

**Owner**

Cecilia Lundin, Head of Group People &amp; Brand

**Approval Date**

19/10/2018

**Version**

3

**No.**

T 2598-15 Uen

**Security**

Public

**Approved by**

Board of Directors

**Related**

50087276

## GROUP POLICY - ENVIRONMENT

This is a Group Policy related to environmental responsibility, and is a binding document for Telia Company AB and its Subsidiaries ("Jointly referred to as Telia Company").

Telia Company has adopted the principles stated in this Group Policy in order to proactively manage its environmental impacts. The principles apply in the context of the full life cycle impact of providing products and services to its customers.

There is a Group Instruction – Environment connected to this Group Policy.

### 1 PURPOSE

The purpose of this Group Policy is to make sure Telia Company manages its environmental impacts throughout the full life cycle of delivering its products and services.

### 2 PRINCIPLES

As part of the ICT industry, Telia Company contributes to a sustainable societal development. Telia Company provides products and services that enable customers to minimize their negative environmental footprint, improve their resource efficiency and reduce cost. Our key environmental aspects are energy use, greenhouse gas emissions and waste.

The following principles shall apply for the activities under this Group Policy:

- We apply a consistent and structured management approach, based on continuous improvement, to reduce our negative environmental impacts.
- We follow all relevant domestic laws and regulations in the countries where we operate.
- We consider the full life cycle impact of delivering our products and services.
- We support a precautionary approach in our operations and throughout our value chain.
- We commit to develop, use and promote environmentally friendly technology, products and services in our operations and throughout our value chain.
- We engage in research, knowledge sharing and public policy with relevant stakeholders on topics that promote environmental responsibility.
- We regularly measure, set targets, follow up and communicate our environmental performance in a transparent, reliable and timely manner.

These principles apply to the extent that they do not place Telia Company in violation of domestic laws and regulations.

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### 3 ROLES AND RESPONSIBILITIES

This Group Policy applies to Telia Company AB and its Subsidiaries<sup>1</sup> and Joint Operations<sup>2</sup> as their own binding policy to all directors, members of the boards, officers and employees. In addition, Telia Company works towards promoting and adopting this Policy's principles and objectives in other associated companies where Telia Company does not have control but has significant influence.

Each Group Executive reporting to the CEO of Telia Company is responsible for ensuring that this Group Policy is duly communicated and implemented, and that the employees within his/her area of responsibility are familiar with and follow this Group Policy.

Each country CEO is responsible for ensuring that all relevant entities within the CEO's geographic location has adopted and implemented this Group Policy.

### 4 BREACHES AGAINST THE POLICY

Any Telia Company employee who suspects violations of the Code of Responsible Business Conduct or this Group Policy must speak up and raise the issue primarily to their line manager, and secondly to the Human Resources department, to the Ethics and Compliance Office, or through the Speak-Up Line. The Speak-Up Line is available on Telia Company's internal and external webpages.

Telia Company expressly forbids any form of retaliation for people who speak up. For specific requirements, please see our Group Instruction on Internal Reporting and Non-Retaliation.

Violations against this Group Policy can lead to disciplinary action, up to and including termination.

### 5 TARGET GROUP

- Senior Vice President, Head of Group People & Brand, is responsible for making sure this Group Policy is communicated and implemented
- Each Country CEO and the management team shall communicate and implement this Group Policy in their organization
- Assigned persons responsible for the Environmental Management System (EMS) and/or Energy Management System (EnMS)
- Ethics and Compliance Officers
- Supplier Sustainability Auditors
- All Telia Company employees when it applies to their area of work responsibility

### 6 EXEMPTIONS

A Subsidiary-specific corresponding policy shall be compliant with this Group Policy while adapting to the concerned business activities, local laws, local circumstances and language. If a deviation or exemption from this Group Policy is deemed necessary, the Country CEO shall escalate the matter to the Group General Counsel.

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<sup>1</sup> All entities over which Telia Company AB has majority control.

<sup>2</sup> The joint operations over which Telia Company AB has joint control and management responsibility.

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## **7 GROUP GOVERNANCE FRAMEWORK**

This Group Policy is part of the Group Governance Framework, which includes without limitation:

- a) Code of Responsible Business Conduct, Purpose and Values, Strategy, Group Policies, and Instructions for the CEO as approved by the Board of Directors;
- b) Decisions made by the CEO, the Delegation of Obligations and Authority as approved by the CEO, Group Instructions as approved by the CEO or by the responsible Head of Group Function; and
- c) Guidelines, best practices, process descriptions, templates or working routines developed within the area of responsibility of Head of Group Function.

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*Note! For further information, refer to Group Instruction - Environment.*