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Approved by
Telia Company CEO

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Telia Company Sourcing

Telia Company Supplier Code of Conduct

Telia Company is a leading provider of information and communications technology (ICT) services and a vital part of the social and economic infrastructure in the markets where we operate. We provide services that help people and companies communicate in a simple and effective way, when and where needed.

In our journey toward becoming the New Generation Telco, we strive to act with integrity by ensuring that decisions we make is responsible and ethical. Our values Dare, Care and Simplify and our purpose “Bringing the World Closer” form the foundation of our everyday work and drive our effort to run a responsible business and contribute to an overall sustainable industry and supply chain. We dare to raise our voice and address malpractices in our industry and we dare you to do the same – together with us.

We acknowledge the complexity of our global supply chain and risks we face together. Therefore we have created this Supplier Code of Conduct to clarify the requirements our suppliers must comply with when doing business with us. We recognize that in some cases, it will be challenging to meet these requirements, but we are committed to supporting you and together our joint efforts will contribute to strengthening sustainable business practices in the industry. We will work together in order to maintain high ethical standards and conduct business in a responsible way.

We believe that the requirements in this Supplier Code of Conduct are the way toward a prosperous collaboration. We believe that aligning expectations and requirements ensures effectiveness, mutual value creation and positive societal development.

Company information

Telia Company AB
Stjärntorget 1 SE-169 79 Solna, Sweden
Registered office: Stockholm
Business ID 556103-4249 VAT No. SE556103424901



1 Telia Company commitments

Telia Company is committed to responsible business and adheres to a number of international declarations, conventions and guidelines on human rights, labor rights and conditions, environmental responsibility and anti-corruption. These include:

- The United Nations' Universal Declaration of Human Rights
- The Core Conventions of the International Labour Organization
- The OECD Guidelines for Multinational Enterprises
- The UN Guiding principles on Business and Human Rights
- The United Nations Global Compact Principles
- Children's Rights and Business Principles

These international standards form the foundation of our Code of Responsible Business Conduct, and are the standards which our internal policies are harmonized with.

2 General conditions

2.1 Scope

This Supplier Code of Conduct specifies requirements applicable to Telia Company suppliers conducting business with or on behalf of Telia Company. For the purposes of this document, the following terms and definitions apply:

- The term 'supplier' includes suppliers as well as their subsidiaries, agents, affiliates and subcontractors.
- The term 'employees' includes regular employees and consultants, regardless if they are permanently employed, temporarily contracted, directly employed, students or supervised.
- Telia Company Supplier Code of Conduct is henceforth referred to as 'the Supplier Code.'

2.2 Compliance

Supplier shall, comply with all applicable laws and regulations and the requirements set out in this Supplier Code being understood that compliance with the requirements set forth in this Supplier Code is mandatory, even when these requirements stipulate higher standards than those required by national laws or other applicable laws and regulations. Suppliers are strongly encouraged to observe international and industry standards and best practices. References to relevant standards are provided in the respective chapters stipulating requirements.

It is the supplier's responsibility to enforce and verify legal compliance and compliance with this Supplier Code within its own operations and through its supply chain. In case of conflict between requirements under national law and those of the Supplier Code, suppliers shall without undue delay consult with the relevant Telia Company entity.

Telia Company reserves the right to verify compliance with the Supplier Code through a combination of dialog and internal or external assessment mechanisms. The supplier shall therefore maintain relevant and complete documentation and records to show such compliance.

2.3 Structured management approach

Suppliers shall establish clear goals toward meeting the requirements set forth in this Supplier Code.



Suppliers shall enforce, maintain and demonstrate their commitment and compliance through implementation of adequate management systems, effective risk management and allocation of appropriate and sufficient resources, all appropriate to the size and nature of suppliers' operations. Suppliers shall have or work toward a culture of continuous improvement in developing and implementing measures to ensure they align with the requirements set forth in the Supplier Code. Suppliers should also have in place adequate remedial mechanisms in case of any violations of these requirements.

