

Corporate Responsibility Report 2007: Nokia Siemens Networks



Corporate Responsibility

Nokia Siemens Networks sees corporate responsibility as intrinsic to our business. We believe information and communication technology can have a positive impact on society, by connecting people and communities to new opportunities for social and economic growth and by helping reduce the environmental impact of human interaction.

We are a leading enabler of communication services. Our company began operations in 2007, combining the long experience of the former Networks Business Group of Nokia and the carrier-related businesses of Siemens. In these pages we outline how we manage key ethical, social and environmental issues and why they are important to the sustainability of our business.

Five billion people are likely to be connected by telecommunications networks by 2015 and billions will be connected by broadband. This means that compared with 2007, two billion more people will be able to make calls and access the wealth of information on the internet. The positive impact on people's lives and on developing economies will be huge.

This brings enormous business opportunities for Nokia Siemens Networks, and it carries responsibilities. We believe that sustainable business and growth can only be achieved through the highest standards of ethical behavior.

As our networks become more pervasive, we must ensure that our technology uses less energy, contains fewer environmentally sensitive materials and can be recycled easily at the end of its life. We are committed to environmental sustainability in everything we do – it is an essential part of our product design, our relationships with suppliers and how we manage our own operations. We also work to promote environmentally sustainable technology across our industry and in industries that use our products.

This report summarizes our initial position and activities on issues relating to corporate responsibility over the first months of the company's existence. We intend to publish a full corporate responsibility report covering the year 2008, when we have more complete data and have developed our policies, programs and targets further. Nokia Siemens Networks also reports CR-related data as part of the [Nokia 20-F report](#).

Message from the CEO

Responsibility and Ethics

In its first year of operations, Nokia Siemens Networks has made good progress in the area of corporate responsibility. At the same time, we know we have much more to do.

Corporate responsibility is an essential part of our business. It begins with operating ethically and sustainably and extends to the broader impact of our actions and our industry. Telecommunications can bring tremendous benefits to society by connecting people and communities to new opportunities, creating economic growth, enabling the open sharing of information and reducing the adverse environmental impact of a wide range of activities. With our size and global reach, Nokia Siemens Networks can play an instrumental role in setting an example of corporate responsibility for the industry as a whole.

High standards of ethical behavior are fundamental for any modern global corporation. We look beyond compliance and focus on setting a higher standard of behavior. On the first day of Nokia Siemens Networks, we launched our Code of Conduct in order to clearly define this approach. Our Code of Conduct provides a framework for how we conduct our business and describes appropriate standards of conduct. Everyone in the company is accountable to live and work by these standards.

With this short report, we review how we manage our own operations, how we are working to reduce the environmental impact of our technology, how we manage our relationships with suppliers and employees, and what we believe we contribute to society.

In the spirit of open communications and transparency, I welcome your comments on our performance and on this initial report.

Simon Beresford-Wylie



Ethics

We believe that sustainable business growth can only be achieved through the highest standards of ethical behavior.

Nokia Siemens Networks aims to be an exemplary corporate citizen, going beyond legal requirements in our management of ethical, environmental and social issues.

Code of conduct

The Nokia Siemens Networks Code of Conduct

sets out our approach to ethical business practices. It outlines our commitment to human rights and fair workplace practices, equal opportunities, environmentally sustainable business, and our zero-tolerance policy on bribery and corruption. We apply the Code of Conduct globally in our own operations and require the same standards from our suppliers.

All Nokia Siemens Networks employees must understand and comply with the Code of Conduct. Employees also received a [Code of Conduct brochure](#) in 2007, which is available in 19 languages. An online training program has been designed to make the Code of Conduct relevant to everyday situations in the office and in the field. The training includes a test for employees to confirm their understanding of the issues. By the end of 2007, more than 22,000 employees had successfully completed the training – over a third of our worldwide employees - within less than four months after the start of the training.

Nokia Siemens Networks has established an Ethics Office, which owns the Code of Conduct, and a Compliance Office for issues related to anti-corruption. The Ethics Officer is an ambassador for the Code of Conduct. The role involves increasing the understanding of human rights issues and

promoting ethical labor conditions, as well as ensuring that occupational health and safety and environmental protection standards are maintained. The Ethics Officer and his team also advise and train employees and managers on how to apply the Code in every day working life.

