

Ericsson response to Myanmar Foreign Investment Tracking Project

By Business & Human Rights Resource Centre



1. Does your company have investments or operations in Myanmar or is it seriously considering investing or operating there? If so, please provide information on the nature of these investments, and which geographic areas and communities they will affect.

Ericsson Reply:

Ericsson re-established its presence in Myanmar on June 1, 2012, with an office located at the MICT Park in Hlaing Township, in Yangon, Myanmar. We now have more than 160 employees, majority of which are local hires.

In 2013 Telenor signed a contract with us to supply network equipment, and we are now working to deliver and install this equipment for Telenor.

2. Do you have policies and procedures in place to prevent your business activities or investment from contributing to human rights abuse and social conflict in Myanmar (including, for example, human rights due diligence measures)? Please specify whether these policies and procedures apply to your company in general, or specifically to your Myanmar investment. If you have human rights policies and procedures regarding investing or operating in Myanmar, are you willing to share them for posting on our website? If so, please send them as a Word or PDF file, or, if available, as a hyperlink.

Ericsson Reply:

Ericsson policies (including Myanmar)

Ericsson has Group-wide policies, processes and directives in place for responsible sourcing, environmental management, Occupational Health & Safety, anti-corruption, labor standards and human rights. The Ericsson Group Management System (EGMS) includes the Code of Business Ethics, Code of Conduct and Sustainability Policy. We are committed to uphold the UN Global Compact Principles, the UN Guiding Principles on Business and Human Rights and the Partnership Against Corruption Initiative principles. Policies are embedded into our operations and supported by employee awareness activities including training.

The Ericsson Code of Business Ethics as well as the Code of Conduct which is contractual binding for all our suppliers show, for example, the commitment of Ericsson to implementing the United Nations Guiding Principles on Business and Human Rights, identifying our salient human rights issues etc.

For more general information on Ericsson and Human Rights, see [Ericsson website](#)

Another example is the Ericsson Sales Compliance Board which addresses human rights risks as an integrated part of the sales process. Similarly, a Group-wide process is in place for trade compliance. Ericsson's Sales Compliance Board is a cross functional forum of senior executive members, for more info, [see link](#)

**Ericsson specific for Myanmar**

In 2013, Ericsson initiated a Human Rights Impact Assessment (HRIA) in accordance with the UN Guiding Principles on Business and Human Rights, with assistance from Shift.

The HRIA covers adverse human rights impacts that Ericsson may cause or contribute to, through our own activities, or which may be directly linked to our operations, products or services by our business relationships. It aims to provide a framework for ensuring that Ericsson is respecting human rights within the scope of our business operations and describes the social, operational and human rights context for doing business in Myanmar. Ericsson will implement the recommendations from the HRIA process into the management processes and systems to ensure continuing attention to addressing and tracking human rights challenges. For more info about this work, see [Ericsson website](#) on Myanmar

Suppliers in Myanmar are included in our CoC audits for suppliers.

3. Who in your leadership is responsible for ensuring compliance with the policies and procedures in no. 2?

Ericsson Reply:

Head of Sustainability and Corporate Responsibility is responsible for Sustainability and Corporate Responsibility defined as the integration of social, environmental and economic issues in a triple bottom line context.

Operational responsibility for labor areas: Head of Group Function Human Resources. Head of Human Resources of Ericsson companies are responsible for labor practices in their respective company.

A cross-functional Sustainability and CR Steering Group meets regularly to follow up on strategic and operational issues and the Ericsson Board of Directors is briefed twice a year on sustainability and CR matters including human rights issues.

4. If you do not yet have human rights policies and procedures in place, do you have plans to develop them? If so, what efforts are you currently engaged in or plan to engage in on this regard?

Ericsson Reply:

See answer above

5. How does your company try to prevent or mitigate conflicts that affect its operations or the surrounding communities (including armed conflict, inter-communal conflict and violence, etc.)? Could you please list your policies, procedures or concrete activities in this regard, including community engagement and dialogue measures and revenue sharing agreements?



Ericsson reply:

Our Code of Business Ethics, recognized by our employees, suppliers and partners, state that the health of our workers and the safety of the workplace shall always be a priority concern, and that this applies to all aspects of working conditions. See also previous information regarding our Code of Conduct

Towards this end, we work closely with our current customer, Telenor, to discuss any potential issues around armed conflict and inter-communal conflict and violence. We also seek the advice of how to operate in potential conflict areas from numerous sources, including the Center for Responsible Business in Myanmar.

6. Who should communities or civil society groups contact if they have questions or concerns about your investment or operations in Myanmar? Please provide their contact information.

Ericsson Reply:

Our Country Head for Myanmar, Jan Wassenius, may be reached through his email address: jan.wassenius@ericsson.com, and through mobile at +959421062828 or +84936168788

7. We further invite you to respond to questions specific to your industry. Does our company have policies and procedures in place to address each of the following areas? If so, please provide details:
- a. Freedom of association and collective bargaining
 - b. Workplace health and safety
 - c. Child labour
 - d. Forced labour
 - e. Anti-discrimination (whether based on race, gender, religion, nationality, etc.)
 - f. Environment
 - g. Land rights
 - h. Privacy and freedom of expression

Ericsson reply: Areas A-F and H are covered in the updated Code of Conduct and Code of Business Ethics. Land rights were also an issue that came up during the work with the Human Rights Impact Assessment for Myanmar.