



HUMAN RIGHTS & SOCIAL PERFORMANCE REPORT 2017

Group Corporate Responsibility



LIFE IS FOR SHARING.

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Since 2003, Deutsche Telekom has been committed to ethical action with its Social Charter. This Social Charter has now been adapted to meet new legal requirements and increased expectations from governments, non-governmental organizations and other stakeholders. In particular, new requirements for greater integration of human rights principles made an update necessary. In 2017, the Social Charter was revised and in November 2017 replaced by the Code of Human Rights & Social Principles, through a board decision.

With the Code of Human Rights & Social Principles, Deutsche Telekom is committed to respecting human and basic rights such as recognition of diversity, freedom of association and collective bargaining, prohibition of forced labor, abolition of child labor, anti-discrimination, respectful treatment, appropriate remuneration, support in the qualification of employees, occupational health and safety as well as environmental protection.



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Every year, we prepare our Human Rights & Social Performance Report, which is an important tool for reviewing potential negative impacts on human rights in our group.

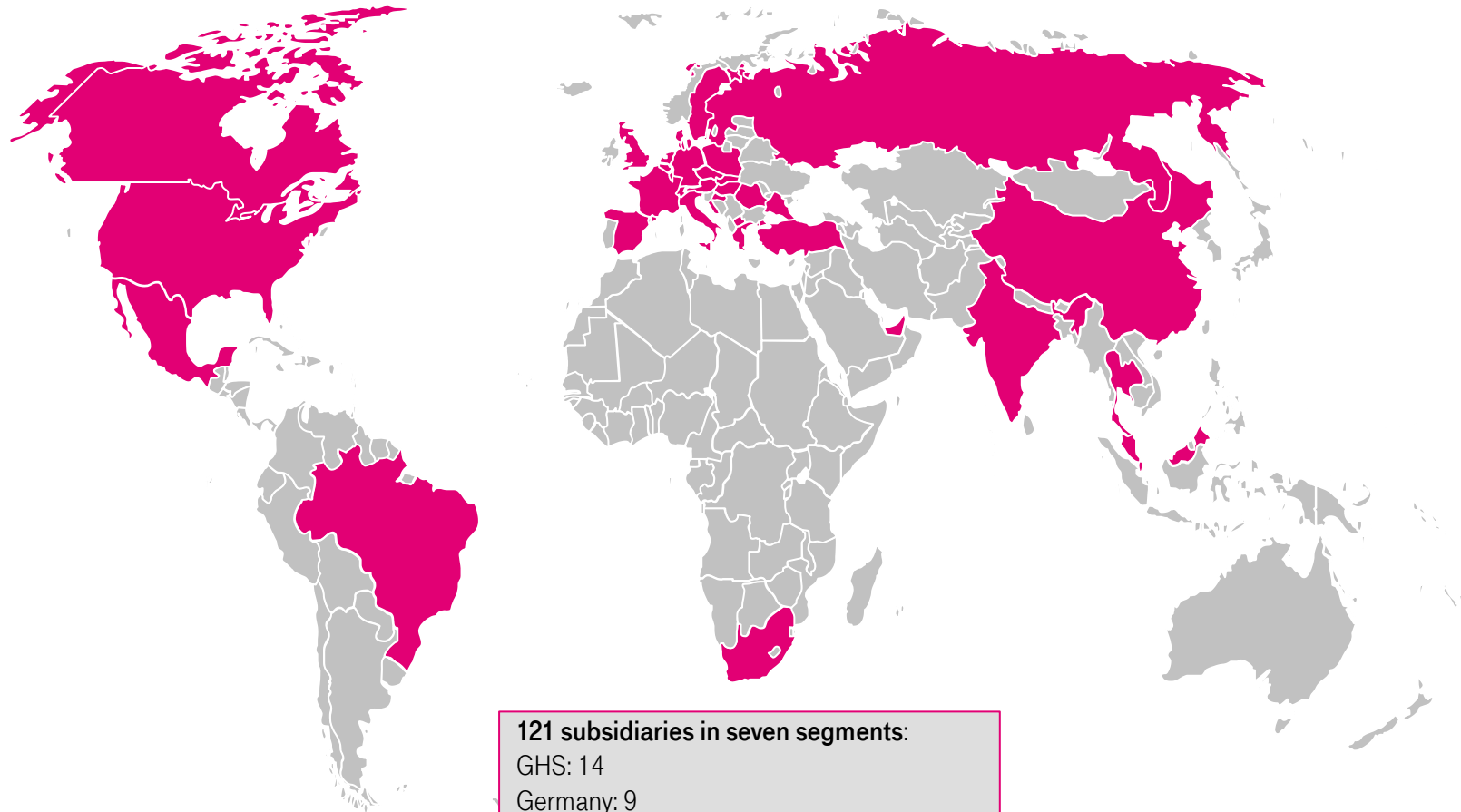
All majority-owned subsidiaries with employees participated in the report by declaring “full conformity with the ten basic principles of Deutsche Telekom’s Code of Human Rights & Social Principles”. For the period from January 1, 2017 to December 31, 2017, the report does not state any infringements with our code.

A total of 121 companies from seven segments participated in our query (an overview can be found on the next page).



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121 SUBSIDIARIES



121 subsidiaries in seven segments:

GHS: 14

Germany: 9

T-Systems: 48

Europe: 40

Technology & Innovation: 3

Group Development: 6

USA: 1



ERLEBEN, WAS VERBINDET.