

Company Name Ericsson
Industry ICT (Own operations and Supply Chain)
Overall Score (*) 32.9 out of 100

Theme Score	Out of	For Theme
3.6	10	A. Governance and Policies
6.3	25	B. Embedding Respect and Human Rights Due Diligence
6.3	15	C. Remedies and Grievance Mechanisms
5.7	20	D. Performance: Company Human Rights Practices
6.6	20	E. Performance: Responses to Serious Allegations
4.5	10	F. Transparency

(*) Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2019 Methodology document. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

Detailed assessment

A. Governance and Policies (10% of Total)

A.1 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	2	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: UNGC principles 1 & 2: The Company indicates in its Code of Conduct that "Ericsson is a signatory to the United Nations Global Compact initiative. In order to make this commitment clear to employees, suppliers, customers and other stakeholders, the Code of Conduct is based on the Global Compact's ten principles and shall be publicly available" [Code of Conduct for Business Partners, 2017: ericsson.com] Score 2 <ul style="list-style-type: none"> Met: UNGPs: The Company indicates in its Code of Conduct that "We are also committed to implementing the United Nations Guiding Principles on Business and Human Rights throughout our business operations." [Code of Conduct for Business Partners, 2017: ericsson.com]
A.1.2	Commitment to respect the human rights of workers	2	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: ILO Core: The Company indicates that it respects 'all internationally recognized human rights, including [...] the International Labor Organization's Declaration on Fundamental Principles and Rights at Work'. [Code of Business Ethics, 2017: ericsson.com] Met: Explicitly list ALL four ILO for ICT suppliers: The Code of conduct for business partners includes discrimination, forced labour, child labour, freedom of association and collective bargaining. In relation to these, it states that 'all employees shall be free to form and to join, or not to join, trade unions or similar external representative organizations and to bargain collectively. Information and

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>consultation with employees can be done through formal arrangements or, if such do not exist, other mechanisms may be used. In situations where the right to freedom of association and collective bargaining is restricted by applicable laws and regulations, Business partners are expected to allow alternative forms of worker representations' [Code of Conduct for Business Partners Updated, 6/2019: ericsson.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Met: Explicit commitment to All four ILO Core: The company indicates in its Code of Business Ethics, which contains the Code of Conduct, that every person working for the organisation is expected to abide by "All persons should be free to peacefully and lawfully form and join, or not join, workers' associations of their own choosing, and should have the right to bargain collectively...Modern day slavery including forced, bonded or compulsory labor and human trafficking are strictly prohibited. Ericsson does not accept the use of child labor... No individuals should be discriminated against [...]. [Code of Business Ethics, 2017: ericsson.com] • Met: Respect H&S of workers: The Code indicates that 'the health of the workers and the safety of the workplace shall always be a priority concern. This applies to all aspects of working conditions, including psychosocial considerations'. [Code of Business Ethics, 2017: ericsson.com] • Met: H&S applies to ICT suppliers: The Code of Conduct for business partners devotes a specific section to health and safety including both generic occupational health and safety and specific requirements and standards. [Code of Conduct for Business Partners Updated, 6/2019: ericsson.com] • Met: working hours for workers: Although the Code of ethics does not cover working hours, it states that the code of conduct "should be applied throughout the Company's operations'. The Code of conduct, as indicated below, covers working hours. [Code of Conduct for Business Partners Updated, 6/2019: ericsson.com & Code of Business Ethics, 2017: ericsson.com] • Met: Working hours for ICT suppliers: The code for business partners states that 'Business Partners Must follow all applicable laws and regulation and/or collective bargaining agreements with respect to working hours and days of rest, and all overtime must be voluntary. A workweek must be restricted to 60 hours, including overtime. Regular workweeks must not exceed 48 hours. Absent exceptional circumstances, Employees must be provided with at least one day off in every seven-day period [...] Exceptional circumstances include short-term business demands and natural disaster'. [Code of Conduct for Business Partners Updated, 6/2019: ericsson.com]
A.1.3.ICT.a	Commitment to responsible sourcing of minerals	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Responsible mineral sourcing in conflict areas: The Company states in the sourcing of conflict minerals statement that 'as part of Ericsson's commitment to responsible sourcing, human rights and sustainability, it is our goal that the tantalum, tin, tungsten and gold in our products should not, directly or indirectly, finance or benefit armed groups in the DRC or adjoining countries'. However the statement is specifically focused on the DRC, and not framed more broadly in the context of conflict affected and high-risk areas. [Code of Conduct for Business Partners Updated, 6/2019: ericsson.com & Sourcing of Conflict Minerals, 20/01/2015: ericsson.com] • Met: Based on OECD Guidance: The Company commits to 'Exercise due diligence on relevant suppliers in conformance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. [Code of Conduct for Business Partners Updated, 6/2019: ericsson.com & Sourcing of Conflict Minerals, 20/01/2015: ericsson.com] • Not met: Requires responsible mineral sourcing from suppliers: The Code of conduct for partners, in relation to responsible sourcing of raw materials, requires 'Business Partners must exercise responsible due diligence of its Business Partners when it comes to the sourcing and extraction of raw materials, including, but not limited to tin, tantalum, tungsten, and gold used in products. The due diligence must be consistent with relevant parts of the OECD Due Diligence Guidance [OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and HighRisk Areas] or equivalent processes'. However, it is not clear if the Commitment covers both conflict affected and high risk areas. The Company's commitment seems to refer to DRC or adjoining countries. [Code of Conduct for Business Partners Updated, 6/2019: ericsson.com & Sourcing of Conflict Minerals, 20/01/2015: ericsson.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Responsible conflict mineral sourcing covers all minerals: The Company indicates that 'contractual terms and conditions. The due diligence shall be

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>consistent with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and the related Supplements for gold and for tin, tantalum and tungsten (the "OECD Guidance")'. However no evidence has been found of a explicit commitment to cover all minerals. [Ericsson Conflict Minerals Report, 2018: ericsson.com]</p> <ul style="list-style-type: none"> • Not met: Suppliers expected to make similar requirements of their suppliers: The Company requires the following: 'Business Partners must secure and monitor that their Suppliers and subcontractors comply with the Code or, other agreed equivalent standards. It is the responsibility of Business Partners to ensure that their Employees and Employees of any Suppliers or subcontractors are adequately trained on the requirements covered in the Code.' However, no requirement for suppliers suppliers' to make a commitment could be found, including responsible sourcing for all minerals. [Code of Conduct for Business Partners Updated, 6/2019: ericsson.com]
A.1.3.ICT.b	Commitment to respect human rights particularly relevant to the industry (ICT)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Women's Rights: The Company reports that participates in initiatives and works towards these objectives. However, no evidence has been found of a clear and specific commitment to respect Women's rights. [Ericsson Annual Report 2018, 2019: mb.cision.com] • Not met: Children's Rights: The Company indicates that participates in different initiatives and works towards these objectives. The prohibition of Child Labor is based on the UN Convention on the Rights of the Child. However, no evidence has been found of a clear and specific commitment to respect Children's rights. [Code of Conduct for Business Partners, 2017: ericsson.com] • Not met: Migrant worker's rights • Not met: Expecting suppliers to respect these rights <p>Score 2</p> <ul style="list-style-type: none"> • Not met: CEDAW/Women's Empowerment Principles • Not met: Child Rights Convention/Business principles • Not met: Convention on migrant workers • Not met: Expecting suppliers to respect these rights
A.1.4	Commitment to engage with stakeholders	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Commits to stakeholder engagement: The company indicates that "We engage with human rights organizations, governments, employees, customers and other stakeholders to better understand the responsibilities and challenges around human rights and business". However no evidence has been found of a clear commitment to engage with potentially and actually affected stakeholders. • Met: Regular stakeholder engagement: The Company states that it "engages with its stakeholders on an ongoing basis on a diverse range of topics, including supply-chain management, energy performance, human rights, anti-corruption [...] The engagement takes a variety of forms such as joint projects and initiatives, meetings, surveys, participation in industry groups, etc. As example, "In 2018, Ericsson conducted a focused employee survey on sustainability and corporate responsibility. The Company's employees were requested to select a and rank the top sustainability and responsible business related topics that they believed were of most significance to them and to Ericsson's business, these results helped inform our materiality assessment" [Ericsson Annual Report 2018, 2019: mb.cision.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Commits to engage stakeholders in design • Not met: Regular stakeholder design engagement
A.1.5	Commitment to remedy	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Commits to remedy: The Company indicates that "Ericsson respects all internationally proclaimed human rights. Since 2011, we have been working to integrate the UNGPs on Business and Human Rights into our governance framework. The UNGPs set out the corporate responsibility to respect human rights, stating that business enterprises should avoid infringing on human rights as well as addressing the adverse human rights impacts with which they are involved" IT also indicates that "We strive to avoid infringing on the human rights of others and address adverse human rights impacts with which Ericsson is involved". However, no formal statement of commitment to remedy adverse impacts that it has caused or contributed to. [Code of Conduct for Business Partners, 2017: ericsson.com & Sustainability and Corporate Responsibility Report 2018, 2019: ericsson.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Not obstructing access to other remedies

