

AUSTRALIA PACKAGING COVENANT

Action Plan

FOR

Nokia Australia Pty Ltd



March 2011 to Feb 2016

Public Version

Foreword

Nokia is committed to reducing the environmental impact of its business. The environment and sustainability are at the forefront of any decision we make about our operations, products and services, the results of which has seen significant efficiencies in the way we do business. For example, in 2006 we introduced compact packaging for our products that resulted in 12,000 trucks being taken off the road and a reduction of 100,000 tonnes of papers in just two years.

Nokia fully support the Australia Packaging Covenant's Sustainable Packaging Guidelines and the targets we set out in our Action Plan will ensure that the Covenant's Goals and Objectives are fully met.

Chris Carr
GM, Australia & NZ

Nokia Australia Pty Ltd

Company Information

Nokia is a pioneer in mobile telecommunications and the world's leading maker of mobile devices. Today, we are connecting people in new and different ways - fusing advanced mobile technology with personalised services to enable people to stay close to what matters to them. We also provide comprehensive digital map information through NAVTEQ; and equipment, solutions and services for communications networks through Nokia Siemens Networks.

At the end of 2009, Nokia has:

- Production facilities in 10 countries around the world;
- Research and development activities in 16 countries;
- Sales to over 160 countries; and
- Around 123,500 employees (including NSN)

Nokia Australia Pty Ltd¹ currently employs more than 150 permanent and contract staff in Australia. Nokia's offices at 1 Market St, Sydney are a major 'on-site' location in Australia. All Nokia products are imported as finished goods and shipped directly to wholesaler/retailers. Nokia Australia therefore has limited ability to influence product design and packaging considerations. However, Nokia's Australian operations benefit from comprehensive corporate responsibility and Nokia's exemplary environmental management practices, as well as supplier conformance with the global Nokia Supplier Requirements on Environmental Management, which applies a 'life cycle' approach to environmental management.

Company Brands

Nokia is a brand owner under the Covenant, selling a wide variety of phones into the Australian market. All are branded as 'Nokia'.

Packaging Material Types Used

Nokia uses the following packaging materials in the manufacturing and distribution process:

- Cardboard boxes
- Pulp inner trays
- Plastics – Type 1, 5 & 6
- Paper labels
- Wood pallets
- Shrink wrap (polyethylene & polypropylene)

Cardboard and paper pulp represents 95 per cent by weight of the packaging materials for mobile devices and serves as the main transportation packaging material. The pulp and PS inner trays are included for customer and marketing reasons. All phones and accessories are delivered on paper compressed pallets. The phones, accessories and inner trays are put into master cartons and then the master cartons are surrounded with cardboard and then shrink wrapped.

¹ www.nokia.com.au/

In addition, here are additional materials used for our mobile enhancements:

- User Guide: recyclable paper
- Blister Card: recyclable paper
- Hanging Box: recyclable paper
- Master Carton: recyclable paper
- Clamshell: Chemical ingredient: PS
- Plastic Cup: Chemical ingredient: PET----- recyclable
- Inner Part: Chemical ingredient: PET---- recyclable
- Label: recyclable paper, raw material get the recyclable certificate

Our Approach to Sustainability

Nokia aims to be a leading company in environmental performance. Our vision is a world where everyone is connected and contributing to sustainable development. We want to shape our industry and drive best practices in this area.

We recognise the importance of evaluating our value chain's use of ecosystem elements like water and fibre as well as our emissions to the environment. In 2009, we continued to look for possibilities to reduce the environmental impact of our devices and operations. The areas we looked at included our use of materials, energy efficiency, our take-back of used products and the eco services we provide with our phones to help people make sustainable choices and consider the environment in their everyday lives. More than one billion people use a Nokia phone, so we have a unique opportunity to make an impact that goes beyond our own activities – small changes, big impact.