Suppliers are responsible for being updated about new or revised requirements in future revisions of the Supplier Code, available at: www.teliacompany.com/en/sustainability/supplier-portal/

2.4 Reporting and communication

Suppliers shall immediately report existing and/or suspected violations of applicable laws, regulations and the Supplier Code to a Telia Company representative or anonymously through our secure web portal [Speak-Up Line](#) or email: speak-up@teliacompany.com Telia Company will closely monitor noncompliance with the Supplier Code. Suppliers shall keep accurate, timely and relevant information on compliance performance and progress and make it available to Telia Company upon reasonable request. Your reports will be handled confidentially and Telia Company prohibits any retaliation related to reported concerns made in good faith.

2.5 Audit right

Buyer shall be entitled to perform audits at Supplier's premises or sites and/or at Buyer's premises or sites regarding Supplier's proper fulfillments of the Supplier Code.

2.6 Termination

Any breach by Supplier, of the requirements of the Supplier Code, which is not considered insignificant, shall give Buyer the right to immediately terminate its agreement(s) with Supplier, without prejudice to any other rights and remedies available.

3 Requirements

3.1 Human rights

Aligned with the UN Guiding Principles on Business and Human Rights, Supplier commits to respect human rights within its business operations. All employees shall be treated with respect and dignity and are entitled to fundamental human rights. In relation therewith, subject to applicable national laws and regulations which may require higher standards than those set forth below (in which case such standard shall apply), Supplier shall:

3.1.1 Policy and due diligence

Have in place a policy and due diligence processes to understand any adverse human rights impacts with which it may be involved;

Communicate and address any potential or actual adverse human right impacts by taking appropriate steps to avoid, minimize and/or mitigate them;



3.1.2 Freedom of expression and privacy

Ensure that products and business processes respect the human rights aspects of privacy and freedom of expression;

Not, obstruct or interfere with, or retaliate against, freedom of expression or privacy rights;

Respect the privacy rights of employees, customers and other stakeholders whenever it gathers personal data or implements employee monitoring practices;

3.1.3 Diversity and non-discrimination

Promote diversity and equal opportunities for all employees;

Have zero tolerance toward discrimination in hiring and any other employment practices on the grounds of ethnicity, gender, sexual orientation, marital, social or parental status, religious belief, political belief, nationality, disability, age, union affiliation or any other relevant grounds;

Not subject employees to any mandatory health tests (i.e. pregnancy or HIV/AIDS) that have no relevance to the job function or related to workplace safety;

Not tolerate nor support nor promote any form of psychological, physical, sexual or verbal abuse, intimidation, threat or harassment.

3.2 Labor rights

Aligned with ILO's International Labour Standards, Supplier commits to uphold decent labor standards and provide a work environment for its employees to obtain decent and productive work, in conditions of freedom, equity, security and dignity. In relation therewith, subject to applicable national laws and regulations which may require higher standards than those set forth below (in which case such standard shall apply), Supplier shall:

3.2.1 Employment agreement

Provide individual or collective employment agreements in writing which have clear terms and conditions, specifying but not limited to working hours, overtime compensation, job description, notice period, salary and frequency of payment;

Ensure that employees are informed about, and fully understand, their employment conditions and rights in their own language;

Not contract employees through schemes such as but not limited to consecutive short-term contracts or false apprenticeship, to avoid meeting obligations to employees under applicable laws and regulations;

3.2.2 Working hours

Define a normal workweek as not exceeding 48 hours;

Ensure that employees do not work overtime on regular basis and that overtime is voluntary and does not exceed 12 hours per week, unless otherwise regulated in collective bargaining agreements;

Provide employees at least one day off in every seven-day period, leave periods and time off for legally recognized holidays;



3.2.3 Wages

Provide all employees, a living wage, sufficient to meet the basic needs of employees and to provide some discretionary income and when applicable, salary shall be based on criteria set by collective bargaining agreements;

Provide to all employees timely payment and clear information related to their wages and benefits for each pay period;

Reimburse overtime pay rates at a premium rate as defined by national laws, collective bargaining agreement or industry standards;

Not allow deductions from wages for disciplinary purposes or any kind of financial punishment;