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not met: Collaborating with other remedy initiatives • Not met: Work with ICT suppliers to remedy impacts
A.1.6	Commitment to respect the rights of human rights defenders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Zero tolerance attacks on HRs Defenders (HRDs): The company indicates that 'Ericsson will not accept any discrimination or retaliation against the individual reporting the violation for having, in good faith, reported alleged violations'. However, no evidence has been found of a commitment to neither tolerate nor contribute to threats, intimidation and attacks against human rights defenders. [Code of Business Ethics, 2017: ericsson.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Expects ICT suppliers to reflect company HRD commitments: The Company indicates that 'Ericsson's Business Partners and its Employees can report good faith concerns regarding suspected violations of applicable laws or the Code through the Ericsson Compliance Line...Ericsson prohibits any discrimination or retaliation against individuals who report suspected violations in good faith'. However, no evidence has been found of a specific commitment to neither tolerate nor contribute to threats, intimidation and attacks against human rights defenders. [Code of Conduct for Business Partners Updated, 6/2019: ericsson.com]

A.2 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: CEO or Board approves policy: The President and CEO Börje Ekholm signed a letter at the beginning of the CoBE where it approves the content of the document. In this document there is a Human Rights Policy. "The Code of Business Ethics is our guiding framework to how we conduct business and how we operate. I do not ask you to simply sign our Code of Business Ethics – I ask you to commit to it, uphold it and understand how it drives our daily behaviors and how it guides us, ensuring that we always conduct business responsibly." [Code of Business Ethics, 2017: ericsson.com] • Not met: Board level responsibility for HRs: The company indicates 'Since 2016, our Ethics and Compliance Board has been responsible for the overall governance of compliance within the Group. It consists of the heads of each Group function and is chaired by our CEO. We brief our Board of Directors annually on sustainability and corporate responsibility matters; more often if needed. In 2017, briefings covered governance updates; strategy execution including risks, performance, and results; specific topics like occupational health and safety (OHS); human rights, including modern slavery; advocacy activities; and stakeholder feedback and perception'. [Sustainability and CR report 2017, 2018: ericsson.com & Sustainability & Corporate Responsibility Report, 11/04/2019: ericsson.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Speeches/letters by Board members or CEO: The CEO Börje Ekholm refers to human rights in a letter at the beginning of the company's 2018 Annual Report, however there is insufficient detail provided when discussing its business importance. [Ericsson Annual Report 2018, 2019: mb.cision.com]
A.2.2	Board discussions	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Board/Committee review of salient HRs: The Ethics and Compliance Board (executive level body). 'We brief our Board of Directors annually on sustainability and corporate responsibility matters; more often in needed. In 2017, briefings covered governance updates; strategy execution including risks, performance, and results; specific topics like occupational health and safety (OHS); human rights, including modern slavery; advocacy activities; and stakeholder feedback and perception'. [Sustainability and CR report 2017, 2018: ericsson.com] • Not met: Examples or trends re HR discussion: Although the company has a 'Risk Heat Map' where it identifies certain areas of risk, including human rights related risks, it is unclear which of these have been discussed at the Board or committee level in the most recent reporting period. [Sustainability and Corporate Responsibility Report 2018, 2019: ericsson.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both examples and process
A.2.3	Incentives and performance management	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Incentives for at least one board member: On the CHRB disclosure platform the Company states 'Our Board members are only paid 'board fees' and 'committee fees' as approved by the shareholders at the AGM. The non-employee

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Board members may choose to receive their board fees exclusive of the committee fees in the form of a mix of cash and synthetic shares with predetermined percentage allocations approved by the AGM as well'. Additionally the Company discloses the members of the different committees and the board and their remuneration scheme. However no evidence has been found of incentives linked to aspects of the HR company commitments. [Disclosure to CHRB platform, 07/2019: bhrrc.org]</p> <ul style="list-style-type: none"> • Not met: At least one key ICT HR risk, beyond employee H&S <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Performance criteria made public

B. Embedding Respect and Human Rights Due Diligence (25% of Total)

B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commits to ILO core conventions: See indicator A.1.2 • Met: Senior responsibility for HR: In its submission to the CHRB disclosure platform, the company indicates that the 'Functional Area Sustainability and Corporate Responsibility' is accountable for policy, strategy, governance and target setting for human rights and related areas of sustainability and corporate responsibility. Additionally the company identifies a number of boards, such as the Sensitive Business Board, the Environmental Health and Safety Board and the Responsible Sourcing Board, which each have responsibility for specific human rights related topics. There also is a Ethics and Compliance board, that briefs the Board of directors. [Disclosure to CHRB platform, 07/2019: bhrrc.org] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Day-to-day responsibility: In its submission to the CHRB disclosure platform, the Company indicates that 'A Corporate Responsibility Expert – Business and Human Rights has the day-to-day responsibility for human rights and is part of the Sustainability and Corporate Responsibility leadership team. The role reports to the Head of Sustainability and Corporate Responsibility. The Head of Sustainability and Corporate Responsibility reports to the Executive Management Team of Ericsson Group'. As indicated above, the Company relies in a functional area of sustainability. [Disclosure to CHRB platform, 07/2019: bhrrc.org] • Not met: Day-to-day responsibility for ICT in supply chain: Although the Company indicates in its submission to the CHRB disclosure platform that 'A Corporate Responsibility Expert – Business and Human Rights has the day-to-day responsibility for human rights and is part of the Sustainability and Corporate Responsibility leadership team'. It is not clear whether this also includes the management of human rights within the company's supply chain. [Disclosure to CHRB platform, 07/2019: bhrrc.org]
B.1.2	Incentives and performance management	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Senior manager incentives for human rights • Not met: At least one key ICT HR risk, beyond employee H&S <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Performance criteria made public
B.1.3	Integration with enterprise risk management	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: HR risks is integrated as part of enterprise risk system: The Company indicates that 'In order to assess, prevent and mitigate potential negative impacts on its salient human rights issues, Ericsson has integrated due diligence about human rights into its sales process through its sensitive business process. The Company's Sensitive Business Policy aims to emphasize Ericsson's commitment to respecting human rights in its business engagements and operations. Ericsson's Sensitive Business Board, a cross-functional forum that consists of high-level representatives of Group Functions and Business Areas, is responsible for ensuring that business opportunities and engagements are conducted according to the Policy...The Company's sustainability and corporate responsibility related risks [of which human rights is one] described in this report are managed in accordance to Ericsson's risk management framework, which is integrated into the Company's operational processes. The Board of Directors also oversees the Company's risk management'. [Ericsson Annual Report 2018, 2019: mb.cision.com & Ericsson Annual Report 2018, 2019: mb.cision.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			Score 2 <ul style="list-style-type: none"> Not met: Audit Ctte or independent risk assessment
B.1.4.a	Communication /dissemination of policy commitment(s) within Company's own operations	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Commits to ILO core conventions: See indicator A.1.2 Met: Communicates its policy to all workers in own operations: The Company indicates that they offer free HR and business e-learning courses among other online formation for all employees and the courses and the Code of Conduct is publicly available in 12 different languages. Additionally the company indicates that 'Employees read and acknowledge the CoBE at the time of employment and periodically re-acknowledge it throughout their term of employment. The Code of Business Ethics is periodically updated and is translated into more than 30 languages to ensure that it is accessible to employees and stakeholders'. [Code of Conduct Training, 11/04/2019 & Ericsson Annual Report 2018, 03/2019: mb.cision.com] Score 2 <ul style="list-style-type: none"> Met: Commits to all 4 ILO core conventions: See indicator A.1.2 Not met: Communication of policy commitments to stakeholder Not met: How policy commitments are made accessible to audience
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	2	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Commits to all 4 ILO core conventions for suppliers: See indicator A.1.2 Met: Requiring ICT suppliers to communicate policy down the chain: The Company communicates its policy through free online training publicly available. The training is in different topics, among them there is a Code of Conduct training where the HR policy is included. The Company indicates "Working together with suppliers to achieve continuous improvement is an important part of Ericsson's approach. The Company offers free online training to suppliers in four areas: the Ericsson CoC; anti-corruption; occupational health and safety; and conflict minerals." In addition, the Company indicates that the Code of conduct is available in 16 languages and "it's a core component of suppliers contracts". As indicated in the code of conduct, "It is the responsibility of the Supplier to ensure that its employees and subcontractors are informed about and comply with the Code of Conduct". [Code of Business Ethics, 2017: ericsson.com & Ericsson Annual Report 2018, 2019: mb.cision.com] Score 2 <ul style="list-style-type: none"> Met: How HR commitments made binding/contractual: The Code of Conduct which includes Ericsson Human Rights Commitments indicates that 'The Code of Conduct shall be applied throughout the company's operations, including in the management, development, production, supply, sales and support of Ericsson solutions, products, and services worldwide. The Code of Conduct shall also be valid for all Ericsson suppliers and applied through contractual terms and conditions'. As indicated above, the sustainability report indicates that it is a core component of suppliers' contracts. [Code of Conduct for Business Partners Updated, 6/2019: ericsson.com] Met: Including on ICT suppliers: The Company indicates that 'Business Partners must secure and monitor that their Suppliers and subcontractors comply with the Code or, other agreed equivalent standards...Ericsson reserves the rights to verify compliance with the requirements set in the Code by a combination of mechanisms including but not limited to self assessments, surveys, site-visits or audits. Business Partners must therefore maintain relevant records to demonstrate compliance and if necessary, allow access to their own and their Suppliers' and subcontractors' premises for Ericsson's representatives'. [Code of Conduct for Business Partners, 2017: ericsson.com]
B.1.5	Training on Human Rights	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Scores at least 1 on A.1.2 Met: Trains all workers on HR policy commitments: The Company indicates that 'We have had an e-learning training on human rights and business for all Ericsson employees since December 2015. We have also carried out specific human rights training for personnel within, for example, Corporate Audit and the regional compliance organization. Key personnel in sales and other relevant functions, including regional leadership teams, also receive additional specialized training'. [Sustainability and Corporate Responsibility Report 2018, 2019: ericsson.com] Not met: Trains relevant ICT managers including procurement: As indicated above, all employees have received training since 2015 and also some specific training carried out for different areas. However, no evidence found of procurement teams being trained in human rights. Although it indicates that during

