/downloads			
	102-56	External assurance	About this report; Independent practitioner's assurance report	2; 176-177		

Management approach and topic-specific disclosures

GRI Standard		Disclosure		On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 176)
Economic standards						
GRI 103: Management Approach 2016					This Management approach covers material economic topics of Economic performance; Indirect economic impacts; Procurement practices	
	103-1	Explanation of the material topic and its boundary	Our sustainability approach: Materiality; Our impact and influence on sustainable development throughout the value chain	13-14; 15	More details on management of our economic impact: Nokia Annual Report on Form 20-F 2017	
	103-2	The management approach and its components	Our economic impact; Improving people's lives with technology; Reporting of ethical concerns without fear of retaliation; Responsible sourcing; Collaborating with NGOs	34-36; 42-49; 85-86; 95-101; 141-146	More details on management of our economic impact: Nokia Annual Report on Form 20-F 2017	
	103-3	Evaluation of the management approach	Our economic impact; Improving people's lives with technology: Our commitments, targets and performance; Collaborating with NGOs	34-36; 40-41; 141-142	More details on management of our economic impact: Nokia Annual Report on Form 20-F 2017	
Economic performance (material topic)						
GRI 201: Economic performance 2016	201-1	Direct economic value generated and distributed	Our economic impact	34		
	201-2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Managing sustainability: Risk and opportunity management; Managing our environmental impact	29-30; 54-55	See our response to the CDP Climate Change survey for more details. www.nokia.com/en_int/about-us/sustainability/downloads	

Management approach and topic-specific disclosures

GRI Standard		Disclosure	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 176)
Indirect economic impacts (material topic)					
GRI 203: Indirect economic impacts 2016	203-1	Infrastructure investments and services supported	Improving people's lives with technology	39, 42-49	
	203-2	Significant indirect economic impacts	Our impact and influence on sustainable development throughout the value chain; Our economic impact: Indirect economic impact; Innovation and sustainability; Connecting people and things; Technology that makes difference	15; 36; 37; 42-46; 47-49	Number of lives improved through corporate and key regional community investment programs
	Own metric	Helping our customers to connect the next billion measured by number of subscriptions in Nokia radio customers' networks and by number of fixed network lines shipped to our customers	Improving people's lives with technology: Our commitments, targets and performance	40	Number of subscriptions Nokia's radio networks customers provided service for
Procurement practices (material topic)					
	Own metric	Procurement practices	Responsible sourcing; Black economic empowerment	95-101; 130-131	

Management approach and topic-specific disclosures

GRI Standard		Disclosure	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 176)
Anti-corruption (material topic)					
GRI 103: Management Approach 2016				This Management approach covers material economic topics of Anti-corruption and Anti-competitive behavior.	
	103-1	Explanation of the material topic and its boundary	Our sustainability approach: Materiality; Our impact and influence on sustainable development throughout the value chain	13-14; 15	
	103-2	The management approach and its components	Our commitments, targets and performance; Ethical business and corporate governance	73; 78-89	Our Code of Conduct is available at www.nokia.com/en_int/investors/corporate-governance/code-of-conduct
	103-3	Evaluation of the management approach	Our commitments, targets and performance; Ethical business and corporate governance	73; 78-89	

Management approach and topic-specific disclosures

GRI Standard			Disclosure	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 176)
GRI 205: Anti-corruption 2016	205-3	Confirmed incidents of corruption and actions taken			<p>Since acquiring Alcatel-Lucent (“ALU”) in January 2016, Nokia has worked to resolve outstanding government investigations and proceedings relating to potential violations of anti-corruption laws by former ALU businesses. In May 2016, a French investigating magistrate determined that Alcatel-Lucent SA (“ALU SA”) had to stand trial for allegedly violating Sect. 435-3 of the French Criminal Code (as then in force) in connection with contracts obtained in 2001-2004 with the Costa Rican national telecommunications operator. This decision was the result of the previously-disclosed investigation by French authorities, and the charges are based on the same conduct in Costa Rica that led to ALU’s 2010 settlement under the FCPA with the SEC and DOJ. In August 2017, a French trial court found ALU SA not guilty, finding there was no evidence connecting any employee of ALU SA to any acts of corruption. The prosecution is currently appealing. Nokia is also cross-appealing the court’s denial of its motion to dismiss the proceedings for violation of principles of international double jeopardy. The appeal is expected to be heard in the first half of 2019. Disclosures about material litigations, enforcement actions, and investigations are made in quarterly and annual public filings of the parent corporation, Nokia Corporation. (See www.nokia.com/sites/default/files/files/nokia_20f17_full_web_1.pdf, pp. 71-89).</p>	