Labor conditions

We promote fair working conditions and employment practices in all our operations. Our culture and values create the foundation for our employment practices and way of working while our Code of Conduct outlines and reinforces the commitment to equality of opportunity. We work to recognized international standards covering:

- prohibition of child and forced labor
- promotion of employee health and safety
- reasonable working hours
- fair compensation
- freedom of association, thought and expression
- non-discrimination
- fair application of disciplinary practices.

Nokia Siemens Networks is developing a consistent global system to manage labor conditions across the business, which we plan to roll out in 2008. Our operations already have local practices and processes in place, which will ensure a safe, healthy and fair working environment during the transition to the new management system.

We also monitor labor conditions and the ethical performance of our suppliers (See the section on Suppliers).

The global monitoring of labor standards and ethics in our operations includes cooperation with mobile and fixed line operators – our customers – who are increasingly interested in these issues as part of their own supply chain management. For example, Nokia Siemens Networks has been working with a customer to develop common practices to manage labor conditions. We piloted a joint audit at one of our factories as part of this initiative and are continuing dialogue with the customer about the improvements we are making as a result of the audit findings. The joint audit was useful for both parties and strengthened the customer relationship. Further joint audits are likely to be carried out in future also with other customers.



Reporting concerns

Employees and other stakeholders who witness or suspect unethical behavior are able to report concerns openly or even anonymously through the [Nokia Siemens Networks website](#)

The Compliance Office monitors and investigates all reported concerns. Employees can also email the Compliance Office directly at compliance@nsn.com or the Ethics Office at ethics@nsn.com.

Ethical concerns can also be reported through our online [corporate responsibility feedback form](#)

This form can be used to make suggestions or enquire about corporate responsibility activities at Nokia Siemens Networks, such as our environmental and community engagement programs. Around 30 enquiries were made via this system in 2007. Our Corporate Affairs team monitors and responds to this feedback. Any concerns about perceived unethical behavior are forwarded to the Compliance Office or HR management for investigation.

Employees

We want to attract and retain the most talented people. To do this, we must offer competitive compensation and create a culture and working environment that provides opportunities to develop both on a professional as well as on a personal level, and where employees are engaged in the business and where people from diverse backgrounds are valued.

Values

The two parent companies – Nokia and Siemens – which merged their network operations to create Nokia Siemens Networks brought different values and work cultures. We set out to create a fresh culture for Nokia Siemens Networks to reflect our business objectives and the values of our people.

To achieve this, all employees of Nokia Siemens Networks were invited to participate in an online discussion to agree our values. Around 10,000 people (17% of our staff) took the opportunity to tell us what they believe matters most to Nokia Siemens Networks. Key topics were identified and again all employees were invited to join a 72-hour online forum to refine these ideas in June 2007. Some 250 volunteers then formed working groups to develop our company values, which are:

- Focus on customers
- Win together
- Innovate
- Communicate openly
- Inspire

These values will determine how we support customers, how we work together and how we evaluate performance. The values are now being integrated into the business. They are included in employee performance appraisals and will form a key element of the Nokia Siemens Networks Quality Awards, which will be launched in 2008.

Training and development

We are committed to offering employees development opportunities to enable them to fulfill their potential. In 2007, we analyzed training and development opportunities offered by each of our parent companies and benchmarked other companies in our industry to determine best practices.

Based on this work we have developed a performance management process, called 'Achieving Together'. Each employee will receive an annual performance evaluation and agrees with their manager on their personal career development aspirations for the coming year in a personal development plan. Our Academy will respond to the

training requirements with courses that meet employees' needs. The Academy has training facilities in more than 40 countries and provides wide-ranging opportunities, with over 2,000 courses in nine languages. There have been approximately 68,000 training enrollments in the Academy since Nokia Siemens Networks was formed in April 2007.

Our leadership development model, "Leader in Nokia Siemens Networks", demonstrates the qualities needed to be an effective leader and the importance of working according to our values.

Diversity

We are proud to be a multicultural, highly diverse company. We respect our employees' individual differences and recognize that their diverse perspectives and skills are beneficial to our business. Employee diversity helps us to innovate, and to better understand the market we operate in as well as our customer needs.

We encourage our managers to embrace diversity and to take advantage of the range of strengths and capabilities different people bring to their teams.