In October 2010, Nokia is again ranked No.1 in the Greenpeace 'Greener Electronics for 9th consecutive time, scoring the maximum points on the toxics phase out, recycling and products' energy efficiency.

Dow Jones Sustainability Index (DJSI) 2010 also ranks Nokia No.1 among 166 technology companies across the entire global technology super-sector, for two consecutive years with top scores in environmental and social dimensions. The Technology super-sector is Communications Technology, Technology Software, Computer Services & Internet, Semiconductors, Computer Hardware & Electronic Office Equipment sectors and companies like HP, Dell, Intel, Cisco, IBM, Microsoft and SAP.

The initial results from **Carbon Disclosure Project Report 2009** place Nokia as one of the 12 best performing companies of the 500 companies from all the sectors included in the report. On the disclosure scores, Nokia is one of the six leaders with 5th highest scores among 111 Information technology companies.

Sustainability is in everything we do – we create sustainable products and solutions that enable people to:

- improve their livelihoods
- make environmentally conscious choices
- striving for lower energy use and CO2 emissions – also in our own operations

Doing good is good business – sustainability goes hand in hand with business benefits.

Environment and Our Products

At Nokia, we take the impact of our activities on the environment seriously. The way we make products is guided by life cycle thinking, where we aim to minimise the environmental impacts of a product at every stage of its life, from manufacture through to use and disposal.

Life cycle assessments help us identify and focus on the areas where we can make the biggest contribution to reducing impacts. Our approach is to continuously improve the environmental sustainability of all our products.

During a product's creation we focus on energy efficiency, sustainable use of materials and smart, sustainable packaging. We choose the materials for our products and packaging with the environment in mind.

We have also improved the energy efficiency of our products when they are in use. For example, we have developed a feature in our devices that reminds you to unplug your charger when the battery is full. With over a billion people using Nokia phones around the world, small steps like these make a big difference.

By providing tutorials, green pages in our products' user guides, eco applications and services, we increase awareness of environmental choices and promote a sustainable way of living for our customers. At the end of a product's life, we have effective practices such as take-back schemes www.nokia.com/environment that put energy and valuable materials back into circulation, starting the life cycle process again.

Key Focus Areas

Our environmental efforts focus on four issues:

Substance Management

We work closely with our suppliers and require full declaration of the substances we use in our devices. Our work is based on the precautionary principle and we aim to continuously reduce the amount of substances of concern. We also explore opportunities for using new, more environmentally friendly materials.

Energy Efficiency

Over the last decade, we have reduced the average no-load energy consumption of our chargers (the amount of energy the charger continues to consume after the phone has already charged) by over 80 per cent and our best-in-class chargers by over 95 per cent. We also work to reduce the energy consumption of our own operations, as well as contributing generally to reducing energy by the nature of the products and services we make – for instance, through dematerialisation (removing the need for a hard product by introducing an equivalent internet service). Nokia Australia Pty Ltd currently sources 25 per cent of its energy supply from Green energy, and we intend to increase this proportion in the future.

Take-Back and Recycling:

We take part in collective recycling schemes with other equipment manufacturers in Europe and Australia and have our own 5,000 collection points for recycling used mobile devices and accessories in around 85 countries. We also engage in local recycling awareness with retailers, operators, other manufacturers and authorities around the world. We work with qualified recyclers to ensure that obsolete devices are treated and disposed of properly at the end of their lives. In Australia, Nokia has been instrumental in the development and implementation of the Mobile Muster (www.**mobilemuster**.com.au) program for the collection and recycling of mobile phones and accessories (as well as incidental product packaging). A levy of 30 cents is imposed on every mobile handset sold in Australia to help fund Mobile Muster. The challenge for Mobile Muster is how to ensure the continued high consumer returns for recycling.

Consumer Involvement With Eco Services

We have developed eco services for our phones to help people to make sustainable choices and consider the environment in their everyday lives. A variety of eco services are freely downloadable in Nokia devices and Ovi Store.

