

Human Rights & Social Performance Report 2021

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Human Rights & Social Performance Report - Basis



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



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



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 checked annually by the Human Rights & Social 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.

Content questions with human rights relevance

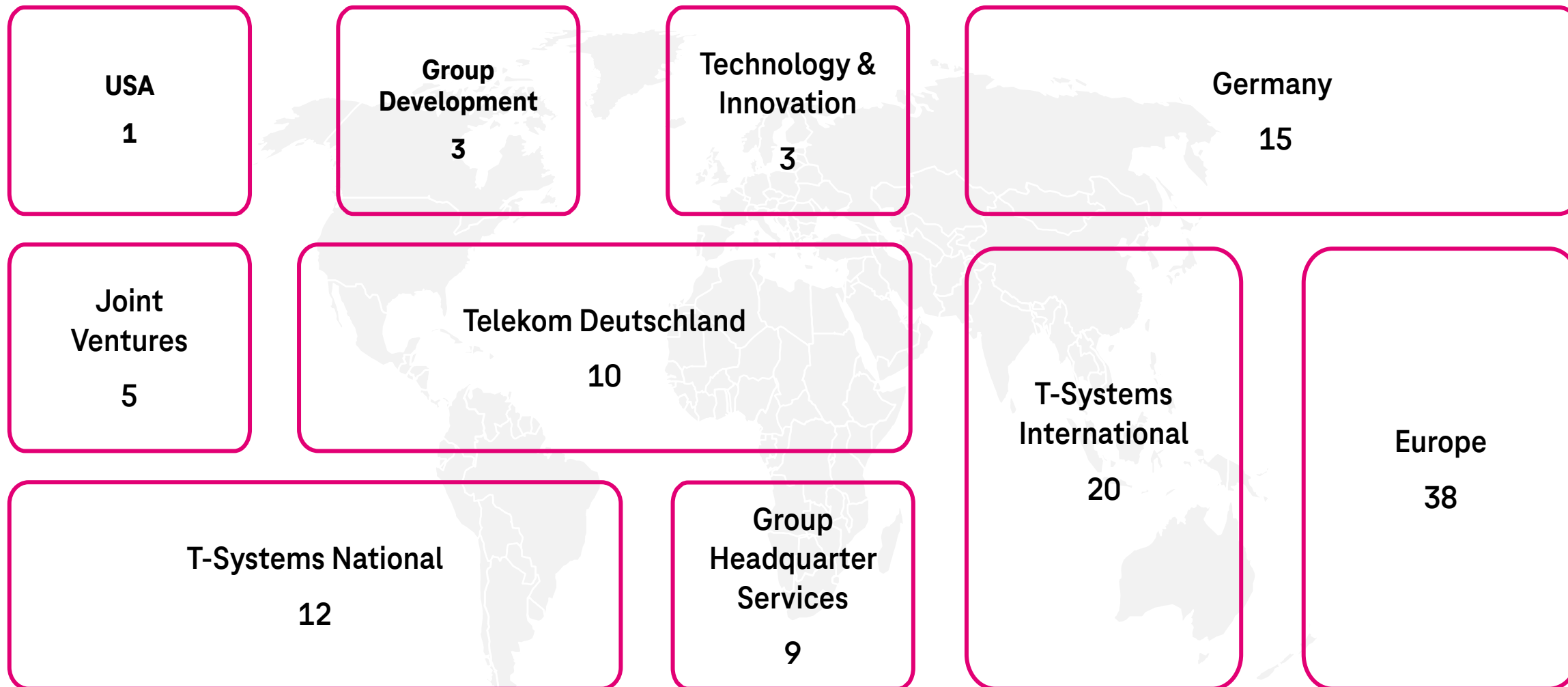
In order to achieve active engagement with particularly relevant topics in the field of human rights, content questions are part of the report. In addition, answering them enables an international comparison and the identification of particular risks



111 subsidiaries and **5** joint ventures of Deutsche Telekom AG declare compliance with the Code of Human Rights & Social Principles for the year 2021. **No violations were recorded.**

Human Rights & Social Performance Report – Scope

111 subsidiaries from 8 Segments and 5 joint ventures.



Human Rights & Social Performance Report - Questions (1/2)



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

Most 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

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

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

Some subsidiaries see challenges in working together in everyday life due to the physical separation caused by the Corona Pandemic.

Human Rights & Social Performance Report - Questions (2/2)



Deutsche Telekom AG stands for diversity, as also illustrated by the newly published Group policy on diversity, equity and inclusion.

“Is discrimination seen as an issue in your company? Is there already a program in your company that reinforces the principles on diversity, equity and inclusion?”



01

Most of the participants surveyed are increasingly addressing the issue of discrimination. This includes complying with the new guidelines and communicating them to all employees.

02

Some holdings state that they offer programs that go beyond the guidelines, some of which are aimed at executives.

03

Some subsidiaries anchor action plans in order to continuously identify and implement various measures as part of annual programs. This should lead to more integration and participation and thus promote dialogue.

04

All subsidiaries see discrimination as an important topic in their company. The respondents are not aware of any violations.