

Nokia Siemens Networks Sustainability report 2010 Data summary table

Report section	Performance		
	2010	2009	2008
Environmental impact of our products and services			
Product lifetime energy consumption (GWh)	19,924	16,800	20,500
Product lifetime energy consumption (kWh/€)	1.57	1.34	1.34
Power consumption of our Flexi base station (as measured by the ETSI standard) (Watts)	562	n/a	n/a
Packaging materials reused in our distribution hubs (tonnes)	3,471	2,836	n/a
Equipment returned from customers (tonnes)	4,159	1,800	375
Returned equipment :		n/a	n/a
Reused	86%		
Incinerated with energy recovery	12.8%		
Sent to landfill	1.2%		
Environmental impacts of operations			
Energy			
Total Energy use (GWh)*	518	551	609
Electricity from renewable sources*	50%	31%	n/a
Carbon footprint			
CO ₂ /net sales (g/€) ¹	9	23	20
CO ₂ per employee (tonnes) ¹	1.8	4.5	5.2
Total emissions from our operations (thousand tonnes CO ₂) ¹	258.5	286	313
Air travel emissions (thousand tonnes)*	83	78	94
External data centers (thousand tonnes)	3.5	3	3
Total emissions from buildings (tonnes CO ₂ equivalent) ^{2*}	172,000	206,000	217,000
Indirect emissions from purchased electricity and district heating (tonnes CO ₂ equivalent)*	170,000	203,000	209,000
Direct emissions from gas and oil used in our facilities, methane and nitrous oxide from heating (tonnes CO ₂ equivalent)*	2,900	3,100	7,600
Ozone depleting substances (kg) ³	26	20	0.12
HFC from refrigerants (tonnes) ³	1,616	997	283
Water			
Total water use (m ³) ^{4*}	774,521	800,000	n/a
Waste⁵			
Total waste (tonnes)	6,330	5,729	4,979
Waste recycled (tonnes)	31		
Waste to energy (tonnes)	564		
Landfill (tonnes)	1,054		
Reused (tonnes)	667		
Incineration (tonnes)	4,015		

¹ Own operations excluding purchased components and inbound logistics (no comparable figures for years prior to 2010)

² 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.

³ 2010 figures cover data from all regions, previous years only Finland and China

⁴ Data cover all our buildings larger than 3,000m² that are within our operational control and receive water use information, representing 70 percent of our overall real estate portfolio

⁵ Data cover all our buildings larger than 3,000m² that are within our operational control and receive waste utility information, representing 54 percent of our overall real estate portfolio

Ethics and human rights			
Percentage of employees who believe Nokia Siemens Networks behaves with integrity in its external dealings (from Employee Engagement Survey)	78%	79%	n/a
Training			
Percentage of employees who have completed online training on ethical business conduct ^{6*}	92%	82%	50%
Percentage of employees trained on human rights issues ⁶	92%	n/a	n/a
Ethics enquiries			
Enquiries made via the ethics email reporting channel	175	127	n/a
Investigations			
Investigations by our Ethics & Compliance Office	148	137	n/a
Employees dismissed on grounds of violation of Code of Conduct	27	19	n/a
Employees given a written warning on grounds of violation of Code of Conduct	33	18	n/a
Suppliers			
Supplier audits			
System audits against our supplier requirements*	108	147	103
In-depth audits focused on labor conditions and environment*	13	6	7
Occupational health and safety audits for services suppliers	51	n/a	n/a
E-TASC			
Total number of Nokia Siemens Networks suppliers who have joined E-TASC to date*	18	n/a	n/a
Supplier diversity			
Percentage of US procurement spent with minority businesses as part of our supplier diversity program	5.4%	9%	n/a
Suppliers and the environment			
Percentage of the sites of our top 250 suppliers by spend, to whom environmental management system (EMS) alignment is applicable, that have a documented EMS in place ^{7*}	85%	76%	n/a
Percentage of the sites of our top 250 suppliers, to whom EMS alignment is applicable, that are certified to ISO 14001 ^{7*}	75%	n/a	n/a
Number of our top suppliers who have a set of targets to reduce environmental impacts*	45	n/a	n/a
Supplier workshops			
Number of suppliers participating in Nokia Siemens Networks CR workshops*	54	15	5
Number of management level supplier workers participating in Nokia Siemens Networks CR workshops*	103	33	11
Industry training			
Number of Nokia Siemens Networks suppliers participating in GeSI/EICC online CR training	52	n/a	n/a
Number of Nokia Siemens Networks supplier workers participating in GeSI/EICC online CR training	74	n/a	n/a
Procurement staff training			
Percentage of procurement staff who have received CR training to date*	70%	57%	n/a
Percentage of procurement staff who have completed online ethical business training*	97%	96%	n/a
Health and safety ⁸			
Health and safety performance ⁹			
Total recordable lost-time incidents*	118	n/a	n/a
Total recordable incidents*	151	n/a	n/a
Recordable incidents in Global Services business*	91	n/a	n/a
Total recordable incident rate in 2010 in Global Services* (per 100 full-time employees)	0.31	n/a	n/a

