

## Social Charter

Bearing in mind its responsibility as an international corporate group ...

- respecting the cultural, ethical, social, political and legal diversity of the nations and societies in which we operate as a corporate group
- aware of the necessity to satisfy today's needs in a socially, economically and ecologically well-balanced manner which takes due account of the protection of the living and working conditions of future generations
- in accordance with internationally recognized norms, directives and standards, in particular those of the International Bill of Human Rights, the ILO Core Conventions, the OECD Guidelines and the Global Compact
- recognizing its responsibility as a leading global telecommunications company to use its technology, products and services for the promotion of adherence to human rights

Deutsche Telekom embraces the following Basic Social Principles:

## Basic Principles

### Deutsche Telekom ...

1. 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;
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;
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;
8. supports skills development in the interests of both the employees and the company in order to guarantee a permanently high standard of performance and a high service quality. At the same time, Deutsche Telekom emphasizes and fosters the personal responsibility that employees have to maintain and improve their employability;
  9. sees the health of its employees as a major value for the company and endeavors the protection of health and safety of its employees. For this reason, adherence at least to the standards applicable in each country at sites all over the world should be ensured and the further development thereof should be supported to improve the working environment;
  10. is committed to environmental protection and sustainability in business.

### Aspiration, Scope of Validity and Modification

1. Deutsche Telekom strives to meet the international standards and not to infringe on human rights where national law and regulations and/or their implementation are not sufficient or are absent.
2. Deutsche Telekom declares the observance and application of the stated Basic Principles as binding worldwide.
3. The Charter may be reviewed in light of national and international developments and, if necessary, modified.

### Implementation

1. Deutsche Telekom shall ensure the group-wide communication of the Charter to its employees, relevant stakeholders and suppliers and expects the latter to declare themselves willing to observe, respect and apply these Basic Principles throughout their operations and business relationships.
2. Further, Deutsche Telekom has set up a Point of Contact for Human Rights at corporate level which – together with the points of contact in the group units – takes care of internal and external inquiries.
3. Deutsche Telekom also reviews adherence to human rights in its business activities.
4. The managers of the individual group units are responsible for the observance of the Basic Principles. They shall name points of contact to whom business associates, customers and employees may apply if necessary.
5. Deutsche Telekom undertakes an annual review to verify the observance of the ten Basic Principles by all Group companies and publishes the results in the Social Performance Report.

6. Deutsche Telekom further reserves the right to check the observance of the Basic Principles in a suitable manner by spot checks and/or if there is a well-founded suspicion.

### Communication & Transparency

Upholding the principle of transparency, Deutsche Telekom is committed to sharing its progress on the implementation of the Basic Principles on a regular basis.