

GRI Content Index 2014

NOKIA



GRI CONTENT INDEX

This GRI Content Index relates to our People and Planet Report 2014. To ensure comparability with others, we have used the GRI G4 reporting guidelines in accordance to Core and you can find the indicators we have included in our report in this list. Some of the indicators we cover partly as not all of the metrics required within an indicator were relevant for our business and stakeholders. We have also included some indicators that are often asked by our stakeholders but not necessarily very relevant for our business.

Nokia's corporate governance is discussed in the Nokia's Annual Report 2014 and we have therefore excluded quite many related indicators from this list.

Unless otherwise stated in the Additional information column, our reporting boundary is Nokia Group (excluding the Devices and Services business substantially all of which was sold to Microsoft in April 2014.) The indicators related to supply chain sustainability include Nokia Networks suppliers only.

GENERAL STANDARD DISCLOSURES

Standard disclosure	Description	Disclosed in our People and Planet 2014 report	On page	Additional information/Omissions	External Assurance (More details on Independent assurance, page 66, People and Planet report)
Strategy and analysis					
G4-1	Provide a statement from the most senior decision-maker of the organization about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	Letter from the president and CEO	4		
G4-2	Provide a description of key impacts, risks, and opportunities.	Our economic impact; Identifying key sustainability topics; Managing responsibility	10, 13, 18		
Organizational profile					
G4-3	Report the name of the organization.	About Nokia	8		
G4-4	Report the primary brands, products, and services.	About Nokia	8		
G4-5	Report the location of the organization's headquarters.	About Nokia	8		
G4-6	Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	About Nokia	8		
G4-7	Report the nature of ownership and legal form.			Nokia's Annual Report 2014	
G4-8	Report the markets served	About Nokia	8		
G4-9	Report the scale of the organization, including: - Total number of employees - Total number of operations - Net sales - Total capitalization broken down in terms of debt and equity - Quantity of products or services	About Nokia	8	Further information available in Nokia's Annual Report 2014	
G4-10	a. Report the total number of employees by employment contract and gender. b. Report the total number of permanent employees by employment type and gender. c. Report the total workforce by employees and supervised workers and by gender. d. Report the total workforce by region and gender.	About Nokia; Making Nokia a great place to work; Social data	8, 35, 72		

GENERAL STANDARD DISCLOSURES

Standard disclosure	Description	Disclosed in our People and Planet 2014 report	On page	Additional information/Omissions	External Assurance (More details on Independent assurance, page 66, People and Planet report)
G4-11	Report the percentage of total employees covered by collective bargaining agreements..	Freedom of association and collective bargaining	28	We support the freedom of association for all our employees and the right to collective bargaining. We also recognize local works councils in relevant countries and are willing to engage with them. No consolidated data available.	
G4-12	Describe the organization's supply chain.	Our supply chain	58		
G4-13	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including: - Changes in the location of, or changes in, operations, including facility openings, closings, and expansions - Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) - Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination	Who we are today	34		
Commitments to external initiatives					
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization.	A letter from the President and CEO; Risk and opportunity management	5, 19		
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	A letter from the President and CEO; Implementing the guiding principles of the Telecommunications Industry Dialogue; Protecting the environment; Ensuring decent working conditions and fair employment; Tackling conflict minerals	5, 30, 32, 42, 56, 63		