Management approach and topic-specific disclosures

GRI Standard			Disclosure	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 176)
Anti-competitive behavior (material topic)						
GRI 206: Anti-competitive behavior 2016	206-1	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes			In June 2017, the Spanish competition authority concluded that Nokia had "abused a dominant position" because of insufficient cooperation with a competitor during a tender for the supply of railway communication equipment, and fined Nokia EUR 1.7 million. Nokia disagrees with this decision, which was based on a complaint by its competitor, and has filed an appeal. In 2017, there were no other investigations of alleged violations of competition (antitrust) law by Nokia of which Nokia is aware, or any other findings of violations of competition law by Nokia.*	

* In addition, it should be mentioned that Nokia is one of the largest patent owners in the industry. It is possible that infringers of patents, when faced with a law suit by Nokia, may try to increase negotiation power against Nokia by filing competition complaints against Nokia, or by threatening Nokia with an antitrust

investigation. This happens often even where the misuse appears to be on the side of the infringer. Due to its position as major patent holder Nokia is regularly faced with these situations and also regularly receives questions from antitrust authorities concerning its patent licensing. As an example, in December 2016

Apple filed a complaint against Nokia and two other companies alleging that Nokia has colluded with these companies with the aim of increasing Apple's patent royalty costs. To support its allegations Apple relies on a novel antitrust theory. This matter has been settled without any finding of an antitrust violation by Nokia.

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GRI Standard		Disclosure	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 176)
Environmental standards					
GRI 103: Management Approach 2016				Our management approach is mainly the same for all our material environmental topics. Exceptions are listed with each of the indicator, where relevant. As a summary, our material environmental topics are following: Materials; Energy; Water; Emissions; Effluents and waste; Environmental Compliance and Supplier environmental assessment.	
	103-1	Explanation of the material topic and its boundary	Our sustainability approach: Materiality; Our impact and influence on sustainable development throughout the value chain	13-14; 15	
	103-2	The management approach and its components	Protecting the environment; Reporting of ethical concerns without fear of retaliation; Climate impacts – helping suppliers reduce and report	50-70; 85-87; 100-101	Our Environmental policy is available at www.nokia.com/en_int/investors/corporate-governance/policies
	103-3	Evaluation of the management approach	Sustainability highlights and challenges in 2017; Our commitments, targets and performance; Managing our environmental impact; Responsible sourcing	10-11; 52-53; 54-56; 95-101	

Management approach and topic-specific disclosures

GRI Standard		Disclosure	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 176)	
Materials (material topic)						
GRI 301: Materials 2016	301-1	Materials used by weight or volume	Materials and Restricted Substances	58-59	Nokia recognizes the need to identify and control the materials and substances used in our products and sales packaging. Detailed material requirements specifications for parts and components delivered to Nokia by our suppliers can be found in the Nokia Substance List available on our website. Total volume and weight of materials is considered proprietary information.	
	301-3	Reclaimed products and their packaging materials	Product transportation and distribution; Product reuse, refurbishment & recycling; Environmental data	66-68; 70; 165	Boundary: Nokia's Networks business	Voluntary product takeback: Number of returned equipment reused/remanufactured
Energy (material topic)						
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Our own operations -Energy efficiency and carbon emissions; Data reporting principles; Environmental data	65-66; 155-158; 162-163		Energy consumption within Nokia, by types of energy (GWh) and change to 2016 (%); Renewable electricity amount (GWh) and portion of total electricity consumption (%)
	302-2	Energy consumption outside of the organization	Our products and networks -Energy efficiency and carbon emissions; Environmental data	61-63; 163		
	302-3	Energy intensity	Environmental data	163		
	302-4	Reduction of energy consumption	Our own operations -Energy efficiency and carbon emissions	65-66		
	302-5	Reduction of energy requirements of products and services	Our products and networks -Energy efficiency and carbon emissions	61-64		Energy savings achieved in 2017 due to network modernization