3.2.4 Child labor

Define anyone under the age of 18 to be a child being understood that children under the minimum legal working age in the relevant territory or fifteen (15) years old, whichever is higher, are strictly forbidden to be used in any phase of business operations;

Not to exploit young workers with work that keeps them away from schooling that they are entitled to, nor perform night shifts and overtime nor any other work that is heavy, hazardous or unsafe to their physical and mental health and development (for the sake of clarity, the term 'young worker' refers to any person over the age of 15 or the minimum legal working age in the relevant territory and under the age of 18);

Ensure that, in case of government authorized job trainings or apprenticeship programs, these activities are clearly beneficial to the participating individuals;

Have in place processes and remediation procedures, with the child's best in mind, in case of an encounter of a child working in conditions conflicting with these requirements;

3.2.5 Forced labor

Take active measures to ensure no use of any form of slave, forced, bonded or indentured labor, or human trafficking, in any phase of business operations. This includes the use of employment bonds aiming to recover costs related to training or educational activities necessary for running normal business operations;

Not restrict employees to move freely or to leave the premises after completing their working hours;

Acknowledge employees' right to terminate their employment provided that they give reasonable notice;

Not request the employees to deposit money or equivalent and/or their original identification documents, nor to pay any recruitment or employment fees or costs;

3.2.6 Freedom of association

Recognize employees' right to freely form and to join, or not to join, trade unions or similar employee representative organizations, and to collective bargaining;

Not penalize, persecute, discriminate or harass employees when they join a trade union or act as employee representative;



Maintain an effective and confidential grievance mechanism that facilitates open communication between management and workers and addresses concerns early, openly, on an informed basis and encourage employees to use grievance mechanisms without fear of punishment or retribution.

3.3 Workplace health and safety

Aligned with international standards for Occupational Health and Safety, Supplier commits to provide and maintain a safe and healthy workplace for its employees, visitors, contractors and any subcontractors working on its behalf. In relation therewith, subject to applicable national laws and regulations which may require higher standards than those set forth below (in which case such standard shall apply), Supplier shall:

3.3.1 Health and Safety management system

Maintain a health and safety management system, based on continuous improvement, relevant to the scope and nature of the business and risks related to the business operations;

Include in such management system, at a minimum, a clear and written policy, an appointed person or function, procedures and instructions, communication and training, mechanisms for monitoring, measuring and improving the system itself;

3.3.2 Hazard and risk management

Have in place an effective workplace risk assessment process;

Address workplace hazards and risks through sufficient and relevant control measures such as appropriate personal protective equipment, as well as prevention and protection devices;

Ensure that employees, visitors, contractors and any subcontractors working on supplier's behalf, have access without any charge to these safety measures and that they are sufficiently trained in how to use them;

3.3.3 Emergency preparedness

Be able to identify and respond to potential emergency situations by having in place adequate and appropriate measures;

Regularly train employees on emergency planning, responsiveness as well as medical care;

3.3.4 Workplace conditions

Provide, at a minimum, free access to drinking water, sanitary facilities and, when necessary, rest facilities or dorms that address the needs of occupants and visitors;

Ensure that work premises are clean, well lit, and fit for the purpose;

3.3.5 Incident reporting

Have necessary measures in place to report, record and investigate all health and safety incidents;



Report any severe incident, accident or fatality occurred in the workplace and related to the supplier's business relationship with Telia Company, to a Telia Company representative in due time through preestablished communication channels;

Cooperate with and support Telia Company in the investigation of all material incidents.