GENERAL STANDARD DISCLOSURES

Standard disclosure	Description	Disclosed in our People and Planet 2014 report	On page	Additional information/Omissions	External Assurance (More details on Independent assurance, page 66, People and Planet report)
G4-16	List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization: <ul style="list-style-type: none"> - Holds a position on the governance body - Participates in projects or committees - Provides substantive funding beyond routine membership dues - Views membership as strategic 	Making change happen together	52		
Identified material aspects and boundaries			15-17		
G4-17	a. List all entities included in the organization's consolidated financial statements or equivalent documents. b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	About this report; Nokia sustainability data	2, 68	See Nokia's Annual Report 2014 for entities included in financial statements. Our report covers Nokia Networks and Nokia Group for Continuing operations for 2014. Nokia Group covers our three businesses: Nokia Networks, HERE and Nokia Technologies (jointly, "Continuing operations"). When referred in report text, Group does not include Discontinued operations (formerly Devices & Services business), which was part of the Nokia Group until April 25, 2014. We report, however, some key environmental and financial data from Discontinued operations in a separate table at the end of the People & Planet Report 2014.	
G4-18	a. Explain the process for defining the report content and the Aspect Boundaries. b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.	Identifying key responsibility topics for Nokia	15	Our materiality analysis followed the GRI guidance G4 Materiality Process. The analysis was approved by our Responsibility Council and it covers all our three businesses	

GENERAL STANDARD DISCLOSURES

Standard disclosure	Description	Disclosed in our People and Planet 2014 report	On page	Additional information/Omissions	External Assurance (More details on Independent assurance, page 66, People and Planet report)
G4-19	List all the material Aspects identified in the process for defining report content.	Identifying key responsibility topics for Nokia	15	We do not use exactly the same terminology with GRI on the aspects. To ease comparison with GRI aspects, we have listed the material aspects as per GRI terminology where DMAs of specific standard disclosures are listed later in this list. In the list of specific standard disclosures we have also marked "material" for the material aspects, as we also report some non-material aspects, which we get frequently questions from some of our stakeholders.	
G4-20	For each material Aspect, report the Aspect Boundary within the organization, as follows: <ul style="list-style-type: none"> • Report whether the Aspect is material within the organization If the Aspect is not material for all entities within the organization (as described in G4-17), select one of the following two approaches and report either: <ul style="list-style-type: none"> • The list of entities or groups of entities included in G4-17 for which the Aspect is not material or • The list of entities or groups of entities included in G4-17 for which the Aspects is material Report any specific limitation regarding the Aspect Boundary within the organization	Nokia sustainability data; GRI index	68	Unless otherwise stated in the Additional information column of the GRI-index, our reporting boundary is Nokia Group (excluding the Devices and Services business substantially all of which was sold to Microsoft in April 2014.)	

GENERAL STANDARD DISCLOSURES

Standard disclosure	Description	Disclosed in our People and Planet 2014 report	On page	Additional information/Omissions	External Assurance (More details on Independent assurance, page 66, People and Planet report)
G4-21	For each material Aspect, report the Aspect Boundary outside the organization, as follows: - Report whether the Aspect is material outside of the organization - If the Aspect is material outside of the organization, identify the entities, groups of entities or elements for which the Aspect is material. In addition, describe the geographical location where the Aspect is material for the entities identified - Report any specific limitation regarding the Aspect Boundary outside the organization	GRI-index		The indicators related to supply chain sustainability include Nokia Networks suppliers only, as in 2014 HERE and Nokia Technologies had very limited supply chains compared with Nokia Networks.	
G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	Nokia sustainability data	68	Possible restatements are mentioned separately in the notes below sustainability data tables.	
G4-23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	About Nokia; Nokia sustainability data	8, 68, 78	Following the sale of substantially all of our Devices & Services business to Microsoft, which was completed on April 25, 2014, Nokia emerged with three businesses—Nokia Networks, HERE and Nokia Technologies. Our top five focus areas in the environmental work – based on their impact on the environment and our ability to manage them – originate from our Networks business. Energy consumption of our products in use is now a priority as it is responsible for at least three-quarters of our total lifecycle greenhouse gas emissions.	

