



KnowTheChain Engagement Questions

2018 Information and Communications Technology Benchmark

Completing these questions provides you the opportunity to guide us to information regarding your company's efforts to address human trafficking and forced labor in its supply chains. **Answers to these questions will be made publicly available on the [Business & Human Rights Resource Centre \(BHRRC\) website](#), a KnowTheChain partner.**

KnowTheChain will review the information available on your public website, as well as information you link to from your website.

If your company was included in our 2016 benchmark and you completed our engagement questionnaire at that time, relevant responses will be included in our 2018 benchmark as long as the information is not more than three years old.

Over a period of two months (during Q1-2018), you will be invited to review the information we collected and provide additional disclosure. We will particularly welcome specific examples you may be able to provide regarding the implementation of your processes, as well any leading practices. We will invite you either publish additional disclosure on your website, and send us the link to the specific page(s), or send the information to us, and we will publish them on the [website of Business & Human Rights Resource Centre](#).

In case you do not have sufficient publicly available information on some or all of the indicators of the KnowTheChain benchmark methodology (see attached methodology and guidance), you are welcome to disclose relevant information to us at this stage already.¹ Please let us know by 31 October that you wish to do so, and send us the additional information by 30 November. We will publish the information provided on the [website of Business & Human Rights Resource Centre](#).

Please email your response to the below questions to Felicitas Weber, BHRRC KnowTheChain Project Lead at weber@business-humanrights.org and CC companies@knowthechain.org.

The accuracy of our reports is important to us, we appreciate your help and cooperation. Should you have any questions, please contact Felicitas Weber at weber@business-humanrights.org.

¹ Please indicate which benchmark indicators the information relates to. Should this be of interest, we would be happy to send you the indicators in an Excel or Word document for you to fill out.



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General Information

Name of company:

Name of respondent:

Position of respondent:

Respondent's email address:

Disclosure Information

1. Documents

KnowTheChain aims to decrease the reporting burden for companies. Therefore, we will review information available on your company's public website. However, to ensure we take into consideration all relevant documents, we invite you to provide us with links to any statements, reports, webpages, or documents that you would us to take into account as we review your company's approach to managing forced labor risks in its supply chains.

Please find here links to key Nokia documents:

Modern Slavery Statement

http://www.nokia.com/sites/default/files/nokia_modern_slavery_statement_approved_june_29_2017_1_.pdf

Nokia People and Planet Report 2016

http://www.nokia.com/sites/default/files/nokia_people_and_planet_report_2016_5.pdf

Code of Conduct

http://www.nokia.com/en_int/investors/corporate-governance/code-of-conduct

Conflict minerals report 2016

http://www.nokia.com/sites/default/files/nokia-2016_conflict_minerals_report.pdf

Conflict minerals policy

http://company.nokia.com/sites/default/files/download/nokia_conflict_minerals_policy_0.pdf



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2018 Information and Communications Technology Benchmark

Overview on supplier requirements on CSR

http://company.nokia.com/sites/default/files/download/an_overview_of_our_supplier_requirements_on_csr.pdf

Our Senior Executive Management has also externally demonstrated our commitment to Human Rights

<https://blog.networks.nokia.com/mobile-networks/2016/12/09/stand-everyones-responsibility/>

2. Membership in industry and multi-stakeholder associations

- Where relevant, please indicate your level of membership with the Electronic Industry Citizenship Coalition (EICC) (see methodology FAQs for details on how the different levels count towards the KnowTheChain benchmark score).
 - EICC Full member
 - EICC Member
 - EICC Supporter member
 - EICC Affiliate Member

We are members of the RMI (former CFSI), which is a part of the RBA (former EICC).

- Please also indicate your membership in other industry and multi-stakeholder associations relevant to addressing forced labor in the supply chain.

Nokia strives for open and transparent multistakeholder dialogue on finding solutions to issues like modern slavery. As an example of this strategy, we held an off the record meeting in Sussex in June [2017](#), which brought together up to 60 key stakeholders from selected source, transit and destination countries, including policy makers, law enforcement, business, civil society, and other experts for an expert exchange on creative uses of ICT in tackling modern slavery.

Using the '5P' framework of pursue, prevent, protect, prepare and partnership, the meeting aimed to:

- increase understanding of how and where ICT is currently being used to facilitate and enable the crime of slavery
- consider positive ways in which digital technology can be used to tackle the crime and support victims
- explore prospects and modalities for greater multi-stakeholder collaboration across the relevant sectors
- identify tangible steps towards the next stage of cross-sector coordination.



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The full event report is available at <https://www.wiltonpark.org.uk/event/wp1546/>. Following the event, we have continued examining ways to continue this important dialogue with others, including ICT companies, academia and industry fora.

Additionally, we are members of the RMI (former CFSI), which is a part of the RBA (former EICC).

Note: Integration of forced labor allegations in the 2018 benchmarks

Our 2018 KnowTheChain benchmarks will evaluate whether companies respond to forced labor allegations in their supply chain, whether they provide remedy, and whether remedy is satisfactory to the victims (see benchmark methodology for details).

We have not identified an allegation regarding your company's supply chains that meets our criteria for inclusion (see methodology FAQs for further details).

Note: Should an allegation arise during our assessment period, to receive the relevant scores, we will invite you to issue a letter of commitment covering the requirements set out under each indicator.