3.4 Anti-corruption

Aligned with the 10th Principle of the United Nations Global Compact and the OECD Guidelines for Multinational Enterprises, Supplier commits to work against corruption in all its forms and to commit to conduct its business operations in an ethical manner by maintaining a culture of integrity, transparency, openness and compliance. In relation therewith, subject to applicable national laws and regulations which may require higher standards than those set forth below (in which case such standard shall apply), Supplier shall:

3.4.1 Policy

Have a clear policy against corruption in all its forms, including but not limited to extortion, solicitation, bribery of public officials, private sector bribery, negligent financing of corruption, facilitation payments, nepotism, fraud and money laundering;

Not offer, promise, give, request, agree to accept, receive payments, gifts, any kind of undue benefits, charitable or political donations, directly or indirectly, to obtain or retain personal or business advantage from any public official, individual, employees of business partners, including Telia Company itself;

3.4.2 Anti-corruption program and system of internal controls

Develop and adopt transparent and auditable anti-corruption program and adequate internal controls to prevent and detect corruption on the basis of a risk assessment addressing the individual circumstances of Supplier, in particular the bribery risks facing Supplier (such as its geographical and industrial sector of operation);

Promote employee awareness of company policies and anti-corruption program, adopt training programmes and disciplinary procedures. Monitor program effectiveness and enhance transparency;

Create and maintain a system of financial and accounting procedures, including a system of internal controls, reasonably designed to ensure the maintenance of fair and accurate books, records, and accounts, to ensure that they cannot be used for the purpose of bribing or hiding bribery. Not alter any record entry to conceal or misrepresent the underlying transaction represented by it;

3.4.3 Due diligence of third parties

Ensure properly documented risk-based due diligence of third parties. Not use third parties for channelling bribes to public officials or private sector bribes or negligently finance corruption;

3.4.4 Transparency, conflicts of interests

Disclose to Telia Company information regarding any financial interest of individuals serving as government officials at public bodies or State-owned enterprises in relation to business of supplier, such as substantial ownerships, financial interests or business affiliations of individuals themselves or their family or friends in relation to supplier;



Disclose to Telia Company information regarding any personal affiliations between employees of supplier and Telia Company, such as family members, relatives and friends that might create situation of conflicts of interests;

3.4.5 Fair competition and integrity

Conduct business operation in line with fair competition;

Not participate in any form of bid rigging or other mechanisms that limit fair competition in tender situations, any form of cartel practices with competitors, such as dividing or allocating markets or customers or price fixing.

3.5 Environment

The supplier commits to operate in an environmentally responsible and efficient manner. In relation therewith, subject to applicable national laws and regulations which may require higher standards than those set forth below (in which case such standard shall apply), Supplier shall:

3.5.1 Environmental management system

Have in place an environmental management system based on continuous improvement and international standards. Certification according to ISO 14001 or EMAS is mandatory for suppliers involved in take-back, recycling and waste management;

3.5.2 Precautionary principle

Apply the precautionary principle by refraining from using substances, materials or processes where there is uncertainty regarding the negative environmental impact;

3.5.3 Life cycle approach

Assess the environmental impact of its business operations from a life cycle perspective, including means of assembly and end of life treatment where relevant. If requested by Telia Company, the Supplier undertakes to take back products out of service for reuse/recycling;

3.5.4 Waste management

Ensure proper management and recycling of waste in an environmentally sound and traceable manner;

3.5.5 Monitoring and reporting

Measure, follow up and report, if requested by Telia Company; environmental performance, processes, products and services provided in a transparent, reliable and timely manner;

3.5.6 Transportation

Reduce environmental impact from transportation whenever possible including but not limited to prioritization of fuel-efficient and low emissions vehicles as means of transportation and logistics.



3.6 Responsible sourcing of minerals

Supplier commits to work proactively to ensure that minerals in its products and its supply chain are responsibly sourced. In relation therewith, subject to applicable national laws and regulations which may require higher standards than those set forth below (in which case such standard shall apply), Supplier shall:

3.6.1 Policy and due diligence

When applicable, have a policy and due diligence frameworks in place, consistent with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas;

3.6.2 Assessment of mineral supply chain

Take necessary steps in its supply chain to identify components, materials and/or products that may contain unsustainably mined minerals, meaning minerals excavated at high environmental and/or social costs, or conflict minerals, meaning minerals that may directly or indirectly contribute to the financing of armed conflict, serious human rights violations and serious environmental damage;

3.6.3 Responsible sourcing practices

Promote responsible sourcing practices in its own mineral supply chain with the aim of sourcing conflictfree minerals and avoid unsustainably mined minerals;

Support relevant industry efforts to eradicate the use of conflict minerals and develop responsible sourcing practices.