Smaller and Smarter Packaging

Nokia recognised the importance of sustainable packaging early on. By introducing smaller packaging made from sustainable materials we are able to reduce our environmental footprint. We have increased our use of renewable, paper-based materials to over 95 per cent of total packaging materials. Our packages are 100per cent recyclable. From August 2008, the sales packages of all new devices have been smaller than their earlier equivalents, and the reductions continue. Smaller and lighter packaging has also reduced transportation loads, and these factors together have translated into big cost savings.

Elaboration on the above practices and Nokia's environmental performance is contained in the Nokia Sustainability Report 2009². Additional information is available online³, while Australia-specific information is available from the Covenant contact person.

Key Environmental Achievements To-Date

- **Recycling and Take Back**
 - The recyclability of all Nokia mobile phones is up to 100 per cent.
 - We manage environmental issues based on life-cycle thinking, starting with optimising recycling in the product design phase.
 - Target correct end-of-life treatment for used mobile devices, going way beyond regulatory requirements. Nokia's first take-back campaign was conducted in the late 90's, and we regularly arrange campaigns to increase consumer awareness in different markets around the world.

²Available at

http://nds1.nokia.com/NOKIA_COM_1/Corporate_Responsibility/Sustainability_report_2009/pdf/sustainability_report_2009.pdf

- Have take-back and collection points for unwanted mobile phones and accessories in 85 countries and support collections campaigns run by retailers, operators and local authorities around the world.
 - In 2009 Nokia collected and recycled a total of 373 tonnes of e-waste including 4.7 million mobile phones. This included products returned by consumers and from our service network.
 - Use carefully selected recyclers around the world to reclaim and re-use materials.
 - Nokia has been a key contributor of the MPPI (Mobile Phone Partnership Initiative) under UNEP/Basel Convention in 2005-2007, and joined the UN StEP initiative in 2007.
- **Energy Saving**

Two thirds of the power consumed by a mobile phone during its usage is lost when the battery is full but the phone is left attached to a charger still plugged into the mains – “no-load” mode. We have been working on ways to reduce this:-

- Over the last nine years we have had a 90 per cent reduction in the amount of energy our best-in-class chargers consume when in this mode.
- In May 2007, we became the first mobile manufacturer to put alerts into phones encouraging people to unplug their chargers. We began with three new mass market phones - a move that would save enough energy a year to power 85,000 homes – and have added these to other new products.
- Nokia’s newest chargers, in use since 2005, are below the Environmental Protection Agency (US) requirements, using 50- 70 per cent less energy than the Energy Star requirement, and also meet the highest European Union standards.
- Nokia was a key driver of the Code of Conduct for Use of Stand-by Energy in 2001, and the first mobile phone manufacturer to sign the Energy Star agreement with EPA.
- Since 2003 we have carried out new energy saving projects in our offices and production sites each year. As of 2007, our target has been to save a further six per cent of our technical building maintenance systems’ energy consumption between 2007 and 2012, compared to 2006. Our new savings in 2009 were around 35,000 MWh which brings our 2007-2009 cumulative savings to more than 40,000 MWh. This means we have already reached the target we set ourselves to be reached by 2012.
- In 2009 we were able to reduce our CO2 emissions by 12 percent through renewable energy purchases and energy efficiency measures, compared with the 2006 level.

- **Materials We Use**

- We take a different approach than many others in the electronics industry, ensuring all materials put into products are identified rather than focusing just on what is not put into them. In this way we can monitor all substances.
- Nokia launched its first European legislation (RoHS) compliant phone – Nokia 5400i - outlawing certain materials a year before it came into force.
- Nokia removed PVC from our mobile phones and enhancements since 2006.
- We have also voluntarily phased out PVC from all mobile devices and enhancements since 2006. We are
- Nokia is voluntarily phasing out the use of brominated and chlorinated compounds and antimony trioxide in our new models. At the end of 2009, 25 new Nokia models were already free of these substances.