During 2007 we started to raise awareness of diversity even more and to monitor gender, age and nationality of our management (the 600 most senior employees). More than half (59%) of our managers are aged between 40 and 49 (see table) and 17% of our management were women. Some 85% of managers are European, 7.5% are from the Middle-East, Africa or Asia Pacific, and 7.6% come from the North or Latin America.

Out of a total number of 58,500 (Dec 31, 2007) employees 21% are women.

Health, safety and wellbeing

Employee health, wellbeing and satisfaction contribute significantly to our productivity and improve employee engagement. We take employee health and safety very seriously. Nokia Siemens Networks health and safety management systems are designed to ensure the safety of employees and contractors. As a minimum, we aim to comply with local safety legislation in each country where we operate. We promote employee health and wellbeing by providing healthcare services and fitness facilities at many of our sites.

Compensation and benefits

Nokia Siemens Networks aims to offer competitive compensation and benefit packages to attract and retain the best people in our industry.

Having assessed the reward packages offered by our parent companies we are now working to ensure they are consistent across our operations globally. We introduced a consistent job grading model for most employees within nine months of the formation of Nokia Siemens Networks. New incentive programs and consistent salary administration processes are also being introduced. We will continue to assess pay and benefit packages in all countries where we operate, to bring them into alignment.

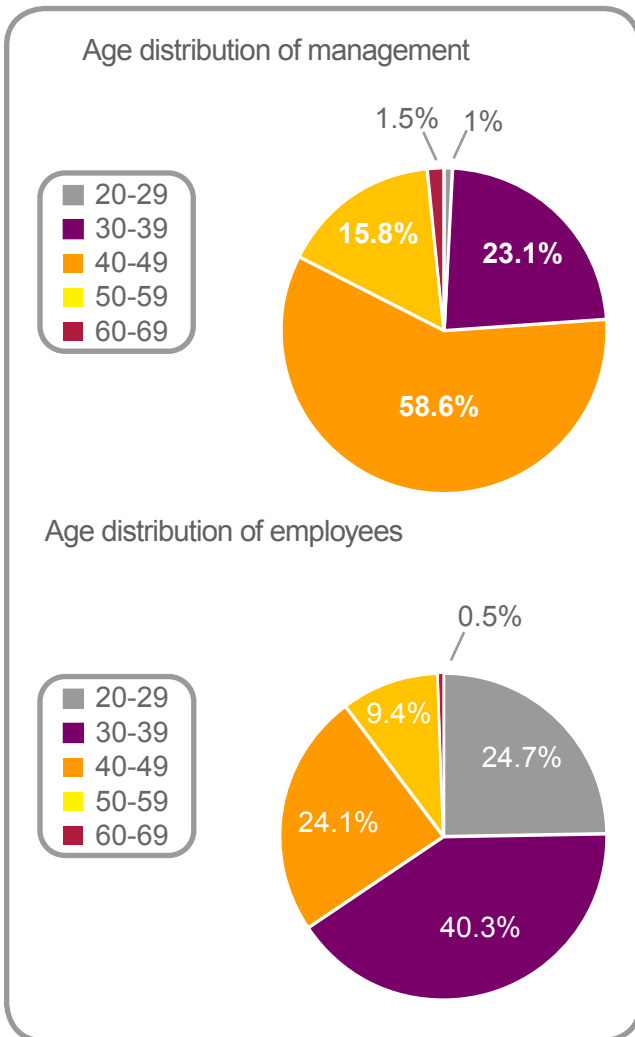
We are communicating these changes with managers and employees to ensure they understand the rewards and benefits that Nokia Siemens Networks offers.

Restructuring

Nokia Siemens Networks was formed to strengthen our market position by streamlining the network businesses of Nokia and Siemens. Restructuring as a result of this is expected to affect 10-15% of employees over the first two years of the company's existence. By the end of 2007, Nokia Siemens Networks reported a net headcount reduction of approximately 4,200 employees. In addition to the restructuring, we have made several outsourcing deals with partner companies. Nokia Siemens Networks has also made in-sourcing agreements as well as acquisitions, which reflect our intention to actively address the changes in our industry.

We are communicating regularly with employees about these changes as well as consulting with trade unions and employee representatives. Affected employees will be given different options. They will be offered relocation or severance packages according to local laws and practises, as well as career advice or outplacement services to help them find a new job.