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>2019, the e-learning will be mandatory for employees within the sourcing organization, no evidence found on whether training has already started. Additionally, the Company only indicates that the e-learning will be mandatory for 'employees' in the sourcing organisation, unclear if specific training provided to managers in that organisation. [Sustainability and Corporate Responsibility Report 2018, 2019: ericsson.com & Modern slavery and human trafficking statement 2018, 26/02/2019: ericsson.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Score of 2 on A.1.2 • Not met: Both requirements under score 1 met
B.1.6	Monitoring and corrective actions	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Scores at least 1 on A.1.2 • Met: Monitoring implementation of HR policy commitments: The Company indicates that 'Ericsson regularly assesses its significant economic, environmental and social topics to provide a strong foundation for the Company's sustainability and corporate responsibility priorities...Ericsson begins each year's assessment by reviewing the significant topics identified in the previous year's assessments (baseline). As part of integrating sustainability and corporate responsibility [incl. Human rights] into the business segments, Ericsson has conducted topic assessment workshops with each Business Area in 2018. A consolidated outcome from the workshops was presented and approved by Ericsson's Executive Team. Progress during the year and inputs resulting from surveys and from dialogue with employees, customers, investors and other stakeholders were considered in the assessment'. [Sustainability and Corporate Responsibility Report 2018, 2019: ericsson.com] • Met: Monitoring ICT suppliers: The Company indicates that 'All potential new suppliers must complete mandatory Supplier Self-Assessments, and existing suppliers must repeat this process once a year. We also carry out CoC audits of relevant suppliers that we identify using a risk-based approach'. To perform these audits Ericsson engages a third-party audit company. In 2018, 176 CoC audits were performed on identified high-risk suppliers. The audited suppliers were located in over 50 countries. The Company addressed 98% of all suppliers in the top 90% of supplier spend. [Ericsson Annual Report 2018, 2019: mb.cision.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Score of 2 on A.1.2 • Not met: Describes corrective action process • Not met: Example of corrective action • Not met: Discloses % of ICT supply chain monitored: The Company indicates that it addressed 98% of all suppliers in the top 90% of supplier spend. However, it is not clear the percentage of supply chain that these figures represent. [Ericsson Annual Report 2018, 2019: mb.cision.com]
B.1.7	Engaging business relationships	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: HR affects ICT selection of suppliers: The Company indicates that 'All potential new suppliers must complete mandatory Supplier Self-Assessments, and existing suppliers must repeat this process once a year. We also carry out CoC audits of relevant suppliers that we identify using a risk-based approach'. Furthermore the company indicates that 'Suppliers must complete mandatory Supplier Self-Assessments that relate to the code of conduct, environmental and ohs requirements before they are selected'. [Ericsson Annual Report 2018, 2019: mb.cision.com & Supplier Code of Conduct Audit Program, 11/04/2019: ericsson.com] • Met: HR affects on-going ICT supplier relationships: The Company indicates that 'Significant and reoccurring breaches [by Business Partners, including suppliers], without corrective actions and remedy, and/or lack of cooperation is considered a material breach of contract by Ericsson and may, as examples, result in reduction in business and constitute right for termination of the contract by Ericsson'. The Code of Conduct for Business Partners contains human rights requirements. [Ericsson Annual Report 2018, 2019: mb.cision.com & Code of Conduct for Business Partners Updated, 6/2019: ericsson.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Both requirement under score 1 met • Met: Working with ICT suppliers to improve performance: The Company indicates that 'Working together with suppliers with the aim of continual improvement is an important part of our approach. We offer free online training to all suppliers in four areas: the Ericsson CoC, anti-corruption, OHS, and conflict minerals. To date more

Indicator Code	Indicator name	Score (out of 2)	Explanation
			than 25,000 supplier employees have completed our trainings worldwide'. [Ericsson Annual Report 2018, 2019: mb.cision.com]
B.1.8	Approach to engagement with potentially affected stakeholders	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Stakeholder process or systems: In its submission to the CHRB disclosure platform, the Company indicates 'When it comes to our own workforce we engage on a regular basis through dialogue, surveys and evaluations. Potentially affected stakeholders in the value chain are included in the stakeholder group we call "society". Since we are operating in over 180 countries our approach to engaging with potentially affected stakeholders is primarily through NGOs and expert organizations with a good understanding of the prioritize of these stakeholders'. Additionally it indicates in its Corporate Responsibility and Sustainability report 'The Company's stakeholders fall into four categories: customers, shareholders, employees and society. In the society category Ericsson includes suppliers, governments, civil society, non-governmental organizations, industry partners, media, academia and the public'. However the company doesn't describe how it identifies relevant stakeholders with whom to engage. [Sustainability and Corporate Responsibility Report 2018, 2019: ericsson.com & Disclosure to CHRB platform, 07/2019: bhrrc.org] • Not met: Frequency and triggers for engagement: In its submission to the CHRB disclosure platform, the company indicates 'When it comes to our own workforce we engage on a regular basis through dialogue, surveys and evaluations...In case an incident comes to our attention, either through our own or external channels, we initiate specific engagements where needed'. However it is unclear as to what is the frequency for conducting surveys and evaluations. [Disclosure to CHRB platform, 07/2019: bhrrc.org] • Met: Workers in ICT SC engaged: In its submission to the CHRB disclosure platform, the company indicates 'We engage directly with potentially affected stakeholders such as workers at supplier level through our on-going responsible sourcing program which includes audits and worker surveys'. [Disclosure to CHRB platform, 07/2019: bhrrc.org] • Not met: Communities in the ICT SC engaged <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Analysis of stakeholder views and company's actions on them

B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying: Processes and triggers for identifying human rights risks and impacts	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Identifying risks in own operations: The Company indicates that 'We identify and manage human rights issues in a number of ways, including Human Rights Impact Assessments (HRIA) in high risk countries, stakeholder consultations in conjunction with HRIAs, and internal processes such as sales compliance and responsible sourcing'. [Sustainability and Corporate Responsibility Report 2018, 2019: ericsson.com] • Not met: Identifying risks in ICT suppliers: In its submission to the CHRB disclosure platform the company indicates 'Part of the Responsible Sourcing Program is a yearly risk assessment of suppliers within the 90% spend category. This risk assessment forms the basis of each year's audit cycle, prioritizing high-risk classified suppliers. The Responsible Sourcing function can also initiate additional audits based on new circumstances such as incidents, internal and external reports, grievances etc'. However, this indicator looks for evidence in relation to how identifies which are the risks and impacts on human rights. [Sustainability and Corporate Responsibility Report 2018, 2019: ericsson.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Ongoing global risk identification: In its submission to the CHRB disclosure platform the company indicates 'Ericsson subscribes to Verisk Maplecroft's risk indices which are updated on an on-going basis as well as a Dow Jones sustainability risk tool which is reviewed on a weekly basis and keep us informed of global risks'. [Sustainability and Corporate Responsibility Report 2018, 2019: ericsson.com] • Met: In consultation with stakeholders: The Company indicates that 'We discuss our salient human rights issues in consultations with stakeholders such as employees, investors, governments, customers, industry initiatives and civil society. We implement the feedback from these consultations along with the recommendations from our HRIAs into our management system and operations'. [Sustainability and Corporate Responsibility Report 2018, 2019: ericsson.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: In consultation with HR experts: The Company indicates that 'We have worked with Shift, the leading non-profit center of expertise on the UNGPs, to systematically embed a human rights framework across our company since 2012. This work significantly strengthened our due diligence processes within sales, sourcing, legal affairs, mergers and acquisitions, and operations'. [Sustainability and Corporate Responsibility Report 2018, 2019: ericsson.com] • Not met: Triggered by new circumstances: The Company indicates in its submission to the CHRB disclosure platform 'Part of the Responsible Sourcing Program is a yearly risk assessment of suppliers within the 90% spend category. This risk assessment forms the basis of each year's audit cycle, prioritizing high-risk classified suppliers. The Responsible Sourcing function can also initiate additional audits based on new circumstances such as incidents, internal and external reports, grievances etc'. However this doesn't describe when HRIAs or ESIA covering human rights are carried out. [Disclosure to CHRB platform, 07/2019: bhrrc.org]
B.2.2	Assessing: Assessment of risks and impacts identified (salient risks and key industry risks)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Salient risk assessment (and context): In its submission to the CHRB disclosure platform the Company indicates 'In 2015 Ericsson published the report ICT and Human Rights – An ecosystem approach, clarifying risks and responsibilities of the different actors in our industry. This report, together with thorough analysis informed by internal and external expertise formed the basis of the identification of our salient human rights risks: the freedom of expression, the rights to privacy, and labor rights. In accordance with the UN Guiding Principles on Business and Human Rights (UNGP) the risks are prioritized based on a severity analysis...Moreover, Ericsson has specific programs on modern slavery and conflict-minerals where all the salient risks identified by the CHRB (women's rights, migrant workers' rights and child rights) are at the core of the programs'. However this doesn't provide an explanation as to how relevant factors, such as geographical, economic and social are taken into account. [Disclosure to CHRB platform, 07/2019: bhrrc.org] • Not met: Public disclosure of salient risks: The Company indicates that 'We have defined our salient human rights issues to be the right to privacy, labor rights and the right to freedom of expression'. Although the Company outlines the 'Performance of audited suppliers after follow-up, per audit area, %, which includes areas such as 'Discrimination and employee management', 'Working hours and wages', 'Occupational health and safety', and 'Forced and bounded labour and modern slavery', no evidence found of the company describing that these are the specific salient issues resulted from the due diligence process, as 'labor rights'. Although the Company describes right to privacy and right to freedom of expression, these are not labour-related risks. [Sustainability and Corporate Responsibility Report 2018, 2019: ericsson.com & Disclosure to CHRB platform, 07/2019: bhrrc.org] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met
B.2.3	Integrating and Acting: Integrating assessment findings internally and taking appropriate action	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Action Plans to mitigate risks: In its submission to the CHRB disclosure platform the Company indicates 'An on-going risk assessment is part of Ericsson's Responsible Sourcing Program. The results of the risk assessment are integrated in the continuous work with suppliers on Code of Conduct adherence. Furthermore, all suppliers are required to complete a self-assessment questionnaire which further informs Ericsson of each supplier's level of compliance and specific risk areas. Based on the results of the assessments, questionnaires and audits actions are taken to mitigate risks and remedy actual impacts. Each audit results in a corrective action plan and a follow-up audit to ensure that the corrective actions are implemented. Through this on-going approach risks are continuously assessed, monitored and acted upon. The actions taken are also tracked on an on-going basis to make sure they have the desired effect'. However, this indicator looks for evidence of a system not to monitor compliance, but proactive work to prevent or mitigate the risks that are considered salient for the Company (i.e. how they implement programs for the different issues). Evidence seems to focus in specific supplier cases depending on its specific risk. [Disclosure to CHRB platform, 07/2019: bhrrc.org] • Not met: Including in ICT supply chain • Not met: Example of Actions decided <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.4	Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: System to check if Actions are effective: In its submission to the CHRB disclosure platform the company indicates 'All suppliers are required to complete a self-assessment questionnaire which further informs Ericsson of each supplier's level of compliance and specific risk areas. Based on the results of the assessments, questionnaires and audits actions are taken to mitigate risks and remedy actual impacts. Each audit results in a corrective action plan and a follow-up audit to ensure that the corrective actions are implemented. Through this on-going approach risks are continuously assessed, monitored and acted upon. The actions taken are also tracked on an on-going basis to make sure they have the desired effect'. However, as per indicator B.2.3, this indicator looks evidence of systems to track the effectiveness of broad actions to mitigate different risks. Evidence seems to focus in how the company tracks effectiveness of corrective actions following non-compliances. [Disclosure to CHRB platform, 07/2019: bhrcc.org] • Not met: Lessons learnt from checking effectiveness <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met
B.2.5	Communicating : Accounting for how human rights impacts are addressed	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Comms plan re identifying risks: See indicator B.2.1 [Sustainability and Corporate Responsibility Report 2018, 2019: ericsson.com] • Not met: Comms plan re assessing risks: See indicator B.2.2 [Sustainability and Corporate Responsibility Report 2018, 2019: ericsson.com] • Not met: Comms plan re action plans for risks: See indicator B.2.3 • Not met: Comms plan re reviewing action plans: See indicator B.2.4 • Not met: Including ICT suppliers <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Responding to affected stakeholders concerns • Not met: Ensuring affected stakeholders can access communications: The Company indicates that 'Sustainability and corporate responsibility principles and requirements are implemented in Ericsson's business. The Company reports on its sustainability and corporate responsibility performance in accordance with globally recognized standards and principles to enable stakeholders to make informed decisions about Ericsson's performance in this area. This report has been prepared in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards, Core option. Ericsson has reported in accordance with GRI since 2006'. However, this indicator looks for evidence of how the Company ensures that, for specific human rights concerns raised by affected stakeholders, these are able to access to the Company's response and communications. [Sustainability and Corporate Responsibility Report 2018, 2019: ericsson.com]