- **Packaging**

- During 2006-2008, we have reduced the size of our packaging and introduced more recycled materials to make it. This has enabled us to reduce the use of paper-based materials by almost 100,000 tonnes. This translates not only into financial savings of 474 million Euros but less packaging also means reduced transportation volume enabling us to take at least 12,000 trucks off the roads.
- We continue to improve our packaging. We have increased our use of renewable, paper-based materials to over 95 percent of total packaging materials. Our packages are 100per cent recyclable.
- Nokia has reduced the amount of plastic used in accessories packaging by 60 per cent.
- Cardboard in packaging is now thinner and more recycled materials are used.
- Nokia designed new letterbox size packaging for O2 in UK to use for home delivery. The challenge was to create packaging robust and secure enough for home delivery but small enough to fit in a letter box. The gain was to reduce the amount of redeliveries and environmental costs this was creating. The new design reduced the amount of packaging material by 43 per cent and increased the efficiency in transportation by 53 per cent. Overall material, transportation and storage costs were reduced up to 3-5 € per product. Nokia is looking at expanding the use of this type of packaging.

Sustainability Goals – The Future

Sustainable Devices

Sustainable devices drive the introduction of new environmental features on energy efficiency, sustainable use of materials and smart packaging.

Packaging

Piloting device sales without charger in box, minimised sales box contents and user guide, in the smallest possible package – bringing environmental benefits:

- Extended lifetime for existing chargers
- Less materials and energy consumed for pack, charger and transportation – providing smaller environmental impact

Other packaging initiatives: Slim, Suom1 & Flat package, actively avoiding re-packaging by operator or retailer (by joint small customised packages)

Energy Efficiency

Nokia has significantly reduced the amount of energy its chargers consume and remains focused on this area. We have an aggressive target to reduce no load power consumption (the power wasted when a charger is left in a live power socket) by another 50 per cent by 2010 with the best-in-class chargers close to zero.

- Nokia currently use green energy and have a global target to use this for 25 per cent of our electricity needs by 2009, and to increase this to 50 per cent in 2010.
- From 2004 – 2006, Nokia made energy savings in our facilities around the world of 3.5 per cent. We are targeting further progress in this area, aiming to achieve cumulative savings during 2006 to 2012 of 5-8 per cent of our annual facilities energy consumption.
- We have ambitious goals to remove more substances from our products. This includes removing BFR (Brominated Flame Retardants) and finding or developing new and environmentally friendly materials.

Take Back & Recycling

We are working on increasing awareness and return rates with further research, pilots of new approaches, and partnerships around the world.

Covenant Support and Commitments

This Action Plan covers the timeframe from March 2011 to Feb 2016, inclusive. Although significant changes to production practices and packaging types used are not anticipated, this Action Plan will be revised should circumstances change significantly.

Nokia Australia Pty Ltd fully supports the Australia Packaging Covenant Sustainable Packaging Guidelines. This support is reflected in Nokia becoming a signatory and paying our contribution to the industry funding arrangements to assist in achieving Covenant targets. Nokia Australia Pty Ltd has identified relevant key performance indicators (KPIs) required of us under the revised Covenant. The commitments outlined in the attached tables further demonstrate our commitment to the Covenant and the improved measurement of Covenant activities through these KPIs.

Our principal packaging suppliers are located overseas, with all Nokia products imported into the Australian market as finished goods. That said Nokia will encourage supply chain conformance with the APC's Sustainable Packaging Guidelines in our packaging decision-making process for any new packaging or reviews of existing packaging.

