

Women in STEM Decadal Plan Champion response

Updated 3rd May 2023

Amanda Morey

The Nokia logo is displayed in white, uppercase letters within a dark blue circular area. This circle is surrounded by a thick white ring, all set against a background of a teal-to-green gradient.

Our Commitment to build an Inclusive workplace for All



I'm proud to present to you the Nokia Decadal Plan Champion response updated in 2023. Our vision is to build a passionate team invested in championing the Nokia StrongHer program and related initiatives in Oceania to increase gender diversity and inclusion.

We recognise that a significant opportunity remains to improve female representation within our industry and in our region.

Supporting women in STEM is something we are passionate about and as a technology organisation with a well known and respected brand, we have an opportunity to improve gender equality in the technology sector overall.

We are fortunate to work for an Employer that values contributions from our female employees. Through our programs such as StrongHer, UTS Lucy mentoring etc we will continue to work to support women in STEM. This Decadal Plan Champion response outlines our goals and strategies for enabling women in the workforce and in the community to reach their full potential.

Together, we can really make a difference and build an inclusive and equal workplace for us all.

Andrew Cope Market Unit Head, Australia and New Zealand



At Nokia, we create technology that helps the world act together

When the world's people, machines and devices are in sync with each other, we can realize the full potential of digital:

- Sustainable business growth
- Productivity in industry
- Inclusive digital access

Our objective- Be a champion of Women in STEM

1. Leadership

To advocate for women in STEM and champion diversity and inclusion at Nokia

2. Evaluation

We commit to our target of 30% women employed in Oceania by 2026

3. Workplace culture

We foster an inclusive workplace that maximises the participation of women in the workplace

4. Visibility

We actively profile and elevate women in technology and hold ourselves accountable to sharing our progress

5. Education

We invest in gender diversity offering opportunities to develop and thrive in the technology sector

6. Industry Education

Partner with universities and Industry associations to lead the way in diversity and inclusion

Opportunities for Change- Leadership

Currently in Nokia Oceania, women comprise only 14.5% of the overall workforce and only 12.6% of line management personnel. Our aim is to increase female representation in our workforce to 30% by 2026.

- We will look at all positions and in particular, leadership positions by **implementing a recruitment panel** to actively identify qualified female candidates, ensuring an equitable recruitment process and **offer more opportunities** for female talent to boost and diversify our workforce.
- We will use our **professional networks to reach out to identify potential female talent** and aim to have 1-2 appropriate candidates apply.
- We will strive to become an **Employer of Choice for Women** and continue to monitor key gender diversity metrics.
- We will make commitments around **promoting visible female role models** through Women in Oceania profiles, building our women's capability and networks with diversity and inclusion programs. We will **amplify opportunities for women** through StrongHer programs and be a champion of change.
- We understand that leadership support is critical to the success of these initiatives, and our entire Executive Leadership Team are committed to the actions in this Plan. We are fortunate to have **Andrew Cope as the Executive Sponsor** advocating for gender equity and a StrongHer committee that works with the Oceania team to bring events that promote diversity and inclusion to the broader Nokia group.
- We **commit to our agreed metrics and reporting** on progress each quarter.
- Our purpose as an organisation is to create technology that helps the world act together and together, we can build meaningful relationships that support vibrant, connected communities.
- As part of this, we look to form partnerships with organisations where there is an alignment in values and goals to support gender equality in STEM and support our customers with their gender equality programs

Opportunities for Change: Evaluation

To monitor our progress against our plan, we have identified measures of success to be tracked and reviewed internally on a regular basis. These metrics will also be shared with our leadership team. These include measures such as:

- Gender diversity: at an overall level, in senior leadership, in promotions/hires/leavers, particularly in our technology functions . Our target for overall female representation is **30% by 2026**.
- Measurement of applications per role and placements reported quarterly and annually
- Continued focus on **gender pay gap closure** with an annual review
- **Employee feedback** via our culture and engagement surveys twice a year
- Internal engagement **survey of the StrongHer program annually**
- All **leaders involved as a champion of one Diversity and Inclusion program e.g. Charter for Managers**
- Engagement in Diversity and Inclusion training such as **Unconscious bias training and Ethics and Compliance training** completed by all leaders each year.

We aim to be recognised through:

- Being a Champion of the Women in STEM Decadal Plan with the Australian Academy of Science (AAS)
- External recognition through employer awards e.g. ICCA, ACOMM
- Attainment of a Workplace Gender Equality Agency Employer of Choice citation

Our annual Workplace Gender Equality Agency compliance reporting will also be publicly available to view on the WGEA website.

Opportunities for Change: Workplace Culture

At Nokia, we want to foster an inclusive workplace that maximises the participation of women in the workplace, while supporting them to develop and progress into leadership roles. Our initiatives focus on attracting and retaining female talent and reducing the gender gap.

