

Approved on
2016-01-28

Approved by
Board of Directors

Identifier
T 2816-15 UEN

Relation
50087282

Owner
Søren Abildgaard Jacobsen

Page
1 (4)
Version
1.0 Approved

GROUP POLICY - ELECTROMAGNETIC FIELDS (EMF)

BACKGROUND AND DESCRIPTION

Background

This Group Policy is related to Group Global Services & Operations and is a binding document for Telia Company AB, its Subsidiaries and its Joint Operations (Jointly referred to as “Telia Company”).

Terms starting with a capital letter in this Group Policy are defined in the Delegation of Obligations and Authority.

Description

The telecommunications market is constantly developing and undergoing technology shifts. The market is expanding, leading to an increasing number of radio base stations and mobile devices.

There is a public debate on whether or not electromagnetic fields (EMF) emitted by radio base stations and mobile devices may cause adverse health effects. Extensive research has been conducted to address this question, and the research reviews conducted so far have concluded that for exposure levels below the limits recommended by the International Commission on Non-Ionizing Radiation Protection (ICNIRP) there are no established adverse health effects. ICNIRP is an international independent scientific organization that provides guidance and advice on the health hazards of non-ionizing radiation exposure. Its guidelines are endorsed by the World Health Organization (WHO) and the International Labour Organization (ILO). The limits defined by ICNIRP are based on a careful analysis of all scientific literature (both thermal and non-thermal effects) and provide protection against all known adverse health effects.

Telia Company acknowledges the genuine worries that exist among parts of the general public, and takes an earnest and serious approach to the matter. We continuously strive to have good knowledge of EMF-related research and seek to act transparently by sharing relevant information with interested parties and cooperating with relevant authorities and organisations. We run a group-level scientific advisory board to make sure we are always up-dated on the latest issues and research.

Policy Public

Identifier
T 2816-15 UEN
Relation
50087282

Page
2 (4)
Version
1.0 Approved

SCOPE AND PURPOSE

Scope

This Group Policy applies to Telia Company AB and its Subsidiaries and Joint Operations¹ as their own binding policy. In addition, Telia Company strives to adopt this Policy's principles and objectives in all other operations in which Telia Company has ownership interests.

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

- a) Code of Ethics and Conduct, Purpose, Shared Values, Focus Areas, Strategy, Group Policies, and Instructions for the CEO as approved by the Board;
- b) Decisions made by the CEO, and Group Instructions and the Delegations of Obligations and Authority as approved by the CEO; and
- c) Group Guidelines as approved by the Heads of Group Functions.

There will be a Group Instruction connected to this Group Policy.

Telia Company's commitments

Telia Company's commitments apply to:

1. Telia Company products, services and networks, e.g. radio base stations and mobile devices, including radio base station sites that Telia Company shares with others; and
2. All phases of radio base station design, procurement, planning, installation, commissioning, operation, maintenance and de-commissioning.

Purpose

The purpose of this Group Policy is to make sure Telia Company fulfills its commitment to take an earnest approach to electromagnetic fields (EMF).

PRINCIPLES

Telia Company has a dedicated team responsible for coordinating Telia Company measures and activities around this EMF Policy. The following principles shall apply for the activities under this Group Policy. Telia Company Global Services & Operations shall;

- Recognize that the main competence on EMF issues related to health lies with national and international authorities and expert organizations, such as the World Health Organization (WHO), and seek to act upon information, recommendations and directions issued by these;
- Have an up-to-date knowledge of EMF related research and issues, and strive to maintain such knowledge and competence within relevant parts of management and operations;

¹ Once formally adopted by the local board of directors if required



Policy Public

Identifier
T 2816-15 UEN

Relation
50087282

Page
3 (4)
Version
1.0 Approved

- Act transparently and provide to the public adequate and timely information on EMF and health, taking into account concerns about cost, business confidentiality and the protection of intellectual property rights;
- Strive for full, close and transparent cooperation with recognized authorities and organisations and share information that can help increase the general knowledge on the matter;
- Support, when and to the extent relevant, independent and transparent research in the EMF area and on radio technology;
- Follow local norms that have been issued by recognized authorities and organisations to ensure human health and safety, as well as follow the guidelines of the International Commission on Non-Ionizing Radiation Protection (ICNIRP), refraining from seeking or accepting exemptions not contemplated in the statutory or regulatory framework;
- Make sure products, services and networks meet all agreed or legally required norms for consumer and worker health and safety information;
- Always strive to protect the environment, public health and the safety of all members of the general public, as well as strive to making sure products, services and networks are safe and prioritizing children's rights considerations in corporate due diligence processes, e.g. health risk assessments;
- Require suppliers, when delivering their products and services, to fully comply with the EMF exposure levels limits for radio base stations and mobile devices set by national authorities and the ICNIRP guidelines;
- Establish clear and effective responsibilities and workflows for managing complaints and enquiries throughout Telia Company; and
- Seek to address questions from consumers or the general public relating to EMF in a fair and timely manner and without undue cost or burden to the consumer.

These principles apply as long as they do not violate domestic laws and regulations.



Policy Public

Identifier
T 2816-15 UEN

Relation
50087282

Page
4 (4)
Version
1.0 Approved

ROLES AND RESPONSIBILITIES

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

All Telia Company employees are however individually responsible for reading, understanding and following this Group Policy when it applies to the employee's area of work responsibility. Each employee is also obliged to speak up and raise concerns about actual or possible violations of this Group Policy.

EXEMPTIONS

If any Telia Company Subsidiary or Joint Operation would like to adopt a corresponding Group Policy with exemptions from this Group Policy, such exemption(s) must be approved by the board of Telia Company AB.