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NOKIA APC ACTION PLAN 2011-2016

Action	Responsibility	Timeframe	Baseline Data	Target	Evidence
Goal One – Design: Optimise packaging to use resources efficiently and reduce environmental impact without compromising product quality and safety					
KPI One: Integration of SPG in design or procurement of packaging					
Reviewing APC Sustainable Packaging Guidelines against existing Nokia Environmental Packaging Guidelines with Global Packaging Design Team	APC Co-Ordinator	Q2 2011	Nokia Global Packaging Team already implementing Sustainability Packaging Guidelines	SPG Terms of Reference to be adopted if it is not already so	Nokia Environmental Packaging Guidelines are in accordance with: EU Directive EU directive on packaging and packaging waste 94/62/EC ISO ISO 11469 (Plastics - Generic identification and marking of plastic products) ISO 1043-1 (Plastic Symbols - Part 1, Basic polymers and their special characteristics, -97) ISO 1043-2 (Plastic Symbols - Part 2, Fillers and reinforcement materials -88) (New DIS-99) ISO 1043-2 (Plastic Symbols and Abbreviated terms - Part 3, plasticizers,

					<p>-96) ISO 1043-2 (Plastic Symbols and Abbreviated terms - Part 4, Flame retardants, 98) ISO/DIS 14021 (Environmental labels and declarations) (ex. recyclable, recycled content)</p> <p>CEN/CENELEC</p> <p>EN13428 Packaging- Requirements specific to manufacturing and composition – Prevention by source reduction EN13429 Packaging – Reuse EN13430 Packaging – Requirements for packaging recoverable by material recycling EN13431 Packaging – Requirements for packaging recoverable by in the form of energy recovery EN13432 Packaging – Requirements for packaging recoverable through composting and biodegradation</p> <p>DIN</p> <p>DIN 6120 (plastics labelling)</p>
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<p>Implement Review process of current packaging practices against SPG in:</p> <ul style="list-style-type: none"> • Materials Minimisation • Water & Energy Efficiency Maximisation • Used of Recycled & Renewable Materials • Minimisation on the usage of Hazardous Materials • Design for Transport 	<p>APC Co-Ordinator & Global Packaging Team</p>				
<p>Established baseline data for all material types by source (imported only).</p>	<p>APC Co-Ordinator</p>		<p>Refer to Appendix 1 – ‘Summary of Previous Achievements’ reflect impacts of packaging brought into the Australia market during 2009 /2010 reporting period</p>		

Action	Responsibility	Timeframe	Baseline Data	Target	Evidence
Goal Two – Recycling: The efficient collection and recycling of packaging					
KPI Two: Nation recycling rate for packaging					
Not Applicable					

Action	Responsibility	Timeframe	Baseline Data	Target	Evidence
Goal Two – Recycling: The efficient collection and recycling of packaging					
KPI Three: Proportion of signatories with on-site recovery systems for recycling used packaging					
On-Site Recycling Facilities - Identify type and quantity of materials currently being recovered for recycling in office & warehouse	Office / Warehouse Managers	01/06/2011	10% of Kitchen and office Waste	50% by June 2011	

Action	Responsibility	Timeframe	Baseline Data	Target	Evidence
Goal Two – Recycling: The efficient collection and recycling of packaging					
KPI Four: Proportion of signatories with a policy to buy products made from recycled packaging					
Review ‘Buy Recycled’ Policy for both office & warehousing supplies	Office / Warehouse Managers	01/06/2011	Currently not a requirement	Nokia Australia Office to install policy	
Implementation of ‘Buy Recycled’ Policy	Office / Warehouse Managers	01/06/2011	Currently not a requirement	10% by June 2011	

Action	Responsibility	Timeframe	Baseline Data	Target	Evidence
Goal Two – Recycling: The efficient collection and recycling of packaging					
KPI Five: Additional tonnes of material reprocessed in primary and secondary markets as a result of the Covenant-funded projects					
Not Applicable					