We believe these changes will maximize long-term stability, job security and development opportunities for our remaining employees.



Suppliers

Nokia Siemens Networks has a complex global supplier network. It includes hundreds of direct suppliers for products, services and software delivered to our customers, and thousands of indirect suppliers for services ranging from travel agencies to office supplies and other internal needs.

Standards for environmental and labor conditions in the supply chain are integrated into our normal procurement processes. These are included in supplier selection and management processes, supplier requirements, contractual agreements and awareness building practices, including communications and training.

Supplier requirements

All our suppliers must meet the global Nokia Siemens Networks Supplier Requirements, which set standards for the management of ethical, environmental and social issues. [See further details on the requirements](#)

These requirements are a mandatory part of any new contractual agreement with suppliers, as well as any amendments of existing contractual agreements.

Nokia Siemens Networks sent information on the new requirements to 120 of our biggest suppliers at the end of 2007, highlighting environmental and social standards we require them to meet. We also introduced a list of banned substances (Nokia Siemens Networks Substance List), which includes product-related substance restrictions. We asked each supplier to acknowledge they had received the information.

Supplier audits

We regularly assess suppliers to ensure that they comply with our standards. The basic principles and processes for carrying out supplier audits are set out in a supplier audit framework. [See further details about supplier auditing](#)

All new direct suppliers must undergo a system assessment against our supplier requirements. Most system assessments involve a two-day, on-site audit carried out by a team from Nokia Siemens Networks, but in some cases a self-assessment is sufficient. Existing suppliers are also regularly monitored through system assessments or other types of audits. We conducted a total of 37 system audits since beginning operations in April 2007. From these audits, we identify high-risk suppliers for further in-depth audits focusing on labor conditions. If an audit reveals areas where a supplier is not in compliance with our standards, we require corrective actions to be planned within 30 days and Nokia Siemens Networks will follow up to ensure those actions are implemented.

In 2007 we carried out five in-depth labor conditions audits and made recommendations for minor improvements in several areas, including employment contract practices, overtime management, freedom of association, health and safety aspects, and human resources guidelines. As a part of our normal auditing practice, we are following up to check that agreed improvements have been made. For 2008, we expect to carry out eight to ten in-depth labour conditions audits.

Working with industry

We engage with other companies in the industry to raise standards in the ICT supply chain. Nokia Siemens Networks has a seat on the board of the Global e-Sustainability Initiative (GeSI), a global partnership of ICT companies that promotes technologies for sustainable development. We are also part of the GeSI Supply Chain Working Group, which is developing tools and management processes to help members deal with supply chain issues.

At the end of 2007, we decided to join E-TASC, a tool created by GeSI and the Electronic Industry Code of Conduct (EICC) to help ICT companies implement supply chain standards and improve supplier compliance with codes related to labor, health and safety, ethics and environmental issues. E-TASC will be implemented by Nokia Siemens Networks during 2008.

Environment

Nokia Siemens Networks is committed to have a net positive impact on the environment. The way to achieve this is by minimizing our own environmental footprint and by maximizing the positive influence we can have on other industries.

This needs to be done in a way that combines environmental benefits with business benefits. Only by integrating environmental values into our normal ways of doing business can we ensure the long term success of the company.

Most important environmental issues we face are related to energy, materials and recycling.

Maximizing positive influence

Advanced communication technology can play a significant role in creating a sustainable future by reducing adverse environmental impacts while improving opportunities for economic growth.

Information communication technology (ICT) can decrease energy use by making physical goods such as music or magazines available in a digital format and by reducing the need for transportation and travel. ICT-based services and ways of working, such as tele-working and video-conferences, can help cut carbon emissions from business activities. In addition to these traditional examples of the benefits information technology can provide, there are many more existing and to-come benefits thanks to rapid and continuous innovation. One information source on what technology can enable is [the "High Tech: Low Carbon" report](#) by Intellect, the trade association for the UK technology industry.

