

United Nations Guiding Principles Reporting Framework index 2018

Description

This index is designed to help stakeholders identify the location of answers in the Annual Report 2018 and public commitments that Ericsson has provided according to the United Nations' Guiding Principles (UNGP) Reporting Framework. Below Ericsson's most relevant commitments and information sources related to human rights:

- [Code of Business Ethics](#)
- [Code of Conduct](#)
- [Occupational health and safety policy](#)
- [Privacy](#)
- [Modern slavery Act](#)

The UNGP Reporting Framework is the first comprehensive guidance for companies to report on human rights issues in line with their responsibility to respect human rights. This responsibility is set out in the UN Guiding Principles on Business and Human Rights, which constitute the authoritative global standard in this field.

The UNGP Reporting Framework provides a concise set of questions to which Ericsson strives to answer in order to know and show that it is meeting its responsibility to respect human rights in practice.

UNGP Reporting Framework, with descriptions of the overarching and supporting questions, is available at: <http://www.ungpreporting.org>

Section	Overarching and supporting questions	Reference Ericsson Annual Report (Page number)
Part A: Governance of respect for human rights		
Policy commitment	A.1. What does the company commitment state on the duty to respect human rights?	3, 169, 174 and 175
	A.1.1. How was develop the company public commitment on the duty to respect human rights?	166, 169 and 175
	A.1.2. Whose human rights does the company public commitment address?	169
	A.1.3. How is the company public commitment communicated?	166, 169
Embedding respect for human rights	A.2. How does the company demonstrate the importance of the implementation of its human rights commitment?	3
	A.2.1. How is responsibility for respect of human rights performance organized within the company, and why?	169
	A.2.2. What kinds of human rights issues e discussed by senior management and by the Bod of Directors, and why?	175
	A.2.3. How e employees and contract workers made awe of the ways in which respect of human rights should inform their decisions and actions?	169
	A.2.4. How does the company make clear in its business relationships the importance it places on respect for human rights?	27, 29 and 31
	A.2.5. What lessons has the company learned during the reporting period about achieving respect for human rights, and what has changed as a result?	

Section	Overarching and supporting questions	Reference Ericsson Annual Report (Page number)
Part B: Defining the focus of reporting		
Statement of salient issues	B.1. State the salient human rights issues associated with the company's activities and business relationships during the reporting period	175
Explanation of salient issues	B.2. Describe how the salient human rights issues were determined, including any input from stakeholders	168 and 172
Geographical focus	B.3. If reporting on the salient human rights issues focuses on particular geographies, explain how that choice was made	180 and 181
Additional severe impacts	B.4. Identify any severe impacts on human rights that occurred or were still being addressed during the reporting period, but which fall outside of the salient human rights issues, and explain how they have been addressed	175 and 181

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Section	Overarching and supporting questions	Reference Ericsson Annual Report (Page number)		
Part C: Management of Salient Human Rights Issues		Right to privacy	Freedom of expression	Labor rights
Specific policies	C.1. Does the company have any specific policies that address its salient human rights issues and, if so, what are they?	169, 175 and 179		
	C.1.1. How does the company make clear the relevance and significance of such policies to those who need to implement them?	169		
Stakeholder engagement	C.2. What is the company's approach to stakeholders' engagement in relation to salient human rights issue?	168 and 175		
	C.2.1. How does the company identify which stakeholders to engage with in relation to salient issue, and when and how to do so?	168		
	C.2.2. Which stakeholders has the company engaged with regarding each salient issue, and why?	168		
	C.2.3. How have the views of stakeholders influenced the company's understanding of each salient issue and/or its approach to addressing it?	168 and 172		
Assessing impacts	C.3. How does the company identify any changes in the nature of each salient human rights issue over time?	175		
		168		
	C.3.1. Were there any notable trends or patterns in impacts related to a salient issue and, if so, what were they?	175 and 177		
	C.3.2. Did any severe impacts occur that were related to a salient issue and, if so, what were they?			
Integrating findings and taking actions	C.4. How does the company integrate its findings about each salient human rights issue into its decision-making processes and actions?	172		
	C.4.1. How do those parts of the company whose decisions and actions can affect the management of salient issues, involved in findings and implementing solutions?	175		
	C.4.2. When tensions arise between the prevention or mitigation of impacts related to a salient issue and other business objectives, how are these tensions addressed?	168		
	C.4.3. What action has the company taken to prevent or mitigate potential impacts related to each salient issue?	175		
177		179		
Tracking performance	C.5. How does the company know if efforts to address each salient human rights issue are effective in practice?	175 and 185		185
		180 and 185		

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	C.5.1. What specific examples from the reporting period illustrate if each salient issue is being managed effectively?	See C5		
Remediation	C.6. How does the company enable effective remedy if people are harmed by its actions or decisions in relation to the salient human rights issues?	177		
	C.6.1. Through what means can the company receive complaints or concerns related to each salient issue?	170, 177 and 179		
	C.6.2. How does the company know if people feel able and empowered to raise complaints or concerns?			
	C.6.3. How does the company process complaints and assess the effectiveness of outcomes?	170		
		177	179	
	C.6.4. What were the trends and patterns in the complaints or concerns and their outcomes regarding each salient issue, and what lessons has the company learned?	170 and 188		
C.6.5. Did the company provide or enable remedy for any actual impacts related to a salient issue and, if so, what are typical or significant examples?				

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