

Management approach disclosure 2017



OVERVIEW

Unless otherwise state, all information and data pertains to activities undertaken from January 1, 2017, to December 31, 2017. This Management approach disclosure is a combined for all material topics as listed in Materiality matrix in Ericsson [Sustainability and Corporate Responsibility report 2017](#).

Disclosure on economic items is included in the [Ericsson Annual Report 2017](#).

The Sustainability and Corporate Responsibility (CR) Report includes environmental, social, labor practices, human rights, labor standards, occupational health and safety, competence management and diversity issues, supplier assessments and grievance mechanism information according to Global Reporting Initiative (GRI) Sustainability Reporting Standards.

Materials, energy, emissions, products, services and transportation environmental aspects areas are reported in Environmental performance indicators according to GRI Sustainability Reporting Standards. Ericsson has implemented a Circular Economy Program including design and product take back.

POLICIES

Corporate financial accounting and reporting are conducted according to high quality standards. In addition, Ericsson ensures that high auditing standards are applied by external financial auditors. The Board of Directors' Report, Annual Report 2017, contains an analysis of Ericsson's consolidated financial statements and operational results.

Group Policies are approved by Ericsson President and CEO and are mandatory for all employees. Main Policies related to environmental and socio-economic issues are:

[Code of Business Ethics](#)

[Code of Conduct](#)

Diversity Policy (Internal)

[Sustainability Policy](#)

Occupational Health and Safety Policy (Internal)

RESPONSIBILITY

Operational responsibility for economic areas: Chief Financial Officer.

Head of Ericsson companies are responsible for submitting complete, accurate and up-to-date financial reports.



Operational responsibility for Ericsson's environmental management system: Senior Vice-president and Chief Sustainability Officer and Head of Group Function Sustainability and Public Affairs.

Head of Ericsson companies are responsible for ensuring that local operations are in compliance with all relevant legal environmental requirements.

Operational responsibility for labor areas: Head of Group Function Human Resources.

Head of Human Resources of Ericsson companies are responsible for labor practices in their respective company.

Operational responsibility for the Group duty to respect human rights: Senior Vice-president and Chief Sustainability Officer and Head of Group Function Sustainability and Public Affairs.

Head of Ericsson companies are responsible for the duty of the companies to respect of human rights.

Operational responsibility for product responsibility areas is held by the head of Business Units.

Senior Vice-president and Chief Sustainability Officer and Head of Group Function Sustainability and Public Affairs is responsible for sustainability and corporate responsibility defined as the integration of social, environmental and economic issues in a triple bottom line context.

MANAGEMENT

Financial Highlights for the past five years can be found in the Annual Report 2017. Ericsson has customers in more than 180 countries, and sales per market areas can be found in the Annual Report 2017. Ericsson ensures that high auditing standards are applied by external financial auditors. The group auditors are appointed at the Annual General Meeting of Shareholders (AGM).

Management of environmental, and occupational health and safety issues are integrated into the Ericsson Group Management System (EGMS).

EGMS is certified according to ISO 14001 since 2001 and according to OHSAS 18001 since 2012. The scope of the [global certificate](#) is the management, development, product management, production, supply, sales and support of telecommunications products and services worldwide.



GOALS AND PERFORMANCE

Sustainability and corporate responsibility related targets are set, followed-up and reported periodically according to Ericsson Strategy and target setting process. Objectives and achievements are deployed throughout the organization and are reported as part of the Ericsson Sustainability and CR Report 2017.

TRAINING AND AWARENESS

Environmental awareness is part of the Sustainability and Corporate Responsibility e-learning for all employees. Environmental training for experts also includes Design for Environment and Product Take-Back.

Social, labor practices, human rights, labor standards, occupational health and safety, and diversity awareness is part of the Sustainability and Corporate Responsibility e-learning for all employees. Supplier Code of Conduct training also includes human rights issues.

CONTEXT

Key achievements are described in Annual Report 2017. Major organizational risks and opportunities are described in Annual Report 2017.

Key achievements and major social impact, labor practices, human rights and occupational health and safety risks and opportunities are described in the Sustainability Performance and Risk report within Ericsson Annual Report 2017 and Ericsson Sustainability and CR Report.

There were no major changes in the reporting period to systems or structures.