

A diverse group of young people, including a man with a beard, a woman with glasses, and a woman with braids, are smiling and looking at a globe. The globe is held in the foreground, and the background is a bright, warm light. The overall mood is positive and collaborative.

# Human Rights & Social Performance Report 2020

Group Corporate Responsibility | 01.03.2021



LIFE IS FOR SHARING.

# Human Rights & Social Performance Report - Basis



The Code of Human Rights & Social Principles is the group-wide policy statement in the area of human rights of Deutsche Telekom AG.



We are committed to respecting human rights in accordance with the following standards:

- Universal Declaration of Human Rights,
- ILO Core Labor Standards,
- OECD Guiding Principles,
- Global Compact,
- Tripartite Declaration of Principles for Multinational Enterprises and Social Policy (MNE Declaration)
- Guiding Principles on Business and Human Rights



**„Die Deutsche Telekom nimmt alle international anerkannten Menschenrechte und sozialen Grundsätze ernst und erkennt ihre Verantwortung als weltweit führendes Telekommunikationsunternehmen an.“**

- Auszug aus dem Menschenrechtskodex & Soziale Grundsätze -



Commitment to 10 fundamental principles:

1. Cultural, political, legal & social diversity.
2. Freedom of association, collective bargaining & cooperation with employee representatives
3. Prohibition of human trafficking, forced labor & slavery
4. Prohibition of child labor
5. Prohibition of discrimination
6. Respectful treatment
7. Adequate salaries and wages
8. Qualifications and further training
9. Occupational health and safety
10. Environmental protection and sustainability



The Code is binding for all companies worldwide in which the Deutsche Telekom Group has a controlling majority participation. The local management is responsible for its implementation.

► The effectiveness of the Code of Human Rights & Social Principles is monitored annually through the Human Rights & Social Performance Report. ◀

# Human Rights & Social Performance Report - Overview

## Declaration of compliance by the companies

To ensure compliance with the "Human Rights Code & Social Principles" at international level, the Group's subsidiaries and joint ventures are surveyed annually in the Human Rights & Social Report. With the aid of an automated tool, the management or HR managers confirm that there were no violations of the Code in the previous year. In the event of non-compliance, the incidents must be reported immediately, and countermeasures initiated.



**121** subsidiaries and 5 joint ventures of Deutsche Telekom AG declare compliance with the Code of Human Rights & Social Principles for the year 2020. **No violations were recorded.**

## Content questions with human rights relevance

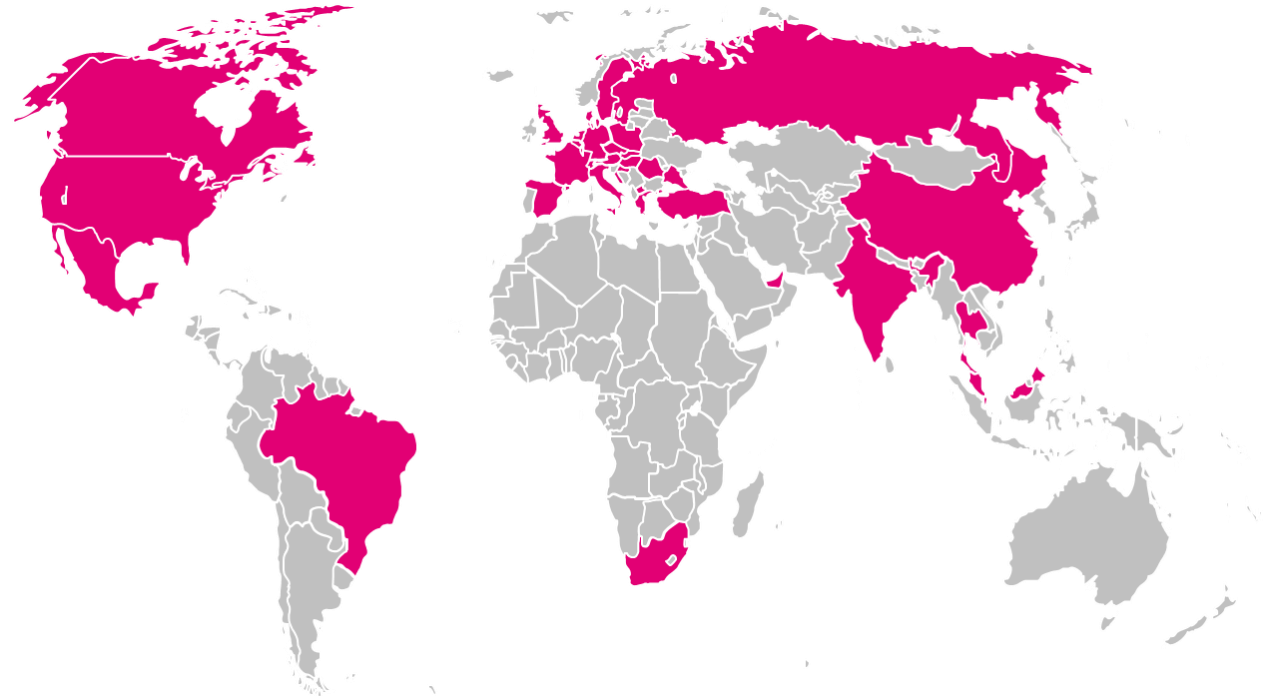
In order to achieve active engagement with particularly relevant topics in the field of human rights, content questions are part of the report. In addition, answering them enables an international comparison and the identification of particular risks.



# Human Rights & Social Performance Report- Scope

**121 subsidiaries from 8 segments and 5 joint ventures.**

- Germany (12)
- Group Headquarter Services (11)
- T-Systems National (13)
- T-System International (33)
- Europe (42)
- Technology & Innovation (3)
- Group Development (6)
- USA (1)
- Joint Ventures (5)



# Human Rights & Social Performance Report - Questions



**The first question aimed to identify human rights risks in the individual society in order to be able to take preventive measures.**

"Where do you see risks to respect for human rights in your society? How do you deal with these?"

## 01

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The majority of the subsidiaries surveyed do not see any human rights risks. Sufficient preventive measures to ensure the observance of human rights are in place.

## 02

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Some subsidiaries reported the issue of excessive overtime as a risk. In order to ensure a balance between work and free time, programs have been implemented to reduce and manage overtime.

## 03

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Some subsidiaries addressed the risk of discrimination in the collaboration and professional development of employees. Various preventive programs to raise awareness of discrimination were implemented.

## 04

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Some holdings see occupational health and safety as a potential human rights risk. This is due to the Corona pandemic.

# Human Rights & Social Performance Report - Questions



**Since the outbreak of the Corona pandemic, many countries have experienced and continue to experience restrictions in private, public and professional contexts.**

"What measures have you taken as a company to protect the health of your employees and provide them with access to preventive goods and services?"

## 01

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All holdings allow working from home to minimize potential infection risks in the office and to better manage private challenges.

## 02

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Employees are kept informed about current developments through regularly offered information meetings. In addition, hotlines have been set up for psychological support.

## 03

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The free distribution of hygiene articles such as mouthguards and sanitizers, for private use, is intended to help employees avoid infection. In some subsidiaries, the cost of corona tests is covered.

## 04

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The focus in the office buildings is also on protective measures. Hygiene articles are provided, and the number of workstations has been reduced.