C. Remedies and Grievance Mechanisms (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Channel accessible to all workers: The Company indicates that "Employees are encouraged to report any conduct that they believe, in good faith, to be a violation of laws or the Code of Business Ethics to their manager or in accordance with locally established procedure. If the manager is involved in the situation or cannot or has not adequately addressed the concerns, employees are advised to report to a manager of higher rank or in accordance with locally established procedure." Moreover, the Company also indicates that "If the above channels for reporting are not available or appropriate, and if the alleged violation is conducted by group or local management, and relates to corruption, questionable accounting, [...] or otherwise seriously affects vital interests of Ericsson or personal health and safety, the violation may be reported through the Group's external whistle-blower process: the Ericsson Compliance Line." [Reporting Compliance Concerns, 11/04/2019: ericsson.com & Code of Business Ethics, 2017: ericsson.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Number grievances filed, addressed or resolved: The Company indicates that "During 2018 the Company received 445 cases reported through The Ericsson compliance line or other means". Furthermore the company discloses a chart where is indicated the percentage of cases received corresponding to each category. 29% Fraud, corruption and regulatory breach, 24% Operations, 23% Conflicts of interest 12% Miscellaneous, 8% Security, 2% Human resources, 0% Sustainability. Not clear, however, which are related to human rights. [Ericsson Annual Report 2018, 2019: mb.cision.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Channel is available in all appropriate languages: "The Ericsson Compliance Line is operated by a third party and is available 24/7, 365 days per year. The Compliance Line enables persons to report in 188 countries in more than 77 different languages." [Reporting Compliance Concerns, 11/04/2019: ericsson.com] • Met: Opens own system to ICT supplier workers: "Suppliers, customers and other partners involved with Ericsson may report suspected violations of laws or the Code of Business Ethics to the local operations manager or in accordance with locally established procedure. If the above channels for reporting are not available or appropriate [...] the violation may be reported through the Group's external whistle-blower process: the Ericsson Compliance Line." [Code of Business Ethics, 2017: ericsson.com]
C.2	Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Grievance mechanism for community: The Company indicates that 'Suppliers, customers and other partners involved with Ericsson may report suspected violations of laws or the Code of Business Ethics to the local operations manager or in accordance with locally established procedure. If the above channels for reporting are not available or appropriate [...] the violation may be reported through the Group's external whistle-blower process: the Ericsson Compliance Line'. The company also indicates that "Compliance concerns may relate to [...] occupational health and safety, or human right matters, or other matters that could seriously affect vital interests of the Group or personal health and safety'. This line 'provides employees and external stakeholders a dedicated communication channel for reporting serious compliance concerns'. That other external parties are encouraged to report violations of the code is also indicated in the annual report. [Code of Business Ethics, 2017: ericsson.com & Ericsson Annual Report 2018, 2019: mb.cision.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes accessibility and local languages: 'The Compliance Line enables persons to report in 188 countries in more than 77 different languages'. It is available online. [Reporting Compliance Concerns, 11/04/2019: ericsson.com] • Not met: Expects ICT supplier to have community grievance systems • Not met: ICT supplier communities use global system: The company indicates 'The Compliance Line is Ericsson's whistle-blower tool enabling employees and external parties to report serious breaches that would otherwise not be reported. You can report via phone or via a secure web site. The Compliance Line is implemented in all countries where Ericsson is active in one global launch'. However in the company's FAQ document it indicates that 'Compliance Line's should only be used for compliance concerns that involves group or local management and relates to; Corruption, Questionable accounting or auditing matters, Other matters that might seriously affect vital interests of Ericsson or personal health and safety'. [Compliance Line Frequently Asked Questions: ericsson.com & Code of Conduct for Business Partners Updated, 6/2019: ericsson.com]
C.3	Users are involved in the design and performance of the channel(s)/mechanism(s)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Engages users to create or assess system • Not met: Description of how they do this <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Engages with users on system performance • Not met: Provides user engagement example on performance • Not met: ICT suppliers consult users in creation or assessment
C.4	Procedures related to the mechanism(s)/channel(s) are publicly available and explained	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Response timescales: The Company in the FAQ document related to the Compliance Line, to the question -How quickly can I check for a response? has answered: "Ericsson strives to respond within one week. If no answer is available after 7 working days, we advise you to try once more after a few days, or leave a new message with a new case number and refer to your other case." [Compliance Line Frequently Asked Questions: ericsson.com] • Met: How complainants will be informed: The company indicates how the compliance line works: "When you leave a message either by phone or thru the WEB, you will receive a case reference number you should keep this if you want to monitor progress. All telephone instructions have been pre-recorded and will guide you easily through the process. Within one week you can call back using the case reference number to listen to Ericsson's response. You can post a new follow-up message to this response. This conversation cycle can be repeated endlessly." [Compliance Line Frequently Asked Questions: ericsson.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Who is handling the complaint [Ericsson Annual Report 2018, 2019: mb.cision.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Escalation to senior/independent level: The company indicates that "Ericsson's employees, suppliers and other external parties are encouraged to report suspected violations of law, the Ericsson Code of Business Ethics or the Ericsson Code of Conduct through The Ericsson compliance line, an externally managed anonymous whistleblower tool, or can talk directly to their manager, manager's manager or Group Function Legal Affairs and Compliance. The Corporate Investigations team within Group Function Legal Affairs and Compliance receives alleged breaches from the Ericsson compliance line or other sources and decides whether the reported compliance concern merits investigation. It presents each reported compliance concern to the Group Compliance Committee, which is chaired by the Chief Compliance Officer (CCO)." However it is not clear how the complaints or concerns may be escalated to senior/independent parties to reach a decision. [Ericsson Annual Report 2018, 2019: mb.cision.com]
C.5	Commitment to non-retaliation over complaints or concerns made	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Public statement prohibiting retaliation: The Company indicates in the -No discrimination or retaliation- section that "Ericsson will not accept any discrimination of or retaliation against individuals who report compliance concerns in good faith. Reporting compliance concerns to a manager or via Ericsson Compliance Line is not compulsory and no individual disciplinary actions will be based on not using it." [Code of Conduct for Business Partners Updated, 6/2019: ericsson.com & Reporting Compliance Concerns, 11/04/2019: ericsson.com] • Met: Practical measures to prevent retaliation: The company indicates that you can report anonymously and in the case you make a phone call to the compliance line the company indicates that "Ericsson will never get access to the phone recording. Ericsson will only receive a typed word-for-word transcript of what you have said. You are in total control of the content of the message you leave: if you wish to leave your contact details in your message, People InTouch will forward it; if you do not leave your contact details, People InTouch (third party handling the complaint) and Ericsson will not know who you are." [Disclosure to CHRB platform, 07/2019: bhrrc.org] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Has not retaliated in practice: In its submission to the CHRB disclosure platform, the company indicates "Ericsson has a clear commitment to non-retaliation over complaints or concerns made and requires the same of our suppliers...This would clearly be in violation of our Code of Business Ethics and our Code of Conduct for Business Partners and not something we would tolerate. There is no evidence of any retaliation in our case which should mean we fulfil the requirement". [Disclosure to CHRB platform, 07/2019: bhrrc.org] • Met: Expects ICT suppliers to prohibit retaliation: There is a commitment in the Code of Conduct to prohibit retaliation: "Ericsson will not accept any discrimination or retaliation against the individual reporting the violation for having, in good faith, reported alleged violations" and Ericsson requires the Supplier and its subcontractors to comply with the Code of Conduct, or equivalent standards, which may request higher standards than required by applicable laws. Ericsson compliance line (and other mechanisms) are open to suppliers and other stakeholders, including a commitment to not retaliate. [Code of Business Ethics, 2017: ericsson.com]
C.6	Company involvement with State-based judicial and non-judicial grievance mechanisms	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Won't impede state based mechanisms: In its submission to the CHRB disclosure platform, the Company indicates 'There are no requirements related to waiving rights or impeding state-based mechanisms in the instruction on how to access our own grievance mechanisms... If such a case would arise we would work with any applicable state-based mechanism and not impede such mechanisms'. However, this indicator looks for an explicit commitment to not impeding access to state-based judicial or non-judicial mechanisms. [Disclosure to CHRB platform, 07/2019: bhrrc.org] • Not met: Complainants not asked to waive rights: In its submission to the CHRB disclosure platform, the company indicates 'There are no requirements related to waiving rights or impeding state-based mechanisms in the instruction on how to access our own grievance mechanisms...If such a case would arise we would work with any applicable state-based mechanism and not impede such mechanisms'. However, this indicator looks for an explicit statement indicating that it does not and it has not, in any past case, required people participating in grievance or