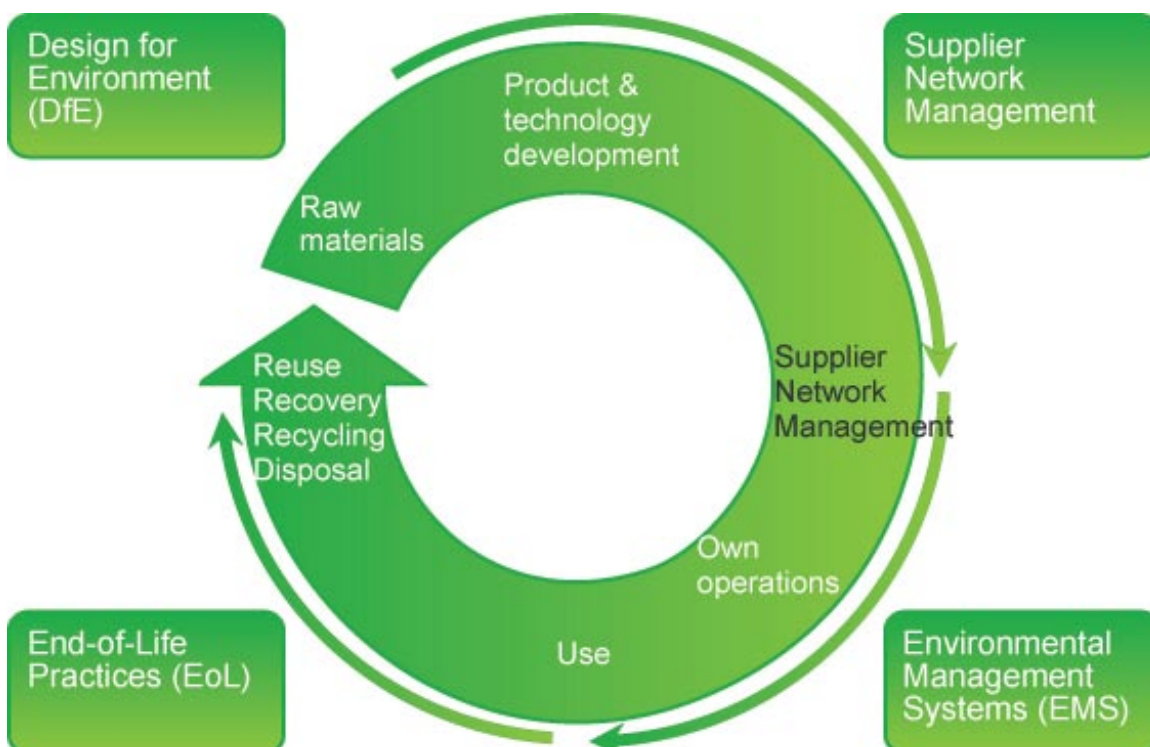
Strength through cooperation

We view the activities focused at achieving harmonized environmental regulation as pre-competitive and seek to work with other stakeholders through properly constituted Industry Associations and NGOs to achieve our aims. In taking a lead in these activities we feel that an optimum outcome for nations, industry and the environment can be achieved.

Currently Nokia Siemens Networks works with organizations such as EICTA , GeSI, WWF, MMF EWG, and GSMA / E to achieve these objectives.

Minimizing our environmental footprint

Our target is to exceed all mandatory requirements for environmental stewardship and set the pace for our industry by evaluating the entire lifecycle of our products and services.



Design for Environment

Design for Environment principles are integrated into Nokia Siemens Networks' product creation processes. This ensures that environmental issues are considered as part of normal design processes and implemented in research and development programs.

Through improved product design, close control of production processes and greater re-use and recycling of materials, we can help reduce our use of natural resources, materials and energy.

Our environmental policy commits us to phase out the use of hazardous substances in our products and minimize risks to the environment and human health. We have compiled [a list of restricted substances](#) including those identified by global or national regulatory requirements, as well as others we have voluntarily banned, restricted or targeted for reduction. Our Substance Team monitors regulation of substances and supports our Research and Development teams.

Examples of Design for Environment include:

- innovative new features enabling more efficient use of software to enhance the functionalities of products
- improved

energy efficiency of individual products and across networks

- intelligent remote network operability
- more environmentally sustainable components
- improved recyclability of products and materials

All this can help us and our customers – mobile and fixed line operators – to achieve environmental benefits and improve competitiveness.