GENERAL STANDARD DISCLOSURES

Standard disclosure	Description	Disclosed in our People and Planet 2014 report	On page	Additional information/Omissions	External Assurance (More details on Independent assurance, page 66, People and Planet report)
Stakeholder engaging					
G4-24	Provide a list of stakeholder groups engaged by the organization.	Engaging our stakeholders	53		
G4-25	Report the basis for identification and selection of stakeholders with whom to engage.	Engaging our stakeholders	53		
G4-26	Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	Making change happen together	52		
G4-27	Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	Making change happen together	52		
Report profile					
G4-28	Reporting period (such as fiscal or calendar year) for information provided.	About this report	2		
G4-29	Date of most recent previous report				We publish sustainability reports annually. The previous report was published in May 2014.
G4-30	Reporting cycle (such as annual, biennial).	About this report	2		
G4-31	Provide the contact point for questions regarding the report or its contents.	About this report	2		
G4-32	a. Report the 'in accordance' option the organization has chosen. b. Report the GRI Content Index for the chosen option c. Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines.	About this report, GRI Index	2		

GENERAL STANDARD DISCLOSURES

Standard disclosure	Description	Disclosed in our People and Planet 2014 report	On page	Additional information/Omissions	External Assurance (More details on Independent assurance, page 66, People and Planet report)
G4-33	<p>a. Report the organization's policy and current practice with regard to seeking external assurance for the report.</p> <p>b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided.</p> <p>c. Report the relationship between the organization and the assurance providers.</p> <p>d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.</p>	Independent assurance report	65		
Governance					
G4-34	Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	Managing responsibility at Nokia	18	Nokia's Annual Report 2014	
G4-35	Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	Managing responsibility at Nokia	18		
G4-36	Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	Managing responsibility at Nokia	18		
G4-37	Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body.	Managing responsibility at Nokia, Reporting ethical concerns	18, 22		
G4-39	Report whether the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organization's management and the reasons for this arrangement).			Nokia's Annual Report 2014	

GENERAL STANDARD DISCLOSURES

Standard disclosure	Description	Disclosed in our People and Planet 2014 report	On page	Additional information/Omissions	External Assurance (More details on Independent assurance, page 66, People and Planet report)
G4-42	Report the highest governance body's and senior executive's roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	Managing responsibility at Nokia	18		
G4-43	Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	Conducting business ethically	21		
G4-46	Report the highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.	Managing responsibility at Nokia	18		
G4-47	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks and opportunities.	Managing responsibility at Nokia	18		
G4-48	Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.	About this report	2		
G4-49	Report the process for communicating critical concerns to the highest governance body.	Managing responsibility at Nokia	18		
G4-50	Report the nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them. (from Legal to HR)	Reporting ethical concerns	22		
G4-51	Report the remuneration policies for the highest governance body and senior executives for the below types of remuneration: *Fixed pay and variable pay: Performance-based pay, Equity-based pay, Bonuses, Deferred or vested shares *Sign-on bonuses or recruitment incentive payments *Termination payments *Clawbacks *Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees b. Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives.			Nokia's Annual Report 2014	

GENERAL STANDARD DISCLOSURES

Standard disclosure	Description	Disclosed in our People and Planet 2014 report	On page	Additional information/Omissions	External Assurance (More details on Independent assurance, page 66, People and Planet report)
G4-52	Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organization.			Nokia's Annual Report 2014	
Ethics and integrity					
G4-56	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	Conducting business ethically, Ensuring decent working conditions and fair employment; New Nokia values	21, 32, 36		Percentage of employees who have completed online training on ethical business conduct
G4-57	Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines.	Reporting ethical concerns	22		
G4-58	Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	Reporting ethical concerns, Sustainability data	22, 74		

SPECIFIC STANDARD DISCLOSURES

Standard disclosure	Description	Disclosed in our People and Planet 2014 report	On page	Additional information/Omissions	External Assurance (More details on Independent assurance, page 66, People and Planet report)
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DISCLOSURES ON MANAGEMENT APPROACH FOR OUR MATERIAL ASPECTS