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>mediation process to waive their rights to bring claims through a judicial process as a condition to participating in the grievance process. [Disclosure to CHRB platform, 07/2019: bhrrc.org]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Will work with state based or non judicial mechanisms: In its submission to the CHRB disclosure platform, the Company indicates 'There are no requirements related to waiving rights or impeding state-based mechanisms in the instruction on how to access our own grievance mechanisms. Since we have not had any cases of human rights related issues in state based judicial or non-judicial mechanisms, we cannot provide examples of how such issues have been resolved. If such a case would arise we would work with any applicable state-based mechanism and not impede such mechanisms'. However, no details found in relation to how it would do it. [Disclosure to CHRB platform, 07/2019: bhrrc.org] • Met: Example of issue resolved (if applicable): In its submission to the CHRB disclosure platform, the company indicates "Since we have not had any cases of human rights related issues in state based judicial or non-judicial mechanisms, we cannot provide examples of how such issues have been resolved." [Disclosure to CHRB platform, 07/2019: bhrrc.org]
C.7	Remedying adverse impacts and incorporating lessons learned	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Describes how remedy has been provided • Not met: Says how it would remedy key sector risks <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Changes introduced to stop repetition • Not met: Approach to learning from incident to prevent future impacts • Not met: Evaluation of the channel/mechanism

D. Performance: Company Human Rights Practices (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.1.a	Living wage (in own production or manufacturing operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Living wage target timeframe: In its submission to the CHRB disclosure platform the Company indicates 'The company invests heavily annually in market practice and policy data to ensure that our salaries are competitive, legal and fair in all countries. The company uses an approved global structure with one-to-one mapping of all our internal job roles and job stage (size) combinations to Willis Towers Watson, Mercer and Korn Ferry (Hay Group) position codes. This mapping enables us to effectively review internal compensation against market data and legal requirements. The company negotiates with unions and works councils in countries and locations where there is a practice for labor market parties. The company respects and adheres to policies made from agreements and enforcements with unions and works councils. In some countries there are regulations of minimum wages in collective agreement, for instance Sweden or Germany. In countries with high or hyperinflation, review and pay adjustments happen as regularly as the situation requires'. However the company only refers to 'minimum wages' and there is no indication that the company has set a time frame for paying all workers a 'living wage'. [Disclosure to CHRB platform, 07/2019: bhrrc.org] • Not met: Describes how living wage determined: In its submission to the CHRB disclosure platform the Company indicates 'The company uses an approved global structure with one-to-one mapping of all our internal job roles and job stage (size) combinations to Willis Towers Watson, Mercer and Korn Ferry (Hay Group) position codes. This mapping enables us to effectively review internal compensation against market data and legal requirements. The company negotiates with unions and works councils in countries and locations where there is a practice for labor market parties. The company respects and adheres to policies made from agreements and enforcements with unions and works councils. In some countries there are regulations of minimum wages in collective agreement, for instance Sweden or Germany'. However the company only refers to 'minimum wage' and not to a 'living wage'. [Disclosure to CHRB platform, 07/2019: bhrrc.org] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Achieved payment of living wage • Not met: Regularly review definition of living wage with unions: In its submission to the CHRB disclosure platform the Company indicates "The company uses an approved global

Indicator Code	Indicator name	Score (out of 2)	Explanation
			structure with one-to-one mapping of all our internal job roles and job stage (size) combinations to Willis Towers Watson, Mercer and Korn Ferry (Hay Group) position codes. This mapping enables us to effectively review internal compensation against market data and legal requirements. The company negotiates with unions and works councils in countries and locations where there is a practice for labor market parties. " However the company only refers to 'minimum wage' and not to a 'living wage'. [Disclosure to CHRB platform, 07/2019: bhrrc.org]
D.4.1.b	Living wage (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Living wage in supplier code or contracts: The Company indicates 'All Employees must be provided with a written document that outlines the basic terms and conditions of employment in a language understandable to them. Pay and terms must be fair and reasonable and comply at a minimum with applicable laws or industry standards, whichever is higher'. However these requirements do not constitute a 'living wage'. [Code of Conduct for Business Partners Updated, 6/2019: ericsson.com] • Not met: Improving living wage practices of suppliers: The Company indicates 'Pay and terms must be fair and reasonable and comply at a minimum with applicable laws or industry standards, whichever is higher'. However this doesn't provide a description of how it works with suppliers to improve their living wage requirements. [Code of Conduct for Business Partners, 2017: ericsson.com] Score 2 <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends demonstrating progress
D.4.2	Aligning purchasing decisions with human rights	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Avoids business model pressure on HRs • Not met: Positive incentives to respect human rights Score 2 <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met
D.4.3	Mapping and disclosing the supply chain	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Identifies suppliers back to product source: The Company indicates that "Ericsson has 4 manufacturing sites in Brazil, China, Estonia and Sweden and 7 delivery centres across all continents. [...] The Company generally negotiates global supply agreements with its primary suppliers. Ericsson's suppliers are required to comply with the requirements of Ericsson's Code of Conduct. In general, Ericsson has alternative supply sources and seeks to avoid single source supply situations. We have a long list of suppliers [...]" In The Conflict Minerals Report of 2017 the Company discloses a list of 316 Smelters and refiners identified by Ericsson via inquiries to our suppliers during 2017. However, no evidence has been found of that the Company discloses a list with its direct and indirect suppliers including all manufacturing sites [Ericsson - Climate Change 2018 - CDP, 2018 & Ericsson Conflict Minerals Report, 2018: ericsson.com] Score 2 <ul style="list-style-type: none"> • Not met: Discloses significant parts of supply chain and why
D.4.4.a	Prohibition on child labour: Age verification and corrective actions (in own production or manufacturing operations)	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Does not use child labour: The Company indicates that "No person shall be employed who is below the minimum legal age for employment. Minimum age is the age of completion of compulsory schooling, or not less than 15 years or not less than 14 years, in countries where educational facilities are insufficiently developed. Children shall not be employed for any hazardous work, or work that is inconsistent with the child's personal development. A child means a person below the age of 18 years. Personal development includes a child's health or physical, mental, spiritual, moral, or social development." [Code of Conduct for Business Partners, 2017: ericsson.com] • Met: Age verification of job applicants and workers: In its submission to the CHRB disclosure platform the company indicates 'In some countries, for example the U.S., Ericsson is not allowed to require age verification of job applicants as this could constitute age related discrimination. Age verification is, however, handled by every line manager through our Manager Self Service tool, where managers have a complete view of each employee profile. Ericsson also participates in and contributes to programs for transition from employment to education, enabling children to attend and remain in education in case we identify child labor practices'. [Disclosure to CHRB platform, 07/2019: bhrrc.org]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not met: Remediation if children identified: The Company participates and collaborates with different initiatives related to children such as Save The Children or the World Childhood Foundation 'to our salient human rights issues, the topic of respecting and promoting children's rights is important to us. As a vulnerable population, children require special efforts to guarantee respect for their human rights. Ericsson works proactively on initiatives that focus on promoting and protecting child rights with a range of partners. For example, we have worked with World Childhood Foundation [...]'. Additionally in its submission to the CHR B disclosure platform the company indicates 'Ericsson also participates in and contributes to programs for transition from employment to education, enabling children to attend and remain in education in case we identify child labor practices'. However there is no further detail or description as to how the company participates in these programs. [Sustainability and Corporate Responsibility Report 2018, 2019: ericsson.com]
D.4.4.b	Prohibition on child labour: Age verification and corrective actions (in the supply chain)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Child Labour rules in codes or contracts: The Code for partners states that 'Persons who are below the minimum legal age for employment cannot be employed. The minimum legal age is the age of completion of compulsory schooling, or not less than 15 years. Children, between the ages of 15 and 18, cannot be employed for any hazardous work, or work that is inconsistent with the child's personal development'. Additionally in its submission to the CHR B disclosure platform the company indicates 'Ensuring effective age verification is part of our standard Code of Conduct questionnaire and is always investigated by the auditors through document reviews and interviews with management and employees. In case child labor practices are found in the supply chain the corrective action always focuses on providing remediation to the child and the family, including transitioning the child from employment to education'. [Code of Conduct for Business Partners, 2017: ericsson.com & Disclosure to CHR B platform, 07/2019: bhrrc.org] • Not met: How working with suppliers on child labour: In its submission to the CHR B disclosure platform the company indicates "Ensuring effective age verification is part of our standard Code of Conduct questionnaire and is always investigated by the auditors through document reviews and interviews with management and employees. In case child labor practices are found in the supply chain the corrective action always focuses on providing remediation to the child and the family, including transitioning the child from employment to education." However there is no further description on how the company works with suppliers to eliminate child labour and improve working conditions for young workers. [Disclosure to CHR B platform, 07/2019: bhrrc.org] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends demonstrating progress
D.4.5.a	Prohibition on forced labour: Debt bondage and other unacceptable financial costs (in own production or manufacturing operations)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Pays workers in full and on time: In its submission to the CHR B disclosure platform the company indicates 'Ericsson has fixed paydays in every country of operations. Depending on legal requirements in each country this could mean monthly, bi-weekly or weekly. The payroll process is managed globally by Group Function People...The payment accuracy and timeliness are tracked through Service Level Agreements and KPIs'. The Code for partners states that 'employees of a business partner must not be required to pay any recruitment fees or other aggregate fees to obtain their employment'. The Code of ethics for employees, states that the Code of conduct shall be applied throughout the Company's operations'. [Code of Conduct for Business Partners Updated, 6/2019: ericsson.com & Disclosure to CHR B platform, 07/2019: bhrrc.org] • Met: Payslips show any legitimate deductions: Additionally in its submission to the CHR B disclosure platform the Company indicates 'Each employee receives salary specifications either in the form of a physical document or electronically, on a regular basis with detailed explanations. If the employee has further questions regarding his/hers salary, they can contact a helpdesk – either vendor's helpdesk or Ericsson's internal HR helpdesk "HR Direct" and ask for an explanation of any payment or deduction'. [Disclosure to CHR B platform, 07/2019: bhrrc.org] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: How these practices are implemented and monitored for agencies, labour brokers or recruiters