⁶ 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.

⁷ A site-level review in 2010 of Nokia Siemens Networks top 250 suppliers by spend to whom the EMS alignment to ISO 14001 or such a certification is applicable showed that 85% of these sites have documented EMS in place and 75% are certified to ISO 14001. Top 250 suppliers represent approximately 69% of procurement spend. EMS alignment in 2009 is based on information from sites of 150 top suppliers.

⁸ 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.

⁹ Both the global and Global Services figures are based on data from 61% of operating countries. The total recordable incident rate in Global Services is calculated using theoretical working hours: average global monthly working hours x headcount.

Fatalities*						
Total number of employee fatalities	0		n/a			n/a
Total number of contractor fatalities	5		n/a			n/a
Employees¹⁰						
Workforce						
Total employees at 31 Dec	66,160		63,927			60,295
Part time employees (% of total workforce)	2%		2%			n/a
Full time employees (% of total workforce)	98%		98%			n/a
Employees in production*	2,081		1,822			n/a
New employees	11,788		12,226			n/a
Total leavers	9,508		7,137			n/a
Voluntary leavers	5,974		4,992			n/a
Yearly attrition rate of voluntary leavers*	9.4%		8%			n/a
Involuntary leavers	3,534		2,145			n/a
Leavers through common agreement or voluntary service package	683		1,880			n/a
Leavers through outsourcing and divestments	407		221			n/a
Employee engagement						
% of employees participating in engagement survey	89		89			n/a
Employee engagement index results	73		75			n/a
Training and development						
Total days training provided by our Academy	162,646		25,47			n/a
Average number of hours training per employee	14.75		n/a			n/a
Total expenditure on training (including travel costs) ^{11*}	€57 million		n/a			n/a
Average training spend per employee ^{11*}	€900		n/a			n/a
Number of employees who participated in leadership training	530		n/a			n/a
Employees with personal development plan in place	76%		n/a			n/a
Gender balance						
Total employees	Male	Female	Male	Female	Male	Female
	81%	19%	80%	20%	n/a	n/a
Line managers (with one or more subordinates)	Male	Female	Male	Female	Male	Female
	88%	12%	87%	13%	n/a	n/a
Senior Management (approximately top 400 employees)*	Male	Female	Male	Female	Male	Female
	89%	11%	90%	10%	n/a	n/a

¹⁰ Most employee related data covers 98% of employees because a small percentage (2%) of employees are not covered by some data collection systems.

¹¹ Employees not covered by some data collection systems (2% of employees) and NSN training Academy are excluded from these figures.

* Indicators for 2010 marked with * have been assured by PricewaterhouseCoopers Oy as part of their assurance of Nokia's and Nokia Siemens Networks' sustainability reporting.