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Instruction - Telia Company banned and restricted substances

This Group Instruction is related to, and aligned with, Telia Company Supplier Code of Conduct and Telia Company Policy on Environment.

1 PURPOSE

Telia Company has introduced the lists of banned and restricted substances (Black and Grey lists) for its need to identify and control the materials and substances used in the products and packaging which are used by Telia Company and its subsidiaries or delivered to the customers.

The objective for banning and restricting these substances in the products and our operations is to ensure that the products and our operations are safe for humans and cause no harm for the environment.

The list of banned substances (Black list) is based on global legal requirements and national legal obligations and Telia Company environmental policy. The list of substances to be restricted (Grey list) includes in addition to global and national legal obligations and Telia Company environmental policy, market requirements.

2 OBJECTIVES AND REQUIREMENTS

The purpose of The Telia Company Black and Grey lists for banning and restricting substances is to ensure that Telia Company follows its environmental policy, existing and anticipated environmental legislation and market requirements.

2.1 Banned substances (Black list)

In addition to legal bans of certain chemicals and materials the following substances must not be found in products and services to Telia Company, nor must they be found in contracting or the manufacturing processes of these products and services. This refers to any deliberate use of the substance specified but does not apply in cases where a substance constitutes of impurities of low concentration¹.

To be noted: All chemicals used in contracting are to be evaluated separately, according to specific procedures and risk assessments.

¹ The maximum allowed concentration by weight of the substances is <0,1% in homogeneous materials (in cables, connector pipes and joint plates, pigment in crystal glass, in lead petrol, in polymers and in electronic equipment if not stated otherwise). Exemption: Maximum allowed concentration by weight of Cadmium: <0,01%. For allowed concentrations of Chromium in Cement and Cadmium and Mercury in batteries, please contact Telia Company for additional information.



Banned substances (Black list)				
<u>Group</u>	<u>Substance</u>	<u>CAS no²</u>	<u>Banned usage</u>	<u>Legislation</u>
	2-benzotriazole-2-yl4,6-ditert-butyl-phenol	3846-71-7	All applications	REACH: Candidate list
	4,4'-diaminodiphenylmethane (MDA)	101-77-9	All applications	REACH: Candidate list
Arsenic/arsenic compound ³		Several	In wood preservation substances	REACH: Annex XVII
Asbestos		Several	All applications	REACH: Annex XVII
Azocolourants and azodyes that can decompose to carcinogenic aromatic amines ⁴		Several	All applications	REACH: Annex XVII
Benzidine incl. salts, 4-aminobiphenyl incl. salts, thiocarbamide, phenyl -β- naphthyl amine		Several	All applications	REACH: Annex XVII
	Benzyl butyl phthalate (BBP)	85-68-7 201-622-7 (EC)	All applications	REACH: Annex XVII
	Bis (2-ethylhexyl) phthalate (DEHP)	117-81-7 204-211-0 (EC)	All applications	REACH: Annex XVII
	Beryllium Oxide	1304-56-9	All applications	
Cadmium and cadmium compounds		Several	All applications except of batteries for special applications ⁵	REACH: Annex XVII
Chromium (VI) compounds	Chromium (VI) compounds: lead chromate in general, and chromium (VI) compounds in pigments	Several	All applications	REACH: Annex XVII
	Cobalt dichloride ⁶	7646-7991	All applications	REACH: Candidate list
Creosote			All applications except for wood preservation (poles)	REACH: Annex XVII
	Dimethylfumarate (DMFu)	624-49-7	All applications	REACH: Annex XVII
	Formaldehyde	50-00-0	Preservative in wood ⁷	CoRAP + EC list no: 200-001-8
Lead/ Lead compounds		Several	All applications except for lead acid batteries and lead	REACH: Annex XVII

² EC number if available

³ Arsenic and arsenic compounds on trace element level is acceptable.

⁴ EU Directive 2002/61/EC

⁵ Exception: Nickel-cadmium batteries in stationary applications where other types of batteries is not suitable due to extreme temperatures or charging procedures. Approval is required by EU.

