

Nokia Siemens Networks

2011 Sustainability report  
Data summary table



# Nokia Siemens Networks

## Sustainability report 2011

### Data summary table

Report section	Performance 2011	Performance 2010	Performance 2009
<b>Environmental impact of our products and services</b>			
Product lifetime energy consumption (GWh)	24,777	19,924	16,800
Product lifetime energy consumption (kWh/€)	1.8	1.6	1.3
Packaging materials reused in our distribution hubs (tonnes)	4,078	3,471	2,836
Equipment returned from customers (tonnes)	4,854	4,159	1,800
Returned equipment:			
• Reused	84.6%	86%	n/a
• Incinerated with energy recovery	13.1%	12.8%	
• Sent to landfill	0.8%	1.2%	
<b>Environmental Impacts of operations</b>			
Energy			
Total Energy use (GWh)	540 (483) <sup>1*</sup>	518	551
Electricity from renewable sources	42% (47 % <sup>1*</sup> )	50%	31%
Carbon footprint			
CO <sub>2</sub> /net sales (g/€) <sup>2</sup>	20	20	23
CO <sub>2</sub> per employee (tonnes) <sup>2</sup>	3.9	4	4.5
Total emissions from our operations (thousand tonnes CO <sub>2</sub> ) <sup>2</sup>	285	258.5	286
Air travel emissions (thousand tonnes)	80*	83	78
External data centers (thousand tonnes)	2.2	3.5	3
Total emissions from buildings (tonnes CO <sub>2</sub> equivalent) <sup>3</sup>	208,000 (173,000 <sup>1</sup> )*	172,000	206,000
Indirect emissions from purchased electricity and district heating (tonnes CO <sub>2</sub> equivalent)	205,000 (170,000 <sup>1</sup> )*	170,000	203,000
Direct emissions from gas and oil used in our facilities, methane and nitrous oxide from heating (tonnes CO <sub>2</sub> equivalent)	3,776 (3,667 <sup>1</sup> )*	2,867	3,135
Ozone depleting substances (kg) <sup>4</sup>	37	26	20
HFC from refrigerants (tonnes) <sup>4</sup>	2,670 (2,607 <sup>1</sup> )	1,616	997
Water			
Total water use (m <sup>3</sup> )	597,093	774,521	800,000
Waste			
Total waste (tonnes)	8150.05	6,330	5,729
Waste recycled (tonnes)	4,616.26	4,015	
Waste to energy (tonnes)	996.20	564	
Landfill (tonnes)	1,569.10	1,054	
Reused (tonnes)	9658.65	667	
Incineration (tonnes)		31	
<b>Ethics and compliance</b>			
Percentage of employees who believe Nokia Siemens Networks behaves with integrity in its external dealings (from Employee Engagement Survey)	75%	78%	79%
Training			
Percentage of employees who have completed online training on ethical business conduct <sup>6</sup>	90%*	90%	92%

Report section	Performance 2011	Performance 2010	Performance 2009
<b>Ethics enquiries</b>			
Enquiries made via the ethics email reporting channel	302	175	127
<b>Investigations</b>			
Investigations by our Ethics & Compliance Office	112	148	137
Employees dismissed on grounds of violation of Code of Conduct	40	27	19
Employees given a written warning on grounds of violation of Code of Conduct	30	33	18
<b>Human rights</b>			
Percentage of employees trained on human rights issues <sup>7</sup>	90%	92%	n/a
<b>Suppliers</b>			
<b>Supplier audits</b>			
System audits against our supplier requirements	121*	108	147
In-depth audits focused on labor conditions and environment	17*	13	6
Occupational health and safety audits for services suppliers	45	51	n/a
<b>E-TASC</b>			
Total number of Nokia Siemens Networks suppliers who have joined E-TASC to date	24*	18	n/a
<b>Supplier diversity</b>			
Percentage of US procurement spent with minority businesses as part of our supplier diversity program	2%	5.4%	9%
Percentage of South Africa procurement spent with Black Economic Empowerment suppliers	25%	-	-
<b>Suppliers and the environment</b>			
Percentage of the sites of our top suppliers by spend, to whom environmental management system (EMS) alignment is applicable, that have a documented EMS in place <sup>8</sup>	60%*	85%	76%
Percentage of top suppliers' sites, to whom EMS alignment is applicable, that are certified to ISO 14001 <sup>7</sup>	55%	75%	n/a
Number of our top suppliers who have a set of targets to reduce environmental impacts	30*	45	n/a
Number of suppliers reporting greenhouse gas emissions through the Carbon Disclosure Project supply chain initiative	54	n/a	n/a
<b>Supplier workshops</b>			
Number of suppliers participating in Nokia Siemens Networks sustainability workshops	76*	54	16
Number of management level supplier workers participating in Nokia Siemens Networks sustainability workshops	115*	103	33
<b>Industry training</b>			
Number of Nokia Siemens Networks suppliers participating in GeSI/EICC online sustainability training	71	52	n/a
Number of Nokia Siemens Networks supplier workers participating in GeSI/EICC online sustainability training	86	74	n/a
<b>Procurement staff training</b>			
Percentage of procurement staff who have received sustainability training to date	72%*	70%	57%
Percentage of procurement staff who have completed online ethical business training	96%*	97%	96%
Percentage of Global Services procurement staff trained on occupational health and safety	100%	n/a	n/a
<b>Health and safety<sup>9</sup></b>			
<b>Health and safety performance</b>			
Total recordable lost-time incidents	160*	118	n/a
Total recordable incidents	214*	151	n/a
Recordable incidents in Global Services business	194*	91	n/a