Management approach and topic-specific disclosures

GRI Standard			Disclosure	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 176)
Water (material topic)						
GRI 303: Water 2016	303-1	Total water withdrawal by source	Waste and water in our own operations; Data reporting principles; Environmental data	69; 155-158; 163		Water withdrawal in facilities (m3) and recycling/reuse rate (%) and change to 2016 (%)
	303-3	Percentage and total volume of water recycled and reused	Data reporting principles; Environmental data	155-158; 163		Water withdrawal in facilities (m3) and recycling/reuse rate (%) and change to 2016 (%)
Emissions (material topic)						
GRI 305: Emissions 2016	305-1	Direct (Scope 1) greenhouse gas emissions	Data reporting principles; Environmental data	155-158; 160		Scope 1 greenhouse gas (GHG) emissions, by sources (metric tons CO ₂ e)
	305-2	Energy indirect (Scope 2) greenhouse gas emissions	Data reporting principles; Environmental data	155-158; 160		Scope 2 GHG emissions, market-based and location-based (metric tons CO ₂ e)
	305-3	Other indirect (Scope 3) greenhouse gas emissions	Data reporting principles; Environmental data	155-158; 161	Boundary: Nokia's Networks business for GHG emissions from "Purchased good and services", "Upstream transportation and distribution" and "Use of sold products", otherwise Nokia Group Continuing operations.	Scope 3 GHG emissions: use of sold products (metric tons CO ₂ e). 2017 emissions and progress against 2030 Science-based target
	305-4	Greenhouse gas emissions intensity	Our own operations -Energy efficiency and carbon emissions; Environmental data	66; 161		
	305-5	Reduction of greenhouse gas emissions	Our products and networks -Energy efficiency and carbon emissions; Our own operations -Energy efficiency and carbon emissions	61-64; 65-68		Combined Scope 1+2 GHG emissions: 2017 emissions and progress against 2030 Science-based target

Management approach and topic-specific disclosures

GRI Standard			Disclosure	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 176)
GRI 305: Emissions 2016 (continued)	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Data reporting principles; Environmental data	155-158; 162		VOC emissions (metric tons)
Effluents and waste (material topic)						
GRI 306: Effluents and waste 2016	306-2	Waste by type and disposal method	Data reporting principles; Environmental data	155-158; 164-165		Waste amounts by disposal methods (metric tons) and utilization rate (%), within Nokia
Environmental compliance (material topic)						
GRI 307: Environmental compliance 2016	307-1	Non-compliance with environmental laws and regulations			There were no significant fines or non-monetary sanctions for noncompliance with environmental laws and regulations during 2017.	
Supplier environmental assessment (material topic)						
GRI 308: Supplier environmental assessment 2016	308-1	New suppliers that were screened using environmental criteria	Responsible sourcing	95-98	Suppliers that are new to Nokia or have significant changes in their operations are subject to system audits to check compliance with our requirements. We request information on environmental criteria during supplier selection.	Number of system audits against Nokia Supplier Requirements; Number of in-depth on-site audits (focused on labor conditions and environment) against Nokia Supplier Requirements and SA8000 and share of closed non-conformities (%); Number of suppliers assessed on Corporate Responsibility in EcoVadis Sustainable Supply Management platform and share of suppliers with a satisfactory performance level (score $\geq 45/100$) (%)
	308-2	Negative environmental impacts in the supply chain and actions taken	Monitoring, assessment and auditing; Climate impacts – helping suppliers reduce and report	96-99;100		Number of suppliers that set GHG emission reduction targets (in CDP)