Action	Responsibility	Timeframe	Baseline Data	Target	Evidence
Goal Three – Product Stewardship: A demonstrated commitment to product stewardship by the supply chain and other signatories					
KPI Six: Proportion of signatories that have formal processes for working with others to improve packaging design and recycling of packaging					
Formal processes to improve packaging designs	Global Packaging Team		Nokia Environmental Packaging Guidelines are based on EU Packaging & Packaging Waste Directive - 94/62/EC and its amendment 2004/12/EC and supporting all the 4 Principles & 12 Strategies in the SPG		Nokia Environmental Packaging Guideline Document

Action	Responsibility	Timeframe	Baseline Data	Target	Evidence
Goal Three – Product Stewardship: A demonstrated commitment to product stewardship by the supply chain and other signatories					
KPI Seven: Proportion of signatories demonstrating other stewardship outcomes					
Participation in packaging industry groupings / associations	Global Packaging Team		Nokia is currently co-operating with WWF on the monitoring water and paper use in its products		

Action	Responsibility	Timeframe	Baseline Data	Target	Evidence
Goal Three – Product Stewardship: A demonstrated commitment to product stewardship by the supply chain and other signatories					
KPI Eight: Reduction in number of packaging items in the litter stream					
<p>Nokia Product Stewardship on Packaging is based on:</p> <ol style="list-style-type: none"> 1. Use of Biodegradable Materials <ul style="list-style-type: none"> • Use of recyclable & biodegradable materials (wood fibre based materials) • Use common plastic that are easy to recycle 2. Reduction in number of detachable components of which the compact packaging is made of single material. 3. Anti-Litter labelling by affixing a recyclability marking on all materials 	APC Co-Ordinator & Global Packaging Team	On-going review	<p>Currently comply in all packaging materials</p> <p>Currently almost all plastic parts are easy to recycle.</p>	<p>Maintain current status</p> <p>Target to have all plastic parts that are easy to recycle.</p>	
<p>Reduction in number of detachable components</p> <ol style="list-style-type: none"> 1. Compact packaging made of single material 	APC Co-Ordinator & Global Packaging Team	On-going review	Currently all packaging materials are of a single material - none have combined materials in the form of foil laminations	Maintain current status of 100% recyclability for all packaging.	

Anti-Litter labelling 1. Recyclability Marking of Materials	APC Co-Ordinator & Global Packaging Team	End 2012	Currently all materials are marked for recyclability	Target to have ISO standard marking for all parts	

APPENDIX 1 – SUMMARY OF PREVIOUS ACHIEVEMENTS

Relevant Key Performance Indicators and Associated Performance Measures, Targets and Timeframes For Packaging Materials Imported Into the Australia Market for 2009 / 2010 Reporting Period

KPI 1.1. Identification of consumer packaging (domestic & imported) sold per annum into the Australian market and the total weight of products packaged.		
ACTION	Performance Measures &Targets	Timeframe
1.1A. Report tonnes of packaging by material type by source (local or imported) for 2009 /2010 reporting period.	<p>Established baseline data for all material types.</p> <p>Locally sourced consumer packaging is negligible:</p> <ul style="list-style-type: none"> • Paper - 0 • Plastic - 0 • Others - 0 <p>Total - 0</p> <p>Imported</p> <ul style="list-style-type: none"> • Paper – 41.75 Tonnes • Cardboard- 600.83 Tonnes • Plastics – Type 1 – 6.90 Tonnes -Type 5 – 0.83 Tonnes -Type 6 – 15.47 Tonnes • PP + CaCO₃ – 7.61 Tonnes <p>Total – 673.40 Tonnes</p>	Action: end- Mar 2012 for 2011 / 2012 Annual Report
1.1B. Report tonnes of packaged product sold.	Refer Action 1.1A Tonnes of packaged product sold: 3000 tonnes	
1C. Report ratio of product to packaging (by weight).	Refer Action 1.1A. Ratio of product to packaging (be weight): 4.45	
KPI 1.2. Use of “non-recyclable” consumer packaging sold per annum into the Australian market.		
ACTION	Performance Measures &Targets	Timeframe
1.2A. Report tonnage of “non-recyclable” packaging sold by material type and total for 2009 /2010 reporting period.	<p>Established baseline data for all non-recyclable material types:</p> <ul style="list-style-type: none"> • Plastics – Type 5 – 0.83 Tonnes -Type 6 – 15.48 Tonnes <p>Total – 16.31 Tonnes</p> <p>Note: All Nokia fibre-based packaging are recyclable & all Nokia plastic packaging too have recycling systems or are reusable (no PVC component in all Nokia plastics packaging). The above plastics are deemed non-recyclable by the APC’s requirements.</p>	Action : Annually