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.5.b	Prohibition on forced labour: Debt bondage and other unacceptable financial costs (in the supply chain)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Debt and fees rules in codes or contracts: The Company indicates that 'Modern day slavery and exploitation, including forced, coerced, bonded or compulsory labor and human trafficking are strictly prohibited [...] Employees shall not be required to lodge deposits of money or identity papers with their employer. Employees of a Business Partner must not be required to pay any recruitment fees or other aggregate fees to obtain their employment'. [Code of Conduct for Business Partners Updated, 6/2019: ericsson.com & Disclosure to CHRB platform, 07/2019: bhrrc.org] • Not met: How working with suppliers on debt & fees: The Company indicates 'Ericsson seeks opportunities to raise awareness among suppliers on all aspects of responsible business, including human rights. Suppliers are encouraged to take Ericsson's online Code of Conduct training free of charge'. However this is not a sufficient description to demonstrate how the company is working with its suppliers to eliminate the imposition of financial burdens. [Modern slavery and human trafficking statement 2018, 26/02/2019: ericsson.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends in progress made
D.4.5.c	Prohibition on forced labour: Restrictions on workers (in own production or manufacturing operations)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Does not retain documents or restrict movement: The Company indicates that "Employees shall be free to leave their employment after reasonable notice as required by applicable law or contract. Employees shall not be required to lodge deposits of money or identity papers with their employer". [Code of Conduct for Business Partners, 2017: ericsson.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: How sure about agencies or brokers
D.4.5.d	Prohibition on forced labour: Restrictions on workers (in the supply chain)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Free movement rules in codes or contracts: The Code for business partners states that 'Modern day slavery and exploitation, including forced, coerced, bonded or compulsory labor and human trafficking are strictly prohibited. Business Partners' Employees must be free to leave their employment after reasonable notice as required by applicable law or contract. Employees of a Business Partner must not be required to lodge deposits of money or identity papers with their employer'. [Code of Conduct for Business Partners Updated, 6/2019: ericsson.com] • Not met: How these practices are implemented and monitored for agencies, labour brokers or recruiters: The Company indicates that 'In 2018, to ensure due diligence and mitigate modern slavery risks within the supply chain, Ericsson has piloted the concept of supplier worker-voice surveys focusing on forced labor. [...] Internal awareness sessions about modern slavery have been conducted to increase the understanding of how cases of modern slavery in its supply chain could impact Ericsson's business'. However, it is not clear whether suppliers and/or suppliers' employees received this training or it was deemed for Ericsson's personnel. Additionally the company indicates in its 2018 Modern Slavery Statement "Ericsson seeks opportunities to raise awareness among suppliers on all aspects of responsible business, including human rights. Suppliers are encouraged to take Ericsson's online Code of Conduct training free of charge'. However this is not sufficient in describing how it works with suppliers to eliminate detention of workers documents or restrict movement. [Ericsson Annual Report 2018, 2019: mb.cision.com & Modern slavery and human trafficking statement 2018, 26/02/2019: ericsson.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends in progress made: The company shows some charts including how the suppliers are performing in different aspects of working processes and human rights, among them is included forced labour, however no evidence found of a chart showing trends or progress. [Ericsson Annual Report 2018, 2019: mb.cision.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.6.a	Freedom of association and collective bargaining (in own production or manufacturing operations)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Commits not to interfere with union rights and collective bargaining and prohibits intimidation and retaliation: The Company indicates that "All employees shall be free to form and to join, or not to join, trade unions or similar external representative organizations and to bargain collectively." Additionally in its submission to the CHRB disclosure platform the company indicates "There is detailed information available to all employees on the Ericsson intranet relating to these rights [FoA & CB]...For example information on which unions Ericsson has collective bargaining agreements with and specific Works Councils. We also explain that in order to have a well-functioning Works Councils which encourages an open exchange of views and opinions between the delegates and management it is important that the delegates are secure in their roles and can act in this capacity. While they are performing their duties within the Works Council they shall have the same protection and guarantees as provided for employee representatives by national legislation in their country of employment." However, no evidence found of a commitment to not interfere with workers seeking to exercise these rights (code seems to commit against union member discrimination only) and how puts in place measures to prohibit intimidation or retaliation against them. [Code of Business Ethics, 2017: ericsson.com] • Met: Discloses % covered by collective bargaining: The Company indicates that "The coverage varies from country to country. In Sweden, all employees with the exception of Group Management are covered by collective agreements. We estimate that approximately 30% of employees are covered by collective bargaining agreements". [Sustainability Reporting Standards disclosure 2017, 12/03/2018: ericsson.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met
D.4.6.b	Freedom of association and collective bargaining (in the supply chain)	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: FoA & CB rules in codes or contracts: The Company indicates in its Code of Conduct, which applies to suppliers, that 'All employees shall be free to form and to join, or not to join, trade unions or similar external representative organizations and to bargain collectively...All Employees must be treated with respect and dignity. All kinds of discrimination, in hiring or other employment practices, based on partiality or prejudice is prohibited. Examples of such include discrimination or harassment based on...union membership or Employee representation'. In addition, the Code also states that 'all kinds of discrimination, in hiring or other employment practices, based on partiality or prejudice is prohibited. Examples of such include discrimination or harassment based on [...] union membership or employee representation'. [Code of Conduct for Business Partners Updated, 6/2019: ericsson.com] • Not met: How working with suppliers on FoA and CB <p>Score 2</p> <ul style="list-style-type: none"> • Met: Both requirements under score 1 met • Not met: Provide analysis of trends in progress made
D.4.7.a	Health and safety: Fatalities, lost days, injury rates (in own production of manufacturing operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Injury Rate disclosures: In its submission to the CHRB disclosure platform the company indicates "We report fatalities and major incidents within the Sustainability and Corporate Responsibility yearly report. We report all injury and disease data internally including lost time frequency, occurrences by time, location, and near miss reporting within our Market Areas and Group OHS Boards and Major incident review Boards." As this is not disclosed publicly this is not sufficient. [Sustainability Reporting Standards disclosure 2017, 12/03/2018: ericsson.com & Sustainability and Corporate Responsibility Report 2018, 2019: ericsson.com] • Not met: Lost days or near miss disclosure: In its submission to the CHRB disclosure platform the company indicates "We report fatalities and major incidents within the Sustainability and Corporate Responsibility yearly report. We report all injury and disease data internally including lost time frequency, occurrences by time, location, and near miss reporting within our Market Areas and Group OHS Boards and Major incident review Boards." As this is not disclosed publicly this is not sufficient. [Sustainability and Corporate Responsibility Report 2018, 2019: ericsson.com] • Met: Fatalities disclosures: The company in its 2019 Sustainability and Corporate Responsibility report indicates "The Company has seen