Management approach and topic-specific disclosures

GRI Standard		Disclosure		On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 176)
Social standards						
GRI 103: Management Approach 2016					This Management approach covers material social topics of Employment; Labor / management relation; Training and education; Diversity and equal opportunity; Non-discrimination	
	103-1	Explanation of the material topic and its boundary	Our sustainability approach: Materiality; Our impact and influence on sustainable development throughout the value chain	13-14; 15		
	103-2	The management approach and its components	Reporting of ethical concerns without fear of retaliation; Respecting our people in everything we do	85-87; 109-134	Our Human resources policy is available at www.nokia.com/en_int/investors/corporate-governance/policies	
	103-3	Evaluation of the management approach	Sustainability highlights and challenges in 2017; Respecting our people in everything we do; Reaching our people	111-112; 114		
Employment (material topic)						
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Gender diversity focused recruitment programs; Social and ethics data	124; 167	We did not find it material to report this information by age group and region, especially due to the complexity of data collection while still had duplicate human resources databases following from the integration of Alcatel-Lucent to Nokia.	
Labor / management relations (material topic)						
GRI 402: Labor / management relations 2016	402-1	Minimum notice periods regarding operational changes			When making operational changes, we follow local legislation.	

Management approach and topic-specific disclosures

GRI Standard		Disclosure	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 176)	
Occupational health & safety (material topic)						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	Our sustainability approach: Materiality; Our impact and influence on sustainable development throughout the value chain	13-14; 15		
	103-2	The management approach and its components	Reporting of ethical concerns without fear of retaliation; Responsible sourcing: Developing Health & Safety Maturity; Strengthening our health and safety performance	85-87; 95-99; 101; 133-134	Our Health, safety and labor conditions policy is available at www.nokia.com/en_int/investors/corporate-governance/policies . Overview on our supplier requirements on CSR is available at www.nokia.com/en_int/about-us/sustainability/downloads	
	103-3	Evaluation of the management approach	Sustainability highlights and challenges in 2017; Conducting our business with integrity: Our commitments, targets and performance, Responsible sourcing; Respecting our own employees in everything we do: Our commitments, targets and performance	11; 76; 98, 101; 112		
GRI 403: Occupational health & safety 2016	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Strengthening our health and safety performance; Social and ethics data	133-134;	Boundary: Nokia's Networks business and contractors and subcontractors of Networks business (except for employee and contractor and subcontractor fatalities which cover Nokia Group)	Number of work-related employee fatalities and number of work-related contractor and subcontractor fatalities
	403-3	Workers with high incidence or high risk of diseases related to their occupation	Developing Health & Safety Maturity; Strengthening our health and safety performance	101; 133-134	Boundary: Nokia Group and contractors and subcontractors of Nokia's Networks business	Number of suppliers delivering high-risk activity assessed by using Nokia Health & Safety Maturity Assessment Process and share of assessed suppliers meeting "H&S compliant supplier"-status (%)

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GRI Standard			Disclosure	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 176)
Training and education (material topic)						
GRI 404: Training and education 2016	404-1	Average hours of training per year per employee	NokiaEDU; Social and ethics data	119; 168	Following training by gender and employee category is not material to us.	
	404-2	Programs for upgrading employee skills transition assistance programs	IDEAL Learning Program	120		
	404-3	Percentage of employees receiving regular performance and career development reviews	Human capital development; Social and ethics data	116; 168	Following reviews by gender and employee category is not material to us.	
Diversity and equal opportunity (material topic)						
GRI 405: Diversity and equal opportunity 2016	405-1	Diversity of governance bodies and employees	Diversity, inclusion and anti-discrimination; Social and ethics data	129; 167	More details on diversity of Board of Directors and Executive management team (Nokia Group Leadership Team): Nokia Annual Report on Form 20-F 2017 , page 95. Nokia does not track globally breakdown of employees by minority group memberships.	Share of women within senior management (%); Number of leaders and employees trained on Gender Balance
	405-2	Ratio of basic salary and remuneration of men to women	Compensation	122-123	We do not disclose the global ratios for 2017, but we are committed to equal pay for work that is of equal value (skill, responsibility, etc), without regard for an individual's personal characteristics such as gender, race, age, national origin, ethnicity, color, religion, sexual orientation, gender identity, gender characteristics or expression, disability, and entitlement to family leave. We monitor compensation as normal business practice within business units and functions in order to ascertain fair compensation throughout the entire organization.	

