CORPORATE RESPONSIBILITY REPORT 2018

GRI-INDEX

GLOBAL COMPACT COMMUNICATION ON PROGRESS

GENERAL DISCLOSURES

Indicator   Reference   Checked

GRI 102: GENERAL DISCLOSURES

Organization profile

102-1 Name of the organization

> Strategy & management > Added value and materiality > Business activities and organization

102-2 Primary brands, products and services

> Strategy & management > Added value and materiality > Business activities and organization

There were no prohibitions on products and/or services in any countries in 2018.

102-3 Headquarters

> www.cr-report.telekom.com/site19/imprint

102-4 Countries where the organization operates

↗ www.telekom.com/en/company/worldwide

102-5 G4-7 Nature of ownership and legal form

↗ www.telekom.com/en/company/at-a-glance

102-6 Markets served

↗ www.telekom.com/en/company/worldwide
↗ report.telekom.com/annual-report-2018/
> Strategy & management > Added value and materiality > Business activities and organization

102-7 Scale of the organization

> Strategy & management > Added value and materiality
↗ http://report.telekom.com/annual-report-2018/management-report/deutsche-telekom-at-a-glance.html

102-8 Total workforce

> Facts & figures > Social indicators > Headcount and part-time work

In 2018 a total of 29 executives throughout Germany were working part-time. Deutsche Telekom also made a similar voluntary commitment regarding employees covered by collective agreements and civil servants. Currently, 12.9 percent of employees covered by collective agreements and 15.2 percent of Deutsche Telekom civil servants throughout Germany are working part-time.

Indicator   Reference   Checked

102-9 Supply chain

> Suppliers > Supply chain management

102-11 Precautionary Principle

Risk management, compliance management and the ESG KPIs provide approaches for preventive action at Deutsche Telekom.

> Strategy & management > Risk and opportunity management
> Strategy & management > Compliance
> Strategy & management > ESG key performance indicators

102-12 External charters, principles or other initiatives

> About this report > Global Compact Communication on Progress
> About this report > The German Sustainability Code
> Strategy & management > Values and Guiding Principles
> Strategy & management > Values and Guiding Principles > Commitment to the German "Code of Responsible Conduct for Business"
> Strategy & management > Stakeholder management > Overview of memberships and collaborations
> Suppliers > Sustainable procurement strategy > Managing sustainability in procurement processes

102-13 Memberships of associations and advocacy organizations

> Strategy & management > Stakeholder management > Overview of memberships and collaborations

Due to reasons of confidentiality it is not possible to list our memberships and collaborations based on strategic aspects. Our policy on political advocacy applies to our involvement in committees and associations.

> Strategy & management > Representing political interests

Strategy and analysis

102-14 Statement of the Board of Management

> Strategy & management > Statement by the Chairman of the Board of Management

102-15 Impacts, risks and opportunities

> Strategy & management > Risk and opportunity management

Indicator	Reference	Checked

Ethics and integrity

102-16 Values, principles, standards and norms of behavior

> Strategy & management > Values and Guiding Principles

102-17 Internal and external procedures on ethical and lawful conduct and procedures for reporting concerns regarding non-ethical or unlawful conduct

> Strategy & management > Compliance > Ensuring integrity and compliance

Governance

102-18 Governance structure

> Strategy & management > CR strategy > Current organizational structure

102-19 Delegating authority

> Strategy & management > CR strategy > Current organizational structure

102-20 Responsibility for sustainability topics

> Strategy & management > CR strategy > Current organizational structure

102-24 Selection processes for the highest governance body and its committees

All skills and abilities required and useful in effectively enacting the responsibilities of a position are taken into consideration during the selection process. The requirements of a position are identified using a skills list.

The selection process is conducted by the Supervisory Board, which acts in the interests of stakeholders and shareholders.