G4-DMA	Generic	Strategy, Management, Supply chain management	13, 18, 64		
G4-DMA	Economic	Our economic impact; Key factors affecting our responsibility approach; Our supply chain	10, 16, 58	Economic performance; Indirect economic impacts	
G4-DMA	Environmental	Key factors affecting our responsibility approach; Protecting the environment; Driving improvements with our suppliers; Conducting business ethically	16, 40, 47, 58, 21	Materials; Energy; Emissions; Effluents and waste; Products and Services; Compliance; Transport; Supplier environmental assessment; Environmental Grievance Mechanisms	
G4-DMA	Labor Practices and Decent Work	Key factors affecting our responsibility approach; Ensuring decent working conditions and fair employment; Making Nokia a great place to work; Driving improvements with suppliers; Conducting business ethically	16, 32, 34, 35, 39, 58, 21	Employment; Labor / management relations; Occupational health and safety; Training and Education; Diversity and equal opportunity; Equal Remuneration for Women and Men; Supplier assessment for labor practices; Labor practice grievance mechanisms	
G4-DMA	Human Rights	Key factors affecting our responsibility approach; Conducting business ethically; Addressing human rights risks relating to privacy and freedom of expression; Ensuring decent working conditions and fair employment; Driving improvements with suppliers	16, 21, 30, 32, 58	Investments; Non-discrimination; Freedom of association and collective bargaining; Child labor; Forced or compulsory labor; Assessment; Supplier human rights assessment; Human rights grievance mechanisms	

SPECIFIC STANDARD DISCLOSURES

Standard disclosure	Description	Disclosed in our People and Planet 2014 report	On page	Additional information/Omissions	External Assurance (More details on Independent assurance, page 66, People and Planet report)
G4-DMA	Society	Key factors affecting our responsibility approach; Conducting business ethically; Improving people's lives with technology; Partnering with NGOs to build a better tomorrow; Driving improvements with suppliers;	16, 21, 24, 56, 58	Local communities; Anti-corruption; Anti-competitive behavior; Compliance; Supplier assessment for impacts on society; Grievance Mechanisms for Impacts on Society	
G4-DMA	Product Responsibility	Key factors affecting our responsibility approach; Opportunities opened by the programmable world; Protecting people's privacy; Improving the security of our digital society; Addressing human rights risks relating to privacy and freedom of expression; Minimizing environmental impact of networks; EMF and health	16, 25, 29, 30, 48, 50	Customer health and safety; Customer privacy; Compliance	
CATEGORY: Economic					
Economic performance (material aspect)					
G4-EC1	Direct Economic Value Generated and Distributed	Our economic impact	10		
G4-EC2	Financial Implications and Other Risks and Opportunities for the Organization's Activities Due to Climate Change	Identifying key responsibility topics for Nokia	17	See our response to the CDP Climate Change survey for more details.	
Indirect economic impacts (material aspect)					
G4-EC8	Significant indirect economic impacts, including the extent of impacts.	Our economic impact, Improving people's lives with technology; Partnering with NGO's to build better tomorrow	10, 24, 56		

SPECIFIC STANDARD DISCLOSURES

Indicator	Description	Disclosed in our People and Planet 2014 report	On page	Additional information/Omissions	External Assurance (More details on Independent assurance, page 66, People and Planet report)
Procurement practices (material aspect)					
Own metric	Procurement practices	Our supply chain	58		
CATEGORY: Environmental					
Materials (material aspect)					
G4-EN1	Materials Used by Weight or Volume	Ensuring compliance	48	Nokia Substance List, which is available on our website, is the material requirement specification for parts and components delivered by the suppliers to Nokia. The total materials used are not reported in GRI terms because part of the information is Nokia suppliers' trade-secret information.	
Energy (material aspect)					
G4-EN3	Energy consumption within the organization	Protecting the environment, Environmental data	44, 70		Total energy use within Nokia (GWh) ; Renewable electricity amount (GWh) and portion of total electricity consumption (%)
G4-EN4	Energy consumption outside of the organization.	Minimizing the environmental impact of networks, Environmental data	49, 70	Boundary: Nokia Networks	Product use-time energy consumption (GWh)
G4-EN6	Reduction of energy consumption.	Improving the efficiency of our operations	44		
G4-EN7	Reduction of energy requirements of products and services.	Designing more energy efficient products and services	48		
Water					
G4-EN8	Total water withdrawal by source.	Paying attention water use; Environmental data	47, 71		Water withdrawal in facilities (m3) and recycling (%)
G4-EN10	Percentage and total volume of water recycled and reused.	Environmental data	71		Water withdrawal in facilities (m3) and recycling (%)