Management approach and topic-specific disclosures

GRI Standard		Disclosure	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 176)
Non-discrimination (material topic)					
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken		In 2017 we received less than 30 allegations related to discrimination or sexual harassment through our Compliance hotline. Each case was investigated by HR with the support and assistance of our Ethics and Compliance team, as needed. Where the allegations were substantiated, appropriate disciplinary action was taken up to and including termination of employment. In 2017 we have introduced a new global process for managing specifically HR Compliance concerns and conducted in depth training for the HR Investigators world-wide.	
Freedom of association and collective bargaining (material topic)					
GRI 103: Management Approach 2016				This Management approach covers material social topics of Freedom of association and collective bargaining: Child labor; Forced or compulsory labor; Human rights assessment; Supplier social assessment	
	103-1	Explanation of the material topic and its boundary	Our sustainability approach: Materiality; Our impact and influence on sustainable development throughout the value chain	13-14; 15	

Management approach and topic-specific disclosures

GRI Standard			Disclosure	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 176)
GRI 103: Management Approach 2016 (continued)	103-2	The management approach and its components	Reporting of ethical concerns without fear of retaliation; Addressing human rights; Respecting the right to privacy and freedom of expression; Responsible sourcing; Combatting modern slavery in the supply chain; Materials traceability and conflict minerals; Ensuring decent working conditions & fair employment	85-87; 90; 91-94; 95-99, 101; 102-104; 105-106; 121-124	Our Human rights policy is available at www.nokia.com/en_int/investors/corporate-governance/policies . Overview on our supplier requirements on CSR is available at www.nokia.com/en_int/about-us/sustainability/downloads	
	103-3	Evaluation of the management approach	Sustainability highlights and challenges in 2017; Addressing human rights; Respecting the right to privacy and freedom of expression; Responsible sourcing; Combatting modern slavery in the supply chain; Ensuring decent working conditions & fair employment	10-11; 90; 91-94; 96-99; 102-103; 121-124	More details available in our Modern Slavery Statement at www.nokia.com/en_int/about-us/sustainability/downloads	
	Own metric	Management of Freedom of association and collective bargaining in our supply chain	Responsible sourcing; Combatting modern slavery in the supply chain	95-99; 103		
Child labor (material topic)						
GRI 408: Child labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Combatting modern slavery in the supply chain; Ensuring decent working conditions and fair employment	102-103; 121	More details available in our Modern Slavery Statement at www.nokia.com/en_int/about-us/sustainability/downloads	

Management approach and topic-specific disclosures

GRI Standard			Disclosure	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 176)
Forced or compulsory labor (material topic)						
GRI 409: Forced or compulsory labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Combatting modern slavery in the supply chain; Ensuring decent working conditions and fair employment	102-103; 121	More details available in our Modern Slavery Statement at www.nokia.com/en_int/about-us/sustainability/downloads	Number of forced labor non-compliance instances found in supplier audits
Human rights assessment (material topic)						
GRI 412: Human rights assessment 2016	412-2	Employee training on human rights policies or procedures	Compliance Training Program; Respecting the right to privacy and freedom of expression -preventing the misuse of technology	83-84; 91-94		
Supplier social assessment (material topic)						
GRI 414: Supplier social assessment 2016	414-1	New suppliers that were screened using social criteria	Responsible sourcing	95-98	Suppliers that are new to Nokia or have significant changes in their operations are subject to system audits to check compliance with our requirements, including social criteria.	Number of system audits against Nokia Supplier Requirements; Number of in-depth on-site audits (focused on labor conditions and environment) against Nokia Supplier Requirements and SA8000 and share of closed non-conformities (%); Number of suppliers assessed on Corporate Responsibility in EcoVadis Sustainable Supply Management platform and share of suppliers with a satisfactory performance level (score $\geq 45/100$) (%)