- Our recent initiatives include addressing the **gender pay gaps for comparative roles, unconscious bias training and ethics and compliance training** for all our Line Managers, developing **inclusive recruitment guidelines** to support our Talent Acquisition team and Hiring Managers and reviewing recruitment ads for inclusive and de-gendered language.

We're also focussing on :

- Flexibility – To support a better work-life balance for all, we provide **flexible working arrangements** such as varied hours of working. We also provide various leave options including additional purchased leave, compassionate leave, study leave and career break leave.
- Regular pay equity reviews – We conduct an **annual analysis** to ensure all employees are remunerated appropriately based on merit and experience without gender bias, and that there are no unexplained differences in pay.
- Parental leave – We offer unpaid absence of 104 weeks, paid parental leave of 13 weeks to primary care giver and paternity leave up to 3 weeks (1 week paid and 2 weeks unpaid), note that adoption leave is included in all 3 types.
- Family and domestic violence initiatives, e.g. Personal Support Services(PSS) available, webinars to support our staff.

We also want to:

- Conduct employee listening via surveys, focus groups and exit interview data, to identify specific areas for action to improve gender equality
- Conduct a mini mentoring program for our women

Opportunities for Change: Visibility

We recognise the importance of visible female role models in STEM, not only for their impact for our own people but also girls and women in the community. Our activities to support our female stars to build their brand internally and externally include:

- Incorporating regular **profiles of our Women in Oceania** on Yammer monthly
- **Promoting our women externally** on Nokia LinkedIn
- Providing networking opportunities via our STEM Decadal Plan industry event – annual event
- Providing our **women mentoring opportunities** as part of our educational partnerships (e.g. UTS Lucy Mentoring, StrongHer mentoring)

In future, we also look to explore:

- Additional industry events and external networking opportunities for our women
- Opportunities for our female stars and their male allies to advocate externally via speaking engagements and conferences

Opportunities for Change: Education

In order to influence and build the future talent pipeline for STEM, we know we need to start with education. We want to attract and inspire young people in the community to see a future at Nokia. We have a proud tradition of investing in young people and want to continue to foster talent in STEM, particularly in Technology. Our partnerships to date include:

- UTS Lucy Mentoring **providing mentors** to young Women in STEM
- Additionally, we offer **the Nuala Ward UTS Scholarship Prize** in recognition of both the memory and the legacy of Nuala Ward, and Nokia's commitment to increasing female participation within the business, we have partnered with UTS to launch the Nokia Nuala Ward Prize for outstanding graduates. We will do this through the Nokia/UTS Female Lucy mentoring program and provide a prize of 5000 euro. The prize will be awarded to a 2nd, 3rd and 4th year student annually.
- Macquarie Business School LUCY Mentoring **providing Nokia staff to mentor** young women in Business
 - Create a **Young People Advisory panel** to help identify important future trends for our younger staff to remain connected and engaged in tech.
 - Drive opportunities for graduates and internship at Nokia.

In future, we also look to explore:

- Additional partnerships with associations and universities to connect students with Nokia mentors e.g. Young Engineers Australia
- Take on Year 10 work experience students
- Create a high school reach out event

Opportunities for Change: Industry Education

We have a strong, recognisable brand that has an excellent technology pedigree. As an industry leader we take our responsibility seriously to advocate within the sector and drive a more diverse and inclusive workforce.

Our activities to work with industry include:

- Incorporating **external speakers** into our StrongHer webinar program including high profile women leaders in technology
- Women's table at Industry events e.g. Comms Day and ACOMM
- International Women's Day event with our partners and customers
- Partnering with the Macquarie University to drive initiatives that **amplify tech events for women**
- Partnering with FutureWomen **for job opportunities for women returning to work**
- Attending **Jobs Fairs** at Macquarie University and University of Auckland to drive awareness of Nokia as an employer that values diversity and inclusion

In future, we also look to explore:

- Additional industry events and external networking opportunities for our women with our customers and partners e.g. FutureWomen Jobs Fair
- Opportunities for our female stars and their male allies to advocate externally via speaking engagements and conferences

The STRONGHER vision

We want a company where women get the same level of opportunities as men and are well represented in all business domains and functions

The Oceania committee have agreed on these statements for focus in 2023.

Oceania is committed to continuing the solid foundation of programs that support and encourage women to engage, pursue and develop their STEM careers.

We particularly want women and young engineering students to think of Nokia as a great place to build their career. We want students to be advocates for Nokia in the market.

We want to be more involved with students and universities and engage our senior staff to pass on knowledge to create long term change in the region.

