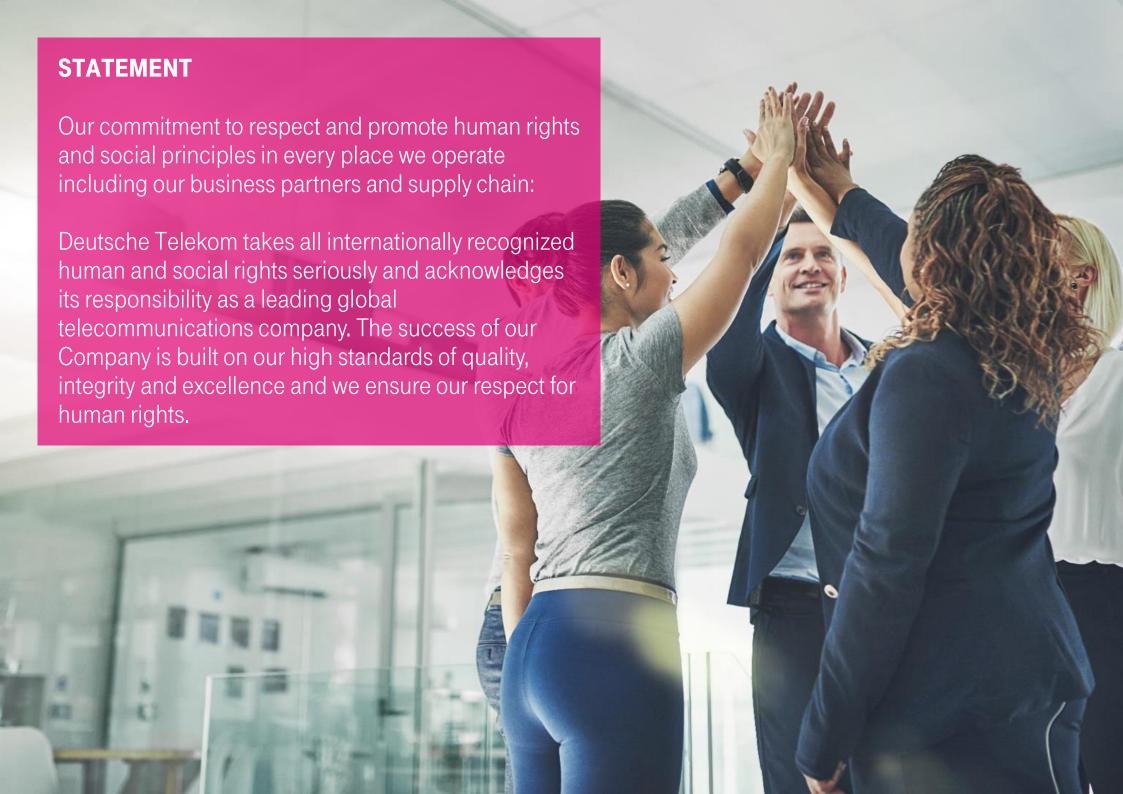


CODE OF HUMAN RIGHTS& SOCIAL PRINCIPLES

Effective from November 2017



LIFE IS FOR SHARING.





BASIC HUMAN RIGHTS & SOCIAL PRINCIPLES

Deutsche Telekom ...

- acknowledges and respects the cultural, social, political and legal diversity of all nations and societies and is committed to respecting and promoting internationally recognized human rights on an ongoing basis;
- 2. recognizes the fundamental right to the freedom of association and the right to collective bargaining within the scope of national regulations and existing agreements. Deutsche Telekom also declares itself in favor of cooperating with legitimate democratic employee representations in an open and trusting manner based on a constructive social dialog with the aim of achieving a fair balance of interests;
- 3. emphatically declares itself in favor of prohibiting any and all kinds of forced labor, human trafficking and modern slavery;
- 4. is committed to the abolishment of exploitative child labor and guarantees that at least the minimum age for admittance to employment is observed within the Deutsche Telekom Group in accordance with the regulations of each country;

- 5. rejects any form of discrimination at the workplace and declares itself in favor of the promotion of equal opportunities as well as diversity of all employees in terms of gender, age, culture, religion, abilities and sexual orientation;
- 6. is committed to treat all employees with respect without using any form of corporal punishment, mental or physical coercion, abuse or harassment, or the threat of such treatment:
- 7. observes the right to reasonable remuneration on the basis of a contract in line with the respective national labor market stipulating at least the minimum wages guaranteed by law and guarantees the observance of the respective national regulations on hours of work and on regular paid vacation;







IMPLEMENTATION 1. Deutsche Telekom shall ensure the group-wide communication and offers training of the Code of Human Rights & Social Principles to its 6. Deutsche Telekom further reserves the right to check the observance employees, relevant stakeholders and suppliers and expects the of Human Rights & Social Principles in a suitable manner by spot latter to declare themselves willing to observe, respect and apply the checks and/or if there is a well-founded suspicion. Upholding the same principles throughout their operations and business principle of transparency, Deutsche Telekom is committed to sharing relationships. its progress on the implementation of the Principles on a regular 2. Further, Deutsche Telekom has set up a point of contact for Human basis. Rights at corporate level, which - together with the points of contact in the group units - addresses internal and external inquiries. COMMUNICATION 3. Deutsche Telekom also assesses and monitors adherence to human **AND TRANSPARENCY** rights in its business activities through continuous human rights due diligence process, which include regular impact assessments across organizational units. Upholding the principle of transparency, Deutsche Telekom is committed 4. The managers of the individual group units are responsible for the to sharing its progress on the observation and implementation of the observance of the Human Rights & Social Principles. They shall Human Rights & Social Principles on a regular basis with both internal name points of contact to whom business associates, customers and and external stakeholders. employees may address whenever necessary. Deutsche Telekom undertakes an annual review to verify the observance of this Code by all group companies and publishes the results in the Human Rights & Social Principles Performance Report.