Environmental requirements in the supply chain

Nokia Siemens Networks has specified ethical and [environmental requirements](#) for its suppliers since the start of our operations. These requirements are part of the global Nokia Siemens Networks Supplier Requirements. All suppliers must have an environmental management system and some suppliers (such as manufacturing suppliers) are required to have certified systems (e.g. to ISO14001 or EMAS).

Environmental management systems

The Environmental Management System is part of overall management systems in Nokia Siemens Networks and ensures global environmental optimization across organizational and national borders.

All Nokia Siemens Networks production sites and contract manufacturers have an environmental management system certified to ISO 14001. These management systems help us to control and reduce environmental impacts in our own operations.

Our energy use related goals for production and office facilities are:

- to reduce energy use by 6% by 2012, exceeding the official EU target of 5%
- use 25% renewable energy in our operations by 2009, increasing up to 50% by the end of 2010.

Environmentally sustainable business

Our products and solutions have bigger environmental impact when they are in use rather than when they are manufactured. Typically, over 90% of the energy footprint is associated with use. For this reason, we put a lot of emphasis on improving the operational energy efficiency of products, particularly mobile network base stations.

Nokia Siemens Networks base stations are currently the most energy efficient in the industry and we are continually improving performance. For example, the energy use of a typical previous generation base station site can be cut by up to 70% with the energy efficiency solutions we launched in November 2007.



These include:

- reducing the number of base station sites and antenna masts needed to run networks
- increasing the use of software upgrades to improve energy efficiency
- improving energy efficiency of hardware features
- raising the temperature at which equipment will work effectively from 25°C to 40°C, which reduces the energy needed for air conditioning by up to 30% and makes it possible to use airflow cooling rather than air conditioning
- using intelligent management systems to reduce energy consumption during off-peak periods by adapting the energy use of the base station according to the level of calls.

For example, in a network with approximately 5,000 base stations, serving a large metropolitan area, the average annual energy saving from these innovations would save around 43,000 tons of CO₂. This equals the annual energy needs of about 8,500 households.

We are also working with operators to develop and promote base stations powered by renewable energy sources like solar and wind energy in remote areas without access to power grids.

We have set targets to:

- reduce the energy use of typical GSM (2G) base stations by 20% by 2010 from the 2007 level of 800W
- reduce the energy consumption of typical WCDMA (3G) base stations by 40% by 2010 from end 2007 level of 500W.

Continuous improvements are also being made in broadband technologies, transport and switching. Considerable environmental savings can be achieved by innovative service concepts, such as remote maintenance. Nokia Siemens Networks continues to research new technologies and look for new ways to benefit the environment.

End of Life of products

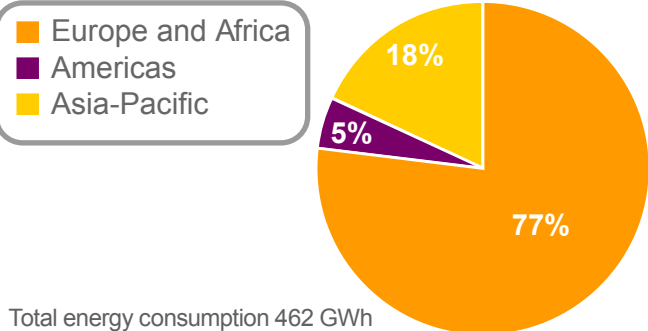
We provide customers with a lifetime service that includes the removal of end-of-life products from the customers' network, ensuring they are recycled or disposed off in an environmentally responsible way. Depending on customer needs, Nokia Siemens Networks services cover decommissioning, collection, warehousing, contract recycling and reporting.

Environmental Data

Energy consumption

Most of the energy used by Nokia Siemens Networks is for offices and powering R&D equipment, air-conditioning and lighting in offices and facilities world-wide. Nokia Siemens Networks' use of green energy was 10% during April 1 – December 31, 2007 and the goal is to increase the use of green energy up to 50% by the end of 2010.

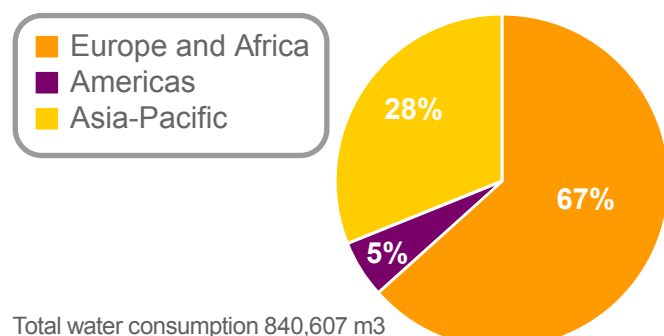
Regional total energy consumption



Water consumption

The majority of the water Nokia Siemens Networks consumes is used in its office buildings and factories for sanitary and catering purposes.