1.2B. Report total “non-recyclable” packaging as a per cent of total packaging sold.	Refer Action 1.2A ‘Non-recyclable packaging as a per cent of total packaging: 2.42 per cent	

KPI 1.3 Use of Renewable Materials

ACTION	Performance Measures &Targets	Timeframe
1.3A. Report actions and commitments that demonstrate that the APCs SPG has been implemented.	<ul style="list-style-type: none"> • The use of renewable paper-based materials has been increased to over 95 per cent of total packaging materials. • 50 per cent of the paper used in packaging came from recycled fibre • All Nokia packaging materials are 100 percent recyclable • From August 2008 the sales packages of all new devices have been smaller than their earlier equivalents – in ‘Compact Box’ design • Compact Box design advantages: <ul style="list-style-type: none"> ▪ 100 per cent Biodegradable ▪ Less paper product used in sales package & literature ▪ Less ink and dyes used for packaging & literature ▪ Less fuel usage in transport from ODM factory ▪ Foldable inner parts enable smaller packing • From February 2006 to the end of 2008, we reduced the weight of packaging materials and user guides used for our most affordable devices by over 60 per cent, which adds up to 100,000 tons of paper saved. • Smaller and lighter packaging has also reduced the need for transportation by omitting 12,000 trucks from the roads. • Packaging made from one whole material which made recycling much easier • From 2009, 80 percent of Nokia sales volume uses smaller packaging & user guide • In 2010 we unify our packaging portfolio to further simplify & optimise logistics • Pilot program on ‘No Box’ phone – new phone sold without any packaging • Plan to change all packaging materials to non-coated • Pilot program in selling charger-less device resulting in minimised sales pack 	Action: Report progress annually

KPI 1.4. Establishment of baseline performance data.

KPI	Performance Measures &Targets	Timeframe
1.4A. Report indicative baseline data (where available), including qualifiers & assumptions.	Established baseline data established for Nokia Australia Pty on October 2008	N/A
1.4B. Report established baseline data by 31 March 2012.	Nokia Australia Pty Ltd will continue to report progress made on established baseline data in our Annual Reports.	Action: March 2012

KPI 1.5. Annual Reporting against Action Plan.		
KPI	Performance Measures &Targets	Timeframe
1.5A. Report to be lodged by 31 March each year, outlining progress against baseline data, individual Action Plan commitments, targets and timelines.	Nokia Australia Pty Ltd will report on progress against all identified KPIs, including KPI performance measures and targets in our Annual Report under the Covenant.	Action: Next Report due March 2012
KPI 1.6. Demonstrated improvement and achievements against individual targets & milestones.		
KPI	Performance Measures &Targets	Timeframe
1.6A. Annual report to clearly demonstrate continuous improvement and performance against individual targets and timelines in Action Plan.	<p>The followings are the improvements made over previous year</p> <p>Average packaging reduction in per unit of product sold:</p> <p>Nokia Enhancement – less 81 percent</p> <p>Nokia Devcie – less 14 percent</p> <p>Total packaging: - less 20 per cent</p> <p>Paper: - less 47 per cent</p> <p>Plastic Type 1 – less 96 percent</p> <p>Plastic Type 6 – less 43 per cent</p> <p>Better Product to Packaging Ratio</p>	