We value diversity and inclusion and will work to find new ways to drive change



Words from our Executive Sponsors



Nishant Batra, executive sponsor of StrongHer Global

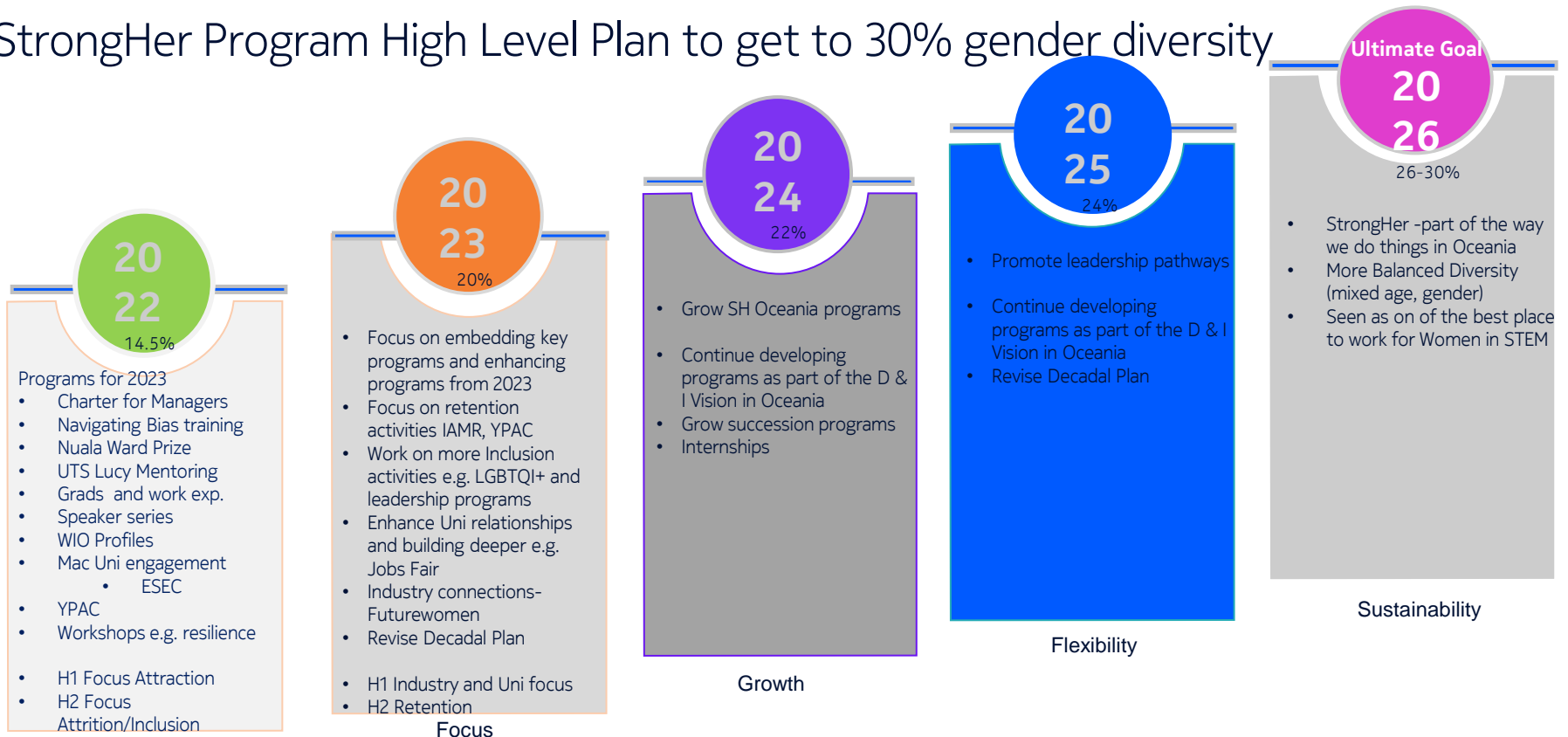
“Equality in the workplace is a business, economic, and social imperative for all of us. In 2023, I hope to see many more of our colleagues, and not only women, join the conversation. Let’s work together so that the StrongHer chapters across Nokia grow and multiply, helping reinforce Nokia as a company free of biases and harnessing the talent of everyone.”



Andrew Cope, executive sponsor of StrongHer Oceania

“It is an honor to work alongside such talented and driven colleagues as part of the StrongHer initiative. I encourage everybody to join the discussion in breaking down barriers and making Nokia a more inclusive and equitable workplace for all.”

StrongHer Program High Level Plan to get to 30% gender diversity



The image features the Nokia logo in white, centered against a dark blue background. The logo is overlaid on a complex, abstract pattern of glowing, multi-colored strands in shades of red, orange, and blue. These strands are intertwined and flow across the frame, resembling fiber optic cables or data streams. The overall aesthetic is modern and technological.

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