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>a decrease in the numbers of fatalities and major incidents reported in 2018...While no Ericsson employees were involved in the fatal incidents in 2018, there were 9 fatalities in our supply chain and 5 fatalities involving members of the public." [Sustainability and Corporate Responsibility Report 2018, 2019: ericsson.com]</p> <ul style="list-style-type: none"> • Not met: Occupational disease rates: In its submission to the CHRB disclosure platform the company indicates "We report fatalities and major incidents within the Sustainability and Corporate Responsibility yearly report. We report all injury and disease data internally including lost time frequency, occurrences by time, location, and near miss reporting within our Market Areas and Group OHS Boards and Major incident review Boards." As this is not disclosed publicly this is not sufficient. <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Set targets for H&S performance: The Company indicates that "Our ambition is zero major incidents. To get there, we work actively to raise awareness about how to prevent injuries and work-related ill health, and strive to ensure that we are working towards the best OHS practices in the industry". Additionally under the heading 'Risk Mitigation objectives' it the company indicates "Reduce occupational health and safety major incidents, On Track" However, no evidence has been found of specific targets related to the reporting period. [Sustainability and Corporate Responsibility Report 2018, 2019: ericsson.com] • Not met: Met targets or explains why not: In its submission to the CHRB disclosure platform the company indicates "Ericsson internally has in place OHS targets and focus areas which are reported within the Group/ Market Area/ Customer Unit OHS Governance framework monthly and quarterly." As this is not disclosed publicly this is not sufficient. [Sustainability and Corporate Responsibility Report 2018, 2019: ericsson.com]
D.4.7.b	Health and safety: Fatalities, lost days, injury rates (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Sets out clear Health and Safety requirements: The company indicates in the Code of Conduct contains health and safety requirements, including housing facilities, information and training, support to maintain a balance of work and life, etc. The Code of conduct applies to suppliers. Furthermore Ericsson has a policy called The Ericsson General Supplier Occupational Health and Safety Standards where are included several clear H&S requirements [Code of Conduct for Business Partners Updated, 6/2019: ericsson.com & The Ericsson General Supplier Occupational Health and Safety Standards, 13/11/2012: ericsson.com] • Not met: Injury rate disclosures: The Company indicates that "Information related to minor incidents, including personal injuries, dangerous occurrences, damages in connection with work injuries and occupational diseases is omitted as it is not relevant". In its report it discloses figures of "major incidents", however, no further details found and the figures covered all employees, supply chain and public together. [Sustainability Reporting Standards disclosure 2017, 12/03/2018: ericsson.com & Sustainability and Corporate Responsibility Report 2018, 2019: ericsson.com] • Not met: Lost days or near miss disclosures [Sustainability and Corporate Responsibility Report 2018, 2019: ericsson.com] • Met: Fatalities disclosures: The Company reports fatalities for the last five reporting years including overall figures and broken down by world region. [Sustainability and Corporate Responsibility Report 2018, 2019: ericsson.com] • Not met: Occupational disease rates <p>Score 2</p> <ul style="list-style-type: none"> • Met: How working with suppliers on H&S: The Company indicates that 'Working together with suppliers to achieve continuous improvement is an important part of Ericsson's approach. The Company offers free online training to suppliers in four areas: the Ericsson CoC [and] occupational health and safety'. Additionally in its submission to the CHRB disclosure platform the Company indicates 'Ericsson has a set of operational procedures that provide clear guidance to our suppliers supported by the Ericsson Zero Tolerance Rules and access to our company incident reporting tool, accessible on mobile phone link that is downloadable. In this way we have an on-going process for monitoring incidents and implementing mitigating measures to reduce risks and incidents in our supply chain'. [Ericsson Annual Report 2018, 2019: mb.cision.com] • Not met: Provide analysis of trends in progress made: As indicated above, trends refer to fatalities and "major incidents". No further details found. [Sustainability and Corporate Responsibility Report 2018, 2019: ericsson.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.8.a	Women's rights (in own production or manufacturing operations)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Process to stop harassment and violence: Although the Company is engaged in different platforms to increase gender equality and the share of the women's workforce of the company has been increasing in the last years, no evidence has been found of a description of processes to prohibit harassment intimidation and violence against women. Additionally, while the company prohibits discrimination on the basis of gender and pregnancy, there is no further description of the processes it uses to prohibit this harassment. [Code of Business Ethics, 2017: ericsson.com] • Not met: Working conditions take account of gender • Met: Equality of opportunity at all levels: The Company indicates that "Ericsson is committed to equal opportunity in employment, development, compensation and all other personnel actions without discrimination due to race, color, gender, sexual orientation, gender identity, marital status, pregnancy, parental status, religion, political opinion, nationality, ethnic background, social origin, social status, indigenous status, disability, age or union membership". Furthermore the Company indicates that "In 2013 Ericsson set a global long-term ambition to increase the number of women in its organization. The gender diversity ambition is to have a workforce that is 30% female by 2020, including leaders and executives. Since 2013 Ericsson has worked with annual gender-diversity plans and is making progress but is not yet where it wants to be. In 2018 women account for 23% of the Company's total workforce". [Our Commitment, 11/04/2019: ericsson.com & Ericsson Annual Report 2018, 2019: mb.cision.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Meets all of the requirements under score 1
D.4.8.b	Women's rights (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Women's rights in codes or contracts: The Company indicates in its Code of Conduct that is also valid for all Ericsson suppliers and applied through contractual terms and conditions that "Employees with the same qualifications, experience and performance shall receive equal pay for equal work with respect to those performing the same jobs under similar working conditions." However, no evidence has been found of requirements concerning the elimination of health and safety concerns that are particularly prevalent among women workers [Code of Conduct for Business Partners, 2017: ericsson.com] • Not met: How working with suppliers on women's rights: The Company indicates that "Working together with suppliers to achieve continuous improvement is an important part of Ericsson's approach. The Company offers free online training to suppliers in four areas: the Ericsson CoC [and] occupational health and safety". However no specific details found on training covering women's rights. [Ericsson Annual Report 2018, 2019: mb.cision.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met • Not met: Provide analysis of trends in progress made
D.4.9.a	Working hours (in own production or manufacturing operations)	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Respects max hours, min breaks and rest periods in its own operations: The Company indicates in the code of conduct for partners that 'Working hours shall comply with applicable laws. The normal work week shall not exceed 48 hours. Hours worked beyond the normal work week shall be voluntary, unless a collective bargaining agreement allows for required time under certain conditions and/or, if legal, in exceptional circumstances. Other than in such circumstances, a workweek shall not exceed 60 hours. Exceptional circumstances include short-term business demands and natural disaster. Absent exceptional circumstances, personnel shall be provided with at least one day off in every seven-day period. One day off shall be interpreted as at least twenty- four consecutive hours'. Although this code is said to be for partners the Company indicates in its code of ethics that Code of conduct should be applied throughout the Company's operations. [Code of Conduct for Business Partners Updated, 6/2019: ericsson.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Met: How it implements and checks this: In its submission to the CHRB disclosure platform, the company indicates 'In Ericsson, employees register working time in the electronic Employee Self Service tool. Employees register working time, absences, vacation etc. in the tool, using your laptop or via an app. Instructions on how to register are described in detail on Ericsson's intranet, if there is any further explanation needed, the employee may contact the relevant HR function. Managers approve time reports of their employees in the Manager Self Service tool. Thus, monitoring the number of hours worked. Reminders are sent automatically via email on weekly basis to managers who have not reviewed and approved time reports on time'. [Disclosure to CHRB platform, 07/2019: bhrrc.org]
D.4.9.b	Working hours (in the supply chain)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Working hours in codes or contracts: The Company indicates in its Code of Conduct that is also valid for all Ericsson suppliers and applied through contractual terms and conditions that "Working hours shall comply with applicable laws. The normal work week shall not exceed 48 hours. Hours worked beyond the normal work week shall be voluntary, unless a collective bargaining agreement allows for required time under certain conditions and/or, if legal, in exceptional circumstances. Other than in such circumstances, a workweek shall not exceed 60 hours. Exceptional circumstances include short-term business demands and natural disaster. Absent exceptional circumstances, personnel shall be provided with at least one day off in every seven-day period. One day off shall be interpreted as at least twenty- four consecutive hours." [Code of Conduct for Business Partners, 2017: ericsson.com] • Not met: How working with suppliers on working hours: The company indicates "Ericsson's CoC audits for suppliers are an important component of Ericsson's Responsible sourcing program. These audits are carried out using a risk-based approach to identify relevant suppliers. Prioritized risk areas include occupational health and safety, anti-corruption, labor rights (including modern slavery, and specifically working hours), environmental management, and communication of requirements further down the supply chain. To perform these audits Ericsson engages a third-party audit company. In 2018, 176 CoC audits were performed on identified high-risk suppliers. The audited suppliers were located in over 50 countries. The Company addressed 98% of all suppliers in the top 90% of supplier spend." However this is not a sufficient description of how it works with suppliers to improve their practices. [Ericsson Annual Report 2018, 2019: mb.cision.com & Sustainability and Corporate Responsibility Report 2018, 2019: ericsson.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provide analysis of trends in progress made
D.4.10.a	Responsible Mineral Sourcing: Arrangements with Suppliers and Smelters/Refiners in the Mineral Resource Supply Chains	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Responsible mineral sourcing due diligence in supplier contracts: All Company business partners, including suppliers, must comply with the Code of Conduct for Business Partners. Part of this Code are expectations about human and labor rights, including responsible sourcing of raw materials: 'Business Partners must exercise responsible due diligence of its Business Partners when it comes to the sourcing and extraction of raw materials, including, but not limited to tin, tantalum, tungsten, and gold used in products. The due diligence must be consistent with relevant parts of the OECD Due Diligence Guidance or equivalent processes.' However, it is not clear if there's a responsible sourcing commitment including both conflict-affected and high risk areas. The Company's commitment refers to DRC and adjoining countries. [Code of Conduct for Business Partners Updated, 6/2019: ericsson.com & Sourcing of Conflict Minerals, 20/01/2015: ericsson.com] • Not met: Builds capacity with smelters/refiners <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Disclosure of smelter information in supplier requirements: Although Ericsson requests suppliers to disclose updated information regarding smelters/refiners, not clear whether this requirement is included in contracts or other binding arrangements. The Code of conduct, which is part of contractual agreements, does not contain this requirement. [Sourcing of Conflict Minerals, 20/01/2015: ericsson.com & Ericsson Conflict Minerals Report, 2018: ericsson.com] • Not met: Responsible conflict mineral sourcing covers all minerals

