

**Owner**  
Head of GSO, Anders Olsson

**Approval Date**                      **Version**  
10/03/2017                                      2

**No.**  
T 2816-15 UEN

**Security**  
Public

**Approved by**  
Board of Directors

**Related**  
50087282

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## Group Policy - Electromagnetic Fields (EMF)

### **POLICY**

- We ensure that our products, services and networks adhere to local norms related to EMF that have been issued by authorities and the World Health Organization (WHO), as well as follow the guidelines of the International Commission on Non-Ionizing Radiation Protection (ICNIRP)
- We have up-to-date knowledge of EMF related research, and strive to maintain such knowledge and competences within all relevant parts of the organization
- We support independent and transparent research on EMF
- We establish clear and effective responsibilities and processes for managing complaints, enquiries and grievance in a fair and timely manner
- We pay particular attention to children's rights considerations in EMF related processes

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

Please note that there is a Group Instruction connected to this Group Policy.

### **BREACHES AGAINST THE POLICY - SPEAK-UP LINE**

Any Telia Company employee who suspects violations of this Group Policy must speak up and raise the issue to their line manager, to the Ethics and Compliance Office, or through the Speak-Up Line. The Speak-Up Line is also available for concerns raised from external parties. The Speak-Up Line is available on Telia Company's internal and external webpages.

### **PURPOSE**

The purpose of this Group Policy is to ensure a common, responsible approach to EMF, which supports Telia Company's operations and addresses relevant stakeholder concerns throughout the Group.



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## SCOPE

This Group Policy relates to electromagnetic fields and applies to Telia Company AB, its Subsidiaries and Joint Operations<sup>1</sup> (jointly “**Telia Company**”) as their own binding policy. Telia Company will strive to fully adopt these principles in all operations in which Telia Company has management control. We will also use our influence to promote the principles in other companies where Telia Company has ownership interests.

This Group Policy is part of Telia Company’s Group Governance Framework, which includes:

- a) Code of Responsible Business Conduct, Purpose & Values, Strategic framework, 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 Instructions as approved by the responsible Head of Group Function or Head of Group Department.

## ROLES AND RESPONSIBILITIES

Each Executive Vice President, Senior Vice President and Vice President 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.

All Telia Company employees are individually responsible for reading, understanding and following this Group Policy.

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

## EXEMPTIONS

If any Telia Company Subsidiary would like to adopt a corresponding Group Policy with exemptions from this Group Policy, the relevant country CEO shall inform their superior, who shall escalate the matter to the Group General Counsel.

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<sup>1</sup> Once formally adopted by the local board of directors, if required.