⁶ Note: Restricted under EC no 231-589-4

⁷ Formaldehyde level <0.124 mg/m³ air (E1-norm according to test method EN 717-1) or <3.5 mg/m³ air (test method EN 717-2).



			sheeted cable maintenance ⁸	
CFCs Chlorofluorocarbons	–	Several	All applications	The Montreal Protocol and EC/1005/2009
Halons		Several	All applications	The Montreal Protocol and EC/1005/2009
HCFCs Hydrochlorofluorocarbons	–	Several	All applications	The Montreal Protocol and EC/1005/2009
	Bromochloromethane	74-97-5	All applications	The Montreal Protocol and EC/1005/2009
	Carbon tetrachloride	56-23-5	All applications	The Montreal Protocol and EC/1005/2009
	Methyl bromide	74-83-9	All applications	The Montreal Protocol and EC/1005/2009
	Methylene chloride	75-09-2	All applications	REACH: Annex XVII
	n-bromopropane	106-94-5	All applications	The Montreal Protocol and EC/1005/2009
	Tetrachloroethylene	127-18-4	All applications	The Montreal Protocol and EC/1005/2009
	1.1.1-trichloroethane	71-55-6	All applications	The Montreal Protocol and EC/1005/2009
	Trichloroethylene	79-01-6	All applications	The Montreal Protocol and EC/1005/2009
	1,2,4-Trichlorobenzene (TBC)	120-82-1	All applications	The Montreal Protocol and EC/1005/2009
Hexabromocyclododecane (HBCDD) and all major diastereoisomers identified		25637-994 3194-55-6 13423750-6 13423751-7 13423752-8	All applications	REACH: Annex XVII
Isocyanates		Several, for instance in thermoplastics and urethanes	All applications except in manufacturing processes	REACH: Restriction proposals
Mercury/compounds	Mercury	Several	All applications	REACH: Annex XVII
Perfluorooctanoic acid (PFOA)	Pentadecafluorooctanoic acid Ammonium pentadecafluorooctanoate Sodium pentadecafluorooctanoate Potassium pentadecafluorooctanoate	335-67-1 3825-26-1 335-95-5 2395-00-8 335-93-3 335-66-0 376-27-2	All applications	REACH: Annex XVII

⁸ EU RoHS directive accepts concentration by weight <0,1% in homogeneous materials such as cables, connector pipes and joint plates, as pigment in crystal glass, in lead petrol and as additives in polymers and solders in electronic equipment. Stated exemptions in Annex III to the RoHS directive, 2011/65/EU, and its amendments can be used until Telia Company communicates otherwise. Suppliers must inform Telia Company in advance of the delivery regarding material content! Telia Company takes a restrictive standpoint towards use of lead in solders in servers, storage and array systems, network infrastructure equipment for switching, signaling, transmission as well as network management for telecommunication. The RoHS exemption 7b may only be used in deliveries under specific situations agreed by Telia Company in advance. Lead plates can be used in lead shielded cable repair if lead free alternatives do not exist.