SPECIFIC STANDARD DISCLOSURES

Indicator	Description	Disclosed in our People and Planet 2014 report	On page	Additional information/Omissions	External Assurance (More details on Independent assurance, page 66, People and Planet report)
Emissions (material aspect)					
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Improving the efficiency of our operations; Environmental data	44, 69		Facility related Scope 1 greenhouse gas (GHG) emissions (tonnes CO ₂ e)
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2).	Improving the efficiency of our operations; Environmental data	44, 69		Scope 2 GHG emissions, gross and net (tonnes CO ₂)
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Improving the efficiency of our operations; Environmental data	44, 69	Boundary: Nokia Networks (except for business air travel)	Scope 3 GHG emissions: air travel (tonnes CO ₂); Scope 3 GHG emissions: external data centers (tonnes CO ₂); Scope 3 GHG emissions: product use-time (tonnes CO ₂)
G4-EN18	Greenhouse gas (GHG) emissions intensity	Improving the efficiency of our activities	45	Boundary: Nokia Networks	
G4-EN19	Reduction of greenhouse gas (GHG) emissions.	Our CO ₂ e emissions from buildings reduced in relation to sales and headcount	45		
Effluents and waste (material aspect)					
G4-EN23	Total weight of waste by type and disposal method.	Reducing, reusing and recycling waste in our own operations; Environmental data	47, 71		Waste amounts (tonnes) and treatment
Products and services (material aspect)					
G4-EN27	Percentage of Products Sold and Their Packaging Materials That Are Reclaimed by Category	Minimizing the environmental impact of networks	48	Boundary: Nokia Networks	
G4-EN28	Percentage of Products Sold and Their Packaging Materials That Are Reclaimed by Category	Recyclig and reusing old telecom equipment; Environmental data	50, 71	Boundary: Nokia Networks	
Compliance (material aspect)					
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.				There were no significant fines or non-monetary sanctions for noncompliance with laws and regulations during 2014.

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Indicator	Description	Disclosed in our People and Planet 2014 report	On page	Additional information/Omissions	External Assurance (More details on Independent assurance, page 66, People and Planet report)
Transport (material aspect)					
G4-EN30	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce	Creating smarter logistics; Reducing emissions from business travel and commuting; Environmental data	46, 45, 69	Boundary: Nokia Networks	
Supplier environmental assessment (material aspect)					
G4-EN32	Percentage of new suppliers that were screened using environmental criteria.	Driving improvements with suppliers	59	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 audits (focused on labor conditions and environment) against Nokia Supplier Requirements; Number of suppliers assessed on Corporate Responsibility in EcoVadis Sustainable Supply Management platform; Number of suppliers assessed on their climate change impact based on their CDP reporting for Nokia
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken.	Encouraging suppliers to set carbon reduction targets	59		
Environmental grievance mechanisms (material aspect)					
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms.	Conducting business ethically	22	Boundary: Nokia Networks	
CATEGORY: Social					
Labor practices and decent work: Employment (material aspect)					
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region.	Making Nokia a great place to work, Social data	35, 72		Yearly employee attrition of voluntary leavers (%)
G4-LA3	Return to work and retention rates after parental leave, by gender.	Social data	72		
Labor practices and decent work: Labor / management relations (material aspect)					
G4-LA4	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.			When making operational changes, we follow local legislation.	