Regional total water consumption

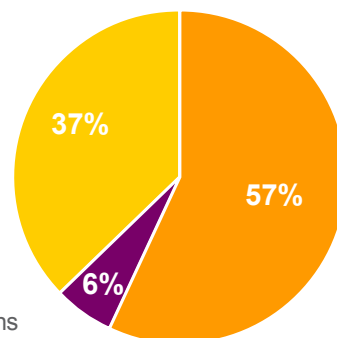


Air emissions

The CO₂ emissions of Nokia Siemens Networks cover indirect emissions from electricity use and office heating as well as direct emissions from gas heating. The total figures also include ozone-depleting substances (ODS), such as refrigerants used in cooling systems. The ODS figures are this year reported for Finland only, representing 22% of Nokia Siemens Networks' building portfolio.

Regional total CO₂ emissions

- Europe and Africa
- Americas
- Asia-Pacific



Total CO₂ emissions 178,054 tons

Waste management

The aim of Nokia Siemens Networks is to reuse, recycle or use as energy the majority of the waste it generates.

Due to office space consolidations and setting up of reporting processes in waste management, the statistics reported in this year's report represent the waste of 36% of the total Nokia Siemens Networks offices and facilities.

The data collected in 2007 for the waste management report shows that 86% of waste was utilized in some way, out of which 70% was recycled. We expect to report global distribution and utilization figures in full and by region in 2008.

Radio waves and health

Recognizing continuing stakeholder interest, we take seriously our responsibilities for managing questions in the discussion about radio wave emissions and health.

Our mobile communication infrastructure products use radio waves – also known as high-frequency electromagnetic fields (EMF) or radio frequency (RF) fields – to transmit information. These belong to the same part of the electromagnetic spectrum as the waves used in FM and AM broadcasting.

Established research

Scientists have been researching RF fields for more than fifty years. Based on this research and considering the overall weight of evidence, [the World Health Organization \(WHO\) states](#)

“Considering the very low exposure levels and research results collected to date, there is no convincing scientific evidence that the weak RF signals from base stations and wireless networks cause adverse health effects.”

The International Commission on Non-Ionizing Radiation Protection (ICNIRP) sets limits on RF fields on the basis of current scientific knowledge. These limits protect all members of the public including children and the elderly. All Nokia Siemens Networks products comply with these guidelines based on scientific data available today.

We do, however, acknowledge that discussion and speculation about RF fields continue amongst some stakeholder groups, and see it as our responsibility to be engaged in these discussions and to respond to any questions that people may have. We cooperate with other manufacturers and the operator community through national and international organizations, such as [the Mobile Manufacturers Forum](#) and the [GSMA](#) to provide consistent information to the public.

We invite interested parties to contact our experts directly at emf@nsn.com or to visit our [Radio Waves and Health website](#). We also encourage people to explore the available research themselves. Information is available for example at:

- [The World Health Organization International EMF Project](#)
- [International Commission on Non-Ionizing Radiation Protection \(ICNIRP\)](#)
- [EMF-NET](#)