	Silver pentadecafluorooctanoate Pentadecafluorooctanoyl fluoride Methyl pentadecafluorooctanoate Ethyl perfluorooctanoate	3108-24-5		
Nonadecafluorodecanoic acid and its sodium and ammonium salts (PFDA)	nonadecafluorodecanoic acid ammonium nonadecafluorodecanoate; sodium nonadecafluorodecanoate	Several, among them 607720-00-X	All applications	REACH: Annex XVII ECHA: candidate list (CMR)
Perfluorooctane sulfonic acid and its derivatives (PFOS)		Several	All applications	REACH
	Nonylphenol	25154-523	All applications	REACH: Annex XVII
	Nonylphenol ethoxylate (Nonylphenolpolyglycol ethers)	9016-45-9	All applications	REACH: Annex XVII
Nonylphenoethoxylates Organostannic compounds			All applications	REACH: Annex XVII
	Acrylamide	1979-0601	All applications	REACH: Annex XVII
PBB – Polybrominated biphenyls			All applications	RoHS ECHA
PBDE – Polybrominated diphenylethers (including decaBDE)		Several	All applications ⁹	RoHS
Phthalate plasticizers	DEHP Dibutyl phthalate (DBP) Diisobutyl phthalate (DIBP) BBP	Several, such as: 84-74-2 201-557-4 84-69-5	All applications	REACH: Annex XIV and Annex XVII
Polychlorinated Biphenyls (PCB)		Several	All applications	EUR-Lex and ECHA
Polychlorinated Naphtalenes (PCN)		Several	All applications	CoRAP
Polychlorinated Terphenyls (PCT)		Several	All applications	REACH: Annex XVII
	Short Chained Chlorinated Paraffins (C10-C13)	85535-848	All applications	REACH: Candidate list and ECHA
	Tris (2-chloroethyl) phosphate	115-96-8	All applications	REACH: Candidate list and ECHA
Tri-substituted organostannic compounds (including Tributyl tin and Triphenyl tin compounds)		Several	All applications	ECHA
Pesticides / Herbicides		Several	Construction work and real estate	Herbicides such as Glyphosate is not to be used at Telia premises or during construction and maintenance or field work on behalf of Telia.
	Dieldrin		All applications	ECHA

⁹ Reactive appointed TBBP exemption to the ban.



	Lindane	Several	All applications	EU / Sweden: Banned according to the Stockholm Convention
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2.2 Restricted substances (Grey list)

The following substances are under evaluation and should be avoided in all products and services, neither included in contracting nor manufacturing processes of products and services to Telia Company. This refers to any deliberate use of the substance specified but does not apply in cases where a substance constitutes of impurities of low concentration¹⁰. To be noted: All chemicals used in contracting are to be evaluated separately, according to specific procedures and risk assessments.

Please notice that the producer/supplier shall be able to report the content of all specified materials / substances listed below including chemicals specified in the REACH candidate list when requested by Telia Company.

¹⁰ The maximum allowed concentration by weight of the noted substances is <0,1% in homogeneous materials such as in cables, connector pipes and joint plates, pigment in crystal glass, in lead petrol, in polymers and in electronic equipment if not stated otherwise. For the following substance the maximum allowed concentration is: Cadmium <0,01%. For allowed concentrations of Chromium in Cement and Cadmium and Mercury in batteries, please contact Telia Company for additional information.



Restricted substances (Grey list)			
<u>Group</u>	<u>Substance</u>	<u>CAS no¹¹</u>	<u>Reason for concern and reference</u>
	4,4'-Isopropylidendiphenol Bisphenol A (BPA)	80-05-7	REACH: Candidate list
	1,2-Benzene-dicarboxylic acid, diC6-8-branched alkyl esters, C7-rich (DIHP)	71888-89-6	REACH: Candidate list
	1,2-Benzene-dicarboxylic acid, diC7-11-branched and linear alkyl esters (DHNUP)	68515-42-4	REACH: Candidate list
Antimony and its compounds		Several	Toxic
Aromatic amines ¹²		Several	Carcinogenic
Beryllium and its compounds		Several	BeO: Carcinogenic. Beryllium alloys can form BeO when recycled.
	Bis(2-methoxyethyl) phthalate	117-82-8	REACH: Candidate list
Bismuth and its compounds		Several	Negative for recycling
Chlorinated polymers		Several	Can create toxic substances when recycled
Fluorocarbons – FC		Several	Global warming
Fluorohydrocarbons – HFC		Several	Global warming
	Formaldehyde	50-00-0	Carcinogenic
Halogenated flame retardants except brominated of the types PBB and PBDE which are prohibited ¹³		Several	Can create toxic substances when recycled
Lead/lead compounds in batteries. Certain applications are banned		7439-92-1	Toxic
Manganese and Manganese compounds (and dioxide)		7439-96-5 1313-13-9	Toxic
Medium chained chlorinated paraffin's C14-C17		Several	Toxic
Nickel and its alloys, except in steel alloys		Several	Allergenic
	Nitrogen trifluoride	7783-54-2	Global warming
Perchlorates		Several	Labeling requirements
Phthalate (Except the ones that is banned)		Several	Carcinogenic
Polycyclic Aromatic Hydrocarbons (PAH)		Several	Carcinogenic
Poly Vinyl Chloride (PVC)		Several	Can create toxic substances when recycled + HCl in fire
Radioactive substances		Several	Carcinogenic
Selenium and selenium compounds		7782-49-2	Toxic
	Sodium dichromate	10588-01-9 7789-12-0	Carcinogenic, mutagenic and toxic to reproduction
	Sulfur hexafluoride, SF6	2551-62-4	Global warming
	N,N'-bis(1,4-dimethylpentyl)-p-phenylenediamine (77PD)	3081-14-9	Toxic
	N-1,3-dimethylbutyl-N'-phenyl-pphenylenediamine (6PPD)	793-24-8	Toxic

