

# IMPORTANT HUMAN RIGHTS NOTES



## HUMAN RIGHTS AT DEUTSCHE TELEKOM

- As a responsible company, we aim to respect and protect the human rights of all people impacted by our activities.
- We need every employee to help us build the right culture to achieve this, following the principles of respect, integrity, personal responsibility and honesty.
- We support the [UN Guiding Principles on Business and Human Rights](#) which were ratified by the United Nations in 2011.
- We also work to ensure the protection of human rights outside the company by requiring [our suppliers](#) to address their impacts.
- Fundamental policies reflect our Deutsche Telekom's commitment:
  - Our [Guiding Principles](#) and our [Code of Conduct](#)
  - Our [Code of Human Rights & Social Principles](#)
  - Our [Supplier Code of Conduct](#)
  - Our [Employee Relations Policy](#) and [Diversity Policy](#)
- Find out more about what we are doing across the Group on the human rights section of our [website](#).

## RAISING CONCERNS

- In the event of a suspected human rights issue, you should first talk to your line manager in person. If this is not possible or not your preferred option, you may always reach a central point of contact at the following channels:
  - for all topics regarding human rights and social principles (e.g. recognition of diversity, anti-discrimination, respectful treatment, appropriate remuneration, etc.) at [humanrights@telekom.de](mailto:humanrights@telekom.de)
  - for further issues regarding non-compliance with the employee relations policy at [ERPPolicy@telekom.de](mailto:ERPPolicy@telekom.de)
- In parallel you can always use our whistleblower system at the Tell me! whistleblower portal. Issues can be addressed anonymously under +8000 3824 835 or via e-mail under [tell-me@telekom.de](mailto:tell-me@telekom.de). Further information can be found at <https://drc.telekom.de/en/compliance/compliance> and <https://www.telekom.com/en/company/compliance/details/tell-me-whistleblower-portal-356032>

- In case of indications or a risk of a possible or real act of violence (e.g. sexual harassment, radicalization, bomb threats, etc.) please directly contact the threat management (“Bedrohungsmanagement”). Our colleagues offer immediate support and information under +171 2235 756 or [Bedrohungsmanagement@telekom.de](mailto:Bedrohungsmanagement@telekom.de). All requests are treated with utmost confidentiality.
- Finally, BAD GmbH offers employees and executives personal counseling in difficult professional and private life situations such as personal crises and extreme situations or difficult situations in day-to-day leadership. Please contact the BAD GmbH by phone (+800 330 1699). Further information can be found at <https://www.bad-gmbh.de/bad-gruppe/>.