SPECIFIC STANDARD DISCLOSURES

Indicator	Description	Disclosed in our People and Planet 2014 report	On page	Additional information/Omissions	External Assurance (More details on Independent assurance, page 66, People and Planet report)
Labor practices and decent work: Occupational health & safety (material aspect)					
G4-LA6	Type of injury, rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities by region and by gender.	The health and safety of our employees and contractors; Social data	33, 73	Boundary: Nokia Networks (except for employee fatalities which cover Nokia Group) and contractors of Nokia Networks	Number of lost-time incidents of employees; Number of employee fatalities; Number of contractor and subcontractor fatalities
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation.	The health and safety of our employees and contractors	33	Boundary: Nokia Group and contractors of Nokia Networks	
Labor practices and decent work: Training and education (material aspect)					
G4-LA9	Average hours of training per year per employee by gender, and by employee category.	Offering equal opportunities; Social data	33, 72	Following training by gender and employee category is not material to us. Boundary: Nokia Networks	Amount of training days provided by Academy and Average number of training hours per employee by Academy
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Helping employees affected by our restructuring plans find a new future	7		
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	Offering equal opportunities; Social data	37, 72	Following reviews by gender and employee category is not material to us.	
Labor practises and decent work: Diversity and equal opportunity (material aspect)					
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Offering equal opportunities; Social data	35, 73	Nokia does not track breakdown of employees by minority group memberships.	Number of nationalities and share of non-Finnish within senior management (%); Share of women within senior management (%); Number of nationalities employed
Labor practices and decent work: Equal remuneration for women and men (material aspect)					
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	Compensation	32	We are not disclosing the ratios for 2014, but we are committed to equal pay for equal skill and level of responsibility irrespective of factors such as employee gender and nationality. We monitor compensation as normal business practice within business units and functions in order to ascertain fair compensation throughout the entire organization.	

SPECIFIC STANDARD DISCLOSURES

Indicator	Description	Disclosed in our People and Planet 2014 report	On page	Additional information/Omissions	External Assurance (More details on Independent assurance, page 66, People and Planet report)
Labor conditions and decent work: Supplier assessment for labor practices (material aspect)					
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	Driving improvements with suppliers	59	Suppliers that are new to Nokia or have significant changes in their operations are subject to system audits to check compliance with our requirements.	Number of system audits against Nokia Supplier Requirements; Number of in-depth audits (focused on labor conditions and environment) against Nokia Supplier Requirements; Number of suppliers assessed on Corporate Responsibility in Ecovadis Sustainable Supply Management platform
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	Tackling labor condition -related issues	59		
Labor practices and decent work: Labor practices grievance mechanisms (material aspect)					
G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms.	Conducting business ethically; Driving improvements with suppliers	22, 58, 62	Boundary: Nokia Networks	
Human rights: Investment (material aspect)					
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Conducting business ethically; Implementing the ID guiding principles	21, 31		
Human rights: Non-discrimination (material aspect)					
G4-HR3	Total number of incidents of discrimination and corrective actions taken.	Conducting business ethically	22	Boundary: Nokia Networks	
Human rights: Freedom of association and collective bargaining (material aspect)					
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights.	Ensuring decent working conditions and fair employment	32		

SPECIFIC STANDARD DISCLOSURES

Indicator	Description	Disclosed in our People and Planet 2014 report	On page	Additional information/Omissions	External Assurance (More details on Independent assurance, page 66, People and Planet report)
Human rights: Child labor (material aspect)					
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	Ensuring decent working conditions and fair employment; Tackling labor condition related issues	32, 59		
Human rights: Forced or compulsory labor (material aspect)					
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	Ensuring decent working conditions and fair employment; Tackling labor condition related issues	32, 60		
Human rights: Assessment (material aspect)					
Own metric	Telecommunications Industry Dialogue guiding principle 2: Conduct regular human rights impact assessments and use due diligence processes, as appropriate to the company, to identify, mitigate and manage risks to freedom of expression and privacy — whether in relation to particular technologies, products, services or countries — in accordance with the Guiding Principles for the Implementation of the UN Protect, Respect and Remedy Framework	Implementing the ID guiding principles	31		Progress in implementing the Guiding Principles of the Telecommunications Industry Dialogue (ID)
Human rights: Supplier human rights assessment (material aspect)					
G4-HR10	Percentage of new suppliers that were screened using human rights criteria.		59	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 human rights during supplier selection.	Number of system audits against Nokia Supplier Requirements; Number of in-depth audits (focused on labor conditions and environment) against Nokia Supplier Requirements; Number of suppliers assessed on Corporate Responsibility in EcoVadis Sustainable Supply Management platform
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken.	Driving improvements with suppliers	59		