Report section	Performance 2011		Performance 2010		Performance 2009	
Fatalities						
Total number of employee fatalities	4*		0		n/a	
Total number of contractor fatalities	9*		5		n/a	
<b>Employees<sup>10</sup></b>						
Workforce						
Total employees at 31 Dec	73,529		66,160		63,927	
Part time employees (% of total workforce)	2%		2%		2%	
Full time employees (% of total workforce)	98%		98%		98%	
Employees in production	2,224		2,081		1,822	
New employees	17,228		11,788		12,226	
Total leavers	10,534		9,508		7,137	
Voluntary leavers	6,919		5,974		4,992	
Yearly attrition rate of voluntary leavers	9.9%*		9.4%		8%	
Involuntary leavers	3,615		3,534		2,145	
Leavers through common agreement or voluntary service package	610		683		1,880	
Leavers through outsourcing and divestments	386		407		221	
Employee engagement						
% of employees participating in engagement survey	84		89		89	
Employee engagement index results	73		73		75	
Training and development						
Total days training provided by our Academy	118,563		162,646		25,47	
Average number of hours training per employee	9.9		14.75		n/a	
Total expenditure on training (including travel costs)	€54.1 million*		€57 million		n/a	
Average training spend per employee	€815*		€900		n/a	
Number of employees who participated in leadership training	1,201		530		n/a	
Employees with personal development plan in place	54%		76%		n/a	
Gender balance						
	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>
Total employees	80%	20%	81%	19%	80%	20%
Line managers (with one or more subordinates)	88%	12%	88%	12%	87%	13%
Senior Management (approximately top 400 employees)	88.5%*	11.5%*	89%	11%	90%	10%

- <sup>1</sup> Data excluding the Motorola acquisition
- <sup>2</sup> Own operations excluding purchased components and inbound logistics (no comparable figures for years prior to 2010)
- <sup>3</sup> CO2 emissions are calculated based on the conversion factors in the Greenhouse Gas Protocol. The figures do not cover buildings jointly occupied by Nokia. These emissions are included in Nokia's Sustainability reporting. The figures include the global warming impact of CH4 and N2O emissions from gas heating, representing 0.004% of total GHG emissions.
- <sup>4</sup> 2010 figures cover data from all regions, previous years only Finland and China
- <sup>5</sup> Data covers all our buildings larger than 3,000m<sup>2</sup> that are within our operational control and receive water use information, representing 70 percent of our overall real estate portfolio
- <sup>6</sup> Data covers all our buildings larger than 3,000m<sup>2</sup> that are within our operational control and receive waste utility information, representing 54 percent of our overall real estate portfolio
- <sup>7</sup> This figure covers employees with online access (representing over 80% of employees). Targeted classroom training sessions were organized for employees without internet access in 2009.
- <sup>8</sup> Based on top 350 suppliers by spend in 2011, top 250 in 2010 and top 150 in 2009.
- <sup>9</sup> In 2010, we recorded consistent global health and safety data for the first time using our new reporting system based on the Occupational Safety & Health Administration (OSHA) guidelines.
- <sup>10</sup> Most employee related data covers 98% of employees because a small percentage (2%) of employees are not covered by some data collection systems.
- \* Indicators for 2011 marked with \* have been assured by Two Tomorrows as part of their assurance of Nokia Siemens Networks' sustainability reporting.

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