Management approach and topic-specific disclosures

GRI Standard			Disclosure	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 176)
GRI 414: Supplier social assessment 2016 (continued)	414-2	Negative social impacts in the supply chain and actions taken	Responsible sourcing; Combatting modern slavery in the supply chain; Materials traceability and conflict minerals; Strengthening our health and safety performance	96-99, 101; 102-104; 105-106; 133-134		Share of smelters that have been validated as conflict-free or are active in the validation process (out of known smelters in Nokia's supply chain) (%)
Public Policy						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	Cooperating with others in our industry and beyond	138-139		
	103-2	The management approach and its components	Cooperating with others in our industry and beyond; Working with governmental and multi-lateral organizations; Collaboration with universities, cities, and other industries	138-139; 147-150; 151-153	Our Code of Conduct is available at www.nokia.com/en_int/investors/corporate-governance/code-of-conduct	
	103-3	Evaluation of the management approach	Working with governmental and multi-lateral organizations; Collaboration with universities, cities, and other industries	147-150; 151-153		

Management approach and topic-specific disclosures

GRI Standard			Disclosure	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 176)
GRI 415: Public Policy 2016	415-1	Political contributions	Working with governmental and multi-lateral organizations	147	As per our Code of Conduct, our policy is not to participate in the political or electoral process through direct donations to political groups, but to protect Nokia's interests through lawful and transparent advocacy with government. We are not involved in indirect contributions either. We are however actively involved in discussions that concern our business including use of data, trade of goods and services, as well as societal impact of digitalization and the 4th Industrial Revolution, Artificial Intelligence, etc. We participate to aforementioned discussions via our memberships on trade associations, industry cooperation groups, etc., which are listed in section 7 and especially in 7.6 of the People and Planet Report.	
Customer health and safety (material topic)						
GRI 103: Management Approach 2016					This Management approach covers material social topics of Customer health and safety and Customer privacy	
	103-1	Explanation of the material topic and its boundary	Our sustainability approach: Materiality; Our impact and influence on sustainable development throughout the value chain	13-14; 15		
	103-2	The management approach and its components	Sustainable product design and materials; Reporting of ethical concerns without fear of retaliation; Data privacy and security	60; 85-87; 108	Our Privacy Policy is available at www.nokia.com/en_int/privacy	
	103-3	Evaluation of the management approach	Sustainable product design and materials; Data privacy and security	60; 108		

Management approach and topic-specific disclosures

GRI Standard			Disclosure	On page	Additional information/Omissions	External Assurance (Please see details on Nokia People and Planet report, Independent assurance, page 176)
GRI 416: Customer health and safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Sustainable product design and materials	60	Boundary: Nokia's Networks business. Read about exposure to radio waves and health at company.nokia.com/en/radio-waves-and-health	
Customer privacy (material topic)						
GRI 418: Customer privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data privacy and security	108	There were no substantiated complaints regarding breaches of customer privacy or losses of customer data in 2017.	
Socioeconomic compliance (material topic)						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	Our sustainability approach: Materiality	13-14; 15		
	103-2	The management approach and its components	Ethical business and corporate governance	78-89		
	103-3	Evaluation of the management approach	Ethical business and corporate governance	78, 83, 85-86		
GRI 419: Socio-economic compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	Ethical business and corporate governance	79	There were no significant fines or non-monetary sanctions for non-compliance with laws and regulations related to anti-corruption, discrimination, product health, safety or security, environment, data privacy, export control laws or tax payments in 2017.	