SPECIFIC STANDARD DISCLOSURES

Indicator	Description	Disclosed in our People and Planet 2014 report	On page	Additional information/Omissions	External Assurance (More details on Independent assurance, page 66, People and Planet report)
Human rights: Human rights grievance mechanisms (material aspect)					
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms.	Conducting business ethically; Driving improvements with suppliers	22,58	Boundary: Nokia Networks	
Society: Local communities (material aspect)					
Own metric	Engagement with local communities	Improving people's lives with technology; Volunteering; Partnering with NGOs to build a better tomorrow	27, 38, 56	Volunteering is an important part of our employee engagement and enables us to make meaningful contributions to the communities where we operate. Through our corporate social responsibility programs, we work with NGOs to improve people's lives around the world. We target our support where we can make the greatest contribution using our core competencies in information and communications technologies (ICT).	
Society: Anti-corruption (material aspect)					
G4-S03	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified.	Conducting business ethically	21		
G4-S04	Communication and training on anti-corruption policies and procedures.	Conducting business ethically	21		
G4-S05	Confirmed incidents of corruption and actions taken.	Conducting business ethically	22	Boundary: Nokia Networks	
Society: Anti-competitive behavior (material aspect)					
G4-S07	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes			Nokia has not been involved in any anti-trust cases with competition authorities and has not paid any fines due to anti trust litigation.	

SPECIFIC STANDARD DISCLOSURES

Indicator	Description	Disclosed in our People and Planet 2014 report	On page	Additional information/Omissions	External Assurance (More details on Independent assurance, page 66, People and Planet report)
Society: Compliance (material aspect)					
G4-S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations			There were no significant fines or non-monetary sanctions for non-compliance with laws and regulations during 2014.	
Society: Supplier assessment for impact on society (material aspect)					
G4-S09	Percentage of new suppliers that were screened using criteria for impacts on society	Driving improvements with suppliers	58	Suppliers that are new to Nokia or have significant changes in their operations are subject to system audits to check compliance with our Supplier requirements. We request information on societal impacts during supplier selection.	
Society: Grievance mechanisms for impacts on society (material aspect)					
G4-S011	Number of grievances about impacts on society field, addressed, and resolved through formal grievance mechanisms	Conducting business ethically	22	Boundary: Nokia Networks	
Product responsibility: Customer health and safety (material aspect)					
G4-PR1	Percentage of Significant Product and Service Categories for Which Health and Safety impacts are assessed for Improvement	Ensuring compliance; Radio waves and health	48, 50	Boundary: Nokia Networks	
Product responsibility: Product and service labeling					
G4-PR3	Type of product and service information required by the organizations procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements	Minimizing the environmental impact of networks	48	Boundary: Nokia Networks	
Product responsibility: Customer privacy (material aspect)					
Own metric	Implementation of Guiding Principles of the Telecommunications Industry Dialogue (ID)	Addressing human rights risks relating to privacy and freedom of expression	30		Progress in implementing the Guiding Principles of the Telecommunications Industry Dialogue (ID)

SPECIFIC STANDARD DISCLOSURES

Indicator	Description	Disclosed in our People and Planet 2014 report	On page	Additional information/Omissions	External Assurance (More details on Independent assurance, page 66, People and Planet report)
Product responsibility: Customer privacy (material aspect)					
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	Reporting ethical concerns	22		
Product responsibility: Compliance (material aspect)					
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations			There were no significant fines or non-monetary sanctions for non-compliance with laws and regulations during 2014.	