¹¹ EC number if available

¹² Except for the ones that's banned according to 2002/61/EC

¹³ See Telia Company's "Black list"



	N-(cyclohexylthio)phthalimide	17796-82-6	Toxic
	4-(1,1,3,3-tetramethylbutyl)phenol	140-66-9	Toxic
Thermosetting Plastic's (Acrylate, Amino, Epoxy, Urethane-PUR incl. isocyanates and diisocyanates).	Such as but not limited to: 2,3-epoxypropyl methacrylate; glycidyl methacrylate, dibutyltin dilaurate and dibutyl[bis(dodecanoyloxy)]stannane	Examples: 607-12300-4, 203-441-9 106-91-2 050-03000-3	REACH: Annex XVII ECHA (CMR)
All substances on the REACH candidate list ¹⁴ that have not been specified above		Several	Several

The above objectives and requirements apply to the extent that they do not place Telia Company in violation of domestic laws and regulations.

3 ROLES AND RESPONSIBILITIES

This Group Instruction applies to Telia Company AB and its Subsidiaries¹⁵ and Joint Operations¹⁶ as their own binding instruction to all directors, members of the boards, officers and employees. In addition, Telia Company works towards promoting and adopting this instruction'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 Instruction is duly communicated and implemented, and that the employees within his/her area of responsibility are familiar with and follow this Group Instruction.

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

4 BREACHES AGAINST THE INSTRUCTION

Any Telia Company employee who suspects violations of the Code of Responsible Business Conduct or this Group Instruction 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 specific requirements, please see our Group Instruction on Internal Reporting and Non-Retaliation.

Violations against the Group Instruction can lead to disciplinary action, up to and including termination.

5 TARGET GROUP

This Group Instruction is applicable and most relevant for the following target groups:

- Telia Company suppliers
- Product managers
- Product technical specialists

¹⁴ <http://echa.europa.eu/candidate-list-table>

¹⁵ All entities over which Telia Company AB has majority control.

¹⁶ The joint operations over which Telia Company AB has joint control and management responsibility.



- Sales support, responding to customer RFI/RFQ
- Sourcing project managers
- Sourcing Managers
- Purchasing specialists
- Supplier Code of Conduct Auditors.

6 EXEMPTIONS

Compliance with this list does not exempt manufacturer/seller/supplier from any legal requirements, and it is the responsibility of manufacturer/seller/supplier to follow the latest legislative developments related to materials and substances. Further, if the manufacturer/seller/supplier has reason to believe that any substance, listed or otherwise, may create risk of harm to persons, the environment or products, the manufacturer/seller/supplier shall alert Telia Company.

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

7 GROUP GOVERNANCE FRAMEWORK

This Group Instruction 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 area of responsibility of Head of Group Function.

8 TERMS AND ABBREVIATIONS

Terms and abbreviations	Definition
REACH	Regulation of the European Parliament and of the Council on the Registration, Evaluation, Authorization and Restriction of Chemicals
RoHS	Restriction of Hazardous Substances Directive
CAS	Chemical Abstract Service
EC Number	European Community number
ECHA	European Chemical Agency

NOTE! For further information, also read the – Telia Company Supplier Code of Conduct and the Telia Company Policy Environment.