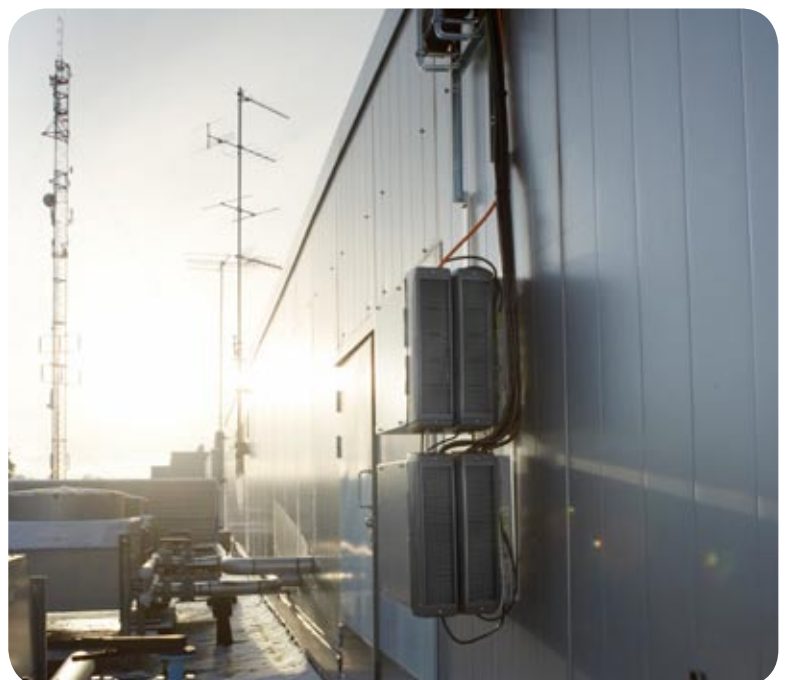
Conferences

Our experts attend relevant conferences to keep up-to-date on new research and debate. In 2007, these included:

- ICNIRP/EMF-NET Workshop on occupational exposure, Italy
- Eighth International Congress of the European Bioelectromagnetics Association (EBEA), France
- Workshop on Effective Risk Communication in the Context of Uncertainty, Italy
- International EMF Conference 2007 on Electromagnetic Fields, Bioeffects Research, Medical Applications and Standards Harmonization, Malaysia
- Bioelectromagnetics Society Annual Meeting, Japan

Our experts are also members of relevant international scientific organizations, including:

- Bioelectromagnetics Society
- European Bioelectromagnetics Association
- Society for Risk Analysis.



Society

Telecommunications technology can unite communities and stimulate economic and social development. Our products can support business, e.g. enhance productivity, provide for healthcare and forward education in the developing world, and for example bring banking opportunities to the underserved.

Nokia Siemens Networks' technologies help mobile operators to provide affordable communications services for people in some of the more deprived parts of the developing world. Extending these services to more and more communities will make a significant contribution to sustainable development. We are supporting research to analyze the relationship between socio-economic development and access to communications.

Nokia Siemens Networks prefers to engage with communities over the long term, rather than giving one-off donations. We are committed to contributing time and expertise to support communities and help them make the most of our technologies.

In 2008, one of our key focus areas will be to establish a rapid response team to help recovery efforts in the event of a natural disaster by providing mobile infrastructure to coordinate relief efforts.

Nokia Siemens Networks Village Connection

Many remote rural areas of the world have no mobile phone coverage and there is not enough demand to support building full-scale, fixed networks. This means that a large number of people are missing out on the development opportunities that a simple mobile phone connection can bring.

In 2007, Nokia Siemens Networks launched Village Connection, a cost-effective network system that allows an innovative business model by which

operators can bring affordable mobile phone services to such remote areas.

With Village Connection, operators set up simple GSM access points at focal points in the area, usually in villages. A local GSM access point host can run the access point as a franchise business by managing access to a network connection and selling prepaid mobile phone subscriptions to people in the village and surrounding area.

The access point handles the calls within a village. Different access points are connected to each other and onto the main GSM network via internet protocol links. Village subscribers use standard GSM mobile phones and can be connected via the GSM operator's network to any other network.

Since often electricity can also be unreliable, our Village Connection access points can run with environmentally friendly renewable energy sources such as solar or wind power.

Local ownership and management creates a cost-effective way for operators to connect remote villages one at a time. Nokia Siemens Networks has already rolled out Village Connection in India. Trials are currently on-going in Africa, the Asia Pacific region and in Latin America. Larger scale rollouts are planned during 2008.

European-African Telecommunications Roundtable

In 2007, Nokia Siemens Networks and Nokia hosted the Commonwealth Telecommunications Organisation's European-African Roundtable. The meeting brought together leaders from Africa and Europe, as well as members of the telecommunications industry. We engaged with politicians from each continent and helped to facilitate dialogue between them on telecommunications, and its impact on social and economic development.

In addition, Nokia Siemens Networks is also represented in various national fora such as the South African Presidential ICT Advisory Committee.



Feedback

Nokia Siemens Networks welcomes feedback on this report and our corporate responsibility activities in general through the [corporate responsibility feedback form](#).