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.10.b	Responsible Mineral Sourcing: Risk Identification in Mineral Supply Chain	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Risk identification and disclosure in line with OECD Guidance: 'Ericsson's conflict minerals program focuses on identifying the origin of 3TG; however, Ericsson acknowledges the challenge to identify, detect and mitigate other human rights and environmental risks relating to sourcing of 3TG'. The Company uses surveys with suppliers to identify smelters/refiners. Suppliers responses 'were reviewed against criteria developed to determine which responses required further engagement with our suppliers'. However, no further details found, including which are the risks identified. [Ericsson Conflict Minerals Report, 2018: ericsson.com & Conflict minerals report 2018, 2019: ericsson.com] • Met: Identification of smelter/refiners and OECD due diligence: The Company indicates that 'first tier suppliers identified to be in scope were requested by Ericsson to provide information on 3TG in their supply chain through completing and submitting the Template'. Then data was 'reviewed and analyzed by Ericsson. Supplier responses were reviewed against criteria developed to determine which responses required further engagement with our suppliers'. Although the Company indicates that it didn't carry out its own assessments, it used data obtained through the RMI [Responsible Minerals Initiative] in our internal processes'. Then the Company reports on numbers and percentages of 'identified smelters or refiners verified as conflict-free by the RMAP or mutually recognized audit systems'. [Ericsson Conflict Minerals Report, 2018: ericsson.com & Conflict minerals report 2018, 2019: ericsson.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Discloses smelters/refiners judged in line with OECD due diligence: The Company indicates that response rate from suppliers was 99,47% and reports that identified approximately 254 smelters as potential sources of 3TG that were reported to be in the supply chain during 2018. For all of them, the Company discloses the audit status, whether they are compliant, non-compliant and active. [Conflict minerals report 2018, 2019: ericsson.com] • Not met: Responsible conflict mineral sourcing covers all minerals: 'Business Partners must exercise responsible due diligence of its Business Partners when it comes to the sourcing and extraction of raw materials, including, but not limited to tin, tantalum, tungsten, and gold used in products.' However, it is unclear if the Company's risk identification process covers all minerals from conflict affected and high-risk areas. [Code of Conduct for Business Partners Updated, 6/2019: ericsson.com]
D.4.10.c	Responsible Mineral Sourcing: Risk Management in the Mineral Supply Chain	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Describes mineral risk management plan for supply chain: The Company indicates that it has a risk-based approach when reviewing and following up supplier responses. However, no further details found on what actions carries out to manage and respond to risks in its mineral supply chain. [Conflict minerals report 2018, 2019: ericsson.com] • Not met: Monitoring, tracking and whether better risk prevention/mitigation over time <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Supplier and stakeholders engaged in risk management strategy • Not met: Responsible conflict mineral sourcing covers all minerals: 'Business Partners must exercise responsible due diligence of its Business Partners when it comes to the sourcing and extraction of raw materials, including, but not limited to tin, tantalum, tungsten, and gold used in products.' However, it is unclear whether the Company's risk management processes cover all minerals from conflict affected and high-risk areas. [Code of Conduct for Business Partners Updated, 6/2019: ericsson.com]

E. Performance: Responses to Serious Allegations (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		No allegations meeting the CHRB severity threshold were found, and so the score of 26.36 out of 80 points scored in themes A-D & F has been applied to produce a score of 6.59 out of 20 points for theme E.

F. Transparency (10% of Total)

Indicator Code	Indicator name	Score	Explanation
F.1	Company willingness to publish information	2.54 out of 4	Out of a total of 52 indicators assessed under sections A-D of the benchmark, Ericsson made data public that met one or more elements of the methodology in 33 cases, leading to a disclosure score of 2.54 out of 4 points.
F.2	Recognised Reporting Initiatives	2 out of 2	The individual elements of the assessment are met or not as follows: Score 2 <ul style="list-style-type: none"> • Met: Company reports on GRI: The Company indicates about its Sustainability and Corporate Responsibility Report 2018 that "has been prepared in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards, Core option" [Ericsson Annual Report 2018, 2019: mb.cision.com] • Met: Company reports on UNGPRF [Sustainability and Corporate Responsibility Report 2018, 2019: ericsson.com]
F.3	Key, High Quality Disclosures	0 out of 4	Ericsson met 0 of the 10 thresholds listed below and therefore gets 0 out of 4 points for the high quality disclosure indicator. Specificity and use of concrete examples <ul style="list-style-type: none"> • Not met: Score 2 for A.2.2 : Board discussions • Not met: Score 2 for B.1.6 : Monitoring and corrective actions • Not met: Score 2 for C.1 : Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers • Not met: Score 2 for C.3 : Users are involved in the design and performance of the channel(s)/mechanism(s) Discussing challenges openly <ul style="list-style-type: none"> • Not met: Score 2 for B.2.4 : Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts • Not met: Score 2 for C.7 : Remedying adverse impacts and incorporating lessons learned Demonstrating a forward focus <ul style="list-style-type: none"> • Not met: Score 2 for A.2.3 : Incentives and performance management • Not met: Score 2 for B.1.2 : Incentives and performance management • Not met: Score 1 for D.4.1.a: Living wage (in own production or manufacturing operations) • Not met: Score 2 for D.4.7.a: Health and safety: Fatalities, lost days, injury rates (in own production of manufacturing operations)

Disclaimer

A score of zero for a particular indicator does not mean that bad practices are present. Rather it means that we have been unable to identify the required information in public documentation.

See the 2019 Key Findings report and technical annex for more details of the research process.

The Benchmark is made available on the express understanding that it will be used solely for general information purposes. The material contained in the Benchmark should not be construed as relating to accounting, legal, regulatory, tax, research or investment advice and it is not intended to take into account any specific or general investment objectives. The material contained in the Benchmark does not constitute a recommendation to take any action or to buy or sell or otherwise deal with anything or anyone identified or contemplated in the Benchmark. Before acting on anything contained in this material, you should consider whether it is suitable to your particular circumstances and, if necessary, seek professional advice. The material in the Benchmark has been put together solely according to the CHRB methodology and not any other assessment models in operation within any of the project partners or EIRIS Foundation as provider of the analyst team.

No representation or warranty is given that the material in the Benchmark is accurate, complete or up-to-date. The material in the Benchmark is based on information that we consider correct and any statements, opinions, conclusions or recommendations contained therein are honestly and reasonably held or made at the time of publication. Any opinions expressed are our current opinions as of the date of the publication of the Benchmark only and may change without notice. Any views expressed in the Benchmark only represent the views of CHRB Ltd, unless otherwise expressly noted.

While the material contained in the Benchmark has been prepared in good faith, neither CHRB Ltd nor any of its agents, representatives, advisers, affiliates, directors, officers or employees accept any responsibility for or make any representation or warranty (either express or implied) as to the truth, accuracy, reliability or completeness of the information contained in this Benchmark or any other information made available in connection with the Benchmark. Neither CHRB Ltd nor any of its agents, representatives, advisers, affiliates, directors, officers and employees undertake any obligation to provide the users of the Benchmark with additional information or to update the information contained therein or to correct any inaccuracies which may become apparent (save as to the extent set out in CHRB Ltd's appeals procedure). To the maximum extent permitted by law any responsibility or liability for the Benchmark or any related material is expressly disclaimed provided that nothing in this

disclaimer shall exclude any liability for, or any remedy in respect of, fraud or fraudulent misrepresentation. Any disputes, claims or proceedings this in connection with or arising in relation to this Benchmark will be governed by and construed in accordance with English law and submitted to the exclusive jurisdiction of the courts of England and Wales.

As CHRB Ltd, we want to emphasise that the results will always be a proxy for good human rights management, and not an absolute measure of performance. This is because there are no fundamental units of measurement for human rights. Human rights assessments are therefore necessarily more subjective than objective. The Benchmark also captures only a snap shot in time. We therefore want to encourage companies, investors, civil society and governments to look at the broad performance bands that companies are ranked within rather than their precise score because, as with all measurements, there is a reasonably wide margin of error possible in interpretation. We also want to encourage a greater analytical focus on how scores improve over time rather than upon how a company compares to other companies in the same industry today. The spirit of the exercise is to promote continual improvement via an open assessment process and a common understanding of the importance of the UN Guiding Principles on Business and Human Rights.