

Nokia Health & Safety Consequence Management

26 October 2023

Dear Supplier,

Safety is our number one priority at Nokia. Nokia has a long-standing commitment to Health & Safety. We strongly feel that one fundamental responsibility of a company is to ensure that employees have a safe place to work. At Nokia, we are taking all the necessary actions to have zero critical or fatal incidents for employees and suppliers. This is non-negotiable and we are increasing our efforts to mitigate the risks and ensure that everyone comes back home safely.

We have also noticed that our customers are tightening their requirements around the Health & Safety performance of their suppliers. Poor practices can lead not only to human suffering but also to unnecessary costs and damages to reputation, legal liabilities, project delays and quality issues.

For these reasons and more, we must jointly strive **for a strong Health & Safety culture in our industry**, making it part of our values and day-to-day practices. At Nokia, we aim to achieve this by providing the necessary tools, processes and training to our employees with visible commitment from all senior Nokia leaders. We expect you to share our commitment and set high standards for Health & Safety in your company. Every supplier as an absolute minimum should follow Nokia's Life Saving Rules included as an Appendix to this letter.

We need to focus on taking continuous preventive actions and on maintaining open communication around Health & Safety including Child Labour* incidents. We applaud and appreciate all the actions you have taken and the commitment you have shown towards safer working conditions.

At the same time, we want to make it clear that failing to demonstrate robust safety management is not an option. To reinforce this message, Nokia introduced the first version of a Supplier Health & Safety Consequence Management Process in October 2013 which has been regularly updated since then.

Consequences of poor Health & Safety performance

According to the decision made by our senior leaders, suppliers may face a contract termination and a phase-out in case of poor Health & Safety performance. The process is built around Yellow and Red cards.

A Yellow or a Red Card is issued for Health & Safety incident or failure to comply with a Health & Safety requirement, e.g. one of our Nokia Health & Safety Standards or Life Saving Rules, and where the supplier can be held responsible for not having controls in place to prevent the incident. Type of the Card issued will depend on the degree of a failure, controls in place, etc.



Child labour incident where children were proven to be working (conducting work-related tasks); and where the supplier can be held primarily responsible for not having controls in place to prevent the incident will trigger a Red Card.

Child labour incident where a child was found on site or suspected but not proven to be working; and where the supplier can be held responsible for not having controls in place to prevent child labour will trigger a Yellow Card.

A Red Card or three Yellow Cards lead to a contract termination and phase-out of the supplier. A Yellow Card remains in place for 24 months, while Red Cards remain in force for a minimum of 12 months after which the supplier requalification becomes possible again. Cards are accumulated across a supplier's geographic locations and local entities.

At Nokia we also want to recognize your outstanding behavior. We appreciate openness and transparency. Therefore, a Green Card category has been included, applicable when e.g. proactive reporting is shared with Nokia allowing learning, and jointly identifying new corrective actions of further needed controls to avoid future potential incidents.

Strong Health & Safety discipline throughout the entire supply chain

Everyone has a role to play. We encourage you to cascade our Health & Safety Consequence Management Guideline down to your next tier of suppliers for appropriate attention and to ensure clear discipline throughout the entire supply chain.

Ensuring a safe working environment is both the right thing to do and good business practice – so please continue to give it appropriate attention.

In case of further questions, please do not hesitate to contact your Nokia supplier manager.

Thank you for your support and looking forward to meeting you at the next [Nokia Health & Safety Recognition awards](#) ceremony, as one of the winners. Warm regards,

Sanjay Mehta Head of Strategic Sourcing, MN

Toni Wagner Head of Procurement, CNS

Chris Gibson Head of Strategic Sourcing, NI

Gernot Dobida Head of Procurement, NI FN

Marcus Parry

Head of Health, Safety and Physical Security

More information on Health & Safety at Nokia: [Health, Safety and Security supplier resources | Nokia](#)

* Child: Any person under 15 years of age, unless the minimum age for work or mandatory schooling is higher by local law, in which case the stipulated higher age applies in that locality. Child labour: Any work performed by a child younger than the age(s) specified in the above definition of a child, except as provided for by ILO

Appendix 1 - Nokia Life Saving Rules

Life Saving Rules are our safety guidance to ensure everyone gets home safely, every day. The guidance includes six simple safety rules related to top three risk areas in Nokia.

Road Safety

Always wear a seatbelt in ANY vehicle. Required for everyone in the vehicle.



Do not drive distracted or tired. Take a break every two hours.



Always drive at a safe speed for road, traffic and weather conditions.



Working at Height

Always attach yourself and your equipment.



Always make sure that nobody enters the space below.



Electrical Safety

Do not work on any electrical system unless you are trained.



Life Saving Rules



These six rules are the minimum standards we all follow so we get home safe.

We look out for each other and step in if others fail to follow the rules.

Follow them - or stop work and speak up