Stakeholder engagement

102-40 Stakeholder groups engaged

> Strategy & management > Added value and materiality > Material sustainability topics: Systematic process based on recognized methods
> Strategy & management > Stakeholder management > Fostering stakeholder engagement
> www.cr-report.telekom.com/crwissen/formats-stakeholder-engagement

102-41 Employees covered by collective bargaining agreements

Collective bargaining plays an important role and has a long tradition at our company, a fact made clear by the percentage of employees covered by collective agreements. As of December 31, 2018, some 72.76 percent of employees in Germany were covered by collective agreements. Group-wide this number was 52.28 percent.

Indicator	Reference	Checked

102-42 Identification and selection of stakeholders

> Strategy & management > Stakeholder management > Fostering stakeholder engagement

102-43 Approach to Stakeholder Engagement

> Strategy & management > Stakeholder management > Fostering stakeholder engagement
> Strategy & management > Stakeholder management > Overview of memberships and collaborations
> www.cr-report.telekom.com/crwissen/formats-stakeholder-engagement

We work with various feedback formats which can only be classified with difficulty due to their variety. Because we have informal discussions with our stakeholders at dialog events, the feedback cannot be broken down according to the stakeholder groups.

102-44 Key topics and concerns raised by stakeholders

> Strategy & management > Stakeholder management > Material sustainability topics: Systematic process based on recognized methods

Identified material aspects and boundaries

102-45 Entities included in the consolidated financial statements

↗ www.telekom.com/en/company/worldwide

102-46 Defining report content and topic boundaries

> Strategy & management > Added value and materiality > Top topics for Deutschen Telekom's sustainable business development
> Strategy & management > Added value and materiality > Materiality process tailored more closely to ICT requirements
> Strategy & management > Added value and materiality > Material aspects matched with GRI aspects

102-47 List of Material Topics

> Strategy & management > Added value and materiality > Results of the materiality analysis
> Strategy & management > Added value and materiality > Material aspects matched with GRI aspects

102-48 Restatements of Information

There was no cause to restate information within the reporting period.

102-49 Changes in Reporting

There were no changes in reporting in the reporting period.

Indicator   Reference   Checked

Report profile

102-50 Reporting period

❯ About this report

102-51 Date of most recent report

❯ About this report

102-52 Reporting cycle

❯ About this report

102-53 Contact point for questions regarding the report

❯ About this report

102-54 Claims of reporting in accordance with the GRI Standards

❯ About this report > GRI index

102-55 GRI content index

❯ About this report > GRI index

102-56 External assurance

❯ About this report > GRI index

TOPIC-SPECIFIC STANDARDS

Indicator	Reference	Checked

GRI 203: INDIRECT ECONOMIC IMPACTS

GRI 103: Management Approach

103-1 103-2 103-3 Explain why the topic is material and provide its boundary. Explain how the organization manages the topic. Explain how the organization evaluates the management approach.

❯ Customers & products > Infrastructure expansion > Expanding our infrastructure

203-1 Infrastructure investments and services supported

❯ Customers & products > Infrastructure expansion > Expanding our infrastructure

GRI 204: PROCUREMENT PRACTICES

GRI 103: Management Approach

103-1 103-2 103-3 Explain why the topic is material and provide its boundary. Explain how the organization manages the topic. Explain how the organization evaluates the management approach.

❯ Suppliers > Sustainable procurement strategy > Managing sustainability in procurement processes
❯ Suppliers > Supply chain management > Improving sustainability in the supply chain
❯ Suppliers > Resource scarcity and raw materials sourcing > Supporting responsible resource extraction

204-1 Proportion of spending on local suppliers at significant locations of operation

As an ICT company, Deutsche Telekom works with suppliers worldwide. That is why we do not have Group-wide policies giving priority to local suppliers at our locations.

GRI 205: ANTI-CORRUPTION

GRI 103: Management Approach

103-1 103-2 103-3 Explain why the topic is material and provide its boundary. Explain how the organization manages the topic. Explain how the organization evaluates the management approach.

❯ Strategy & management > Compliance > Ensuring integrity and compliance

Indicator	Reference	Checked

205-1 Total number and percentage of operations assessed for risks related to corruption and the significant risks identified

The following risks of corruption were identified as the most likely within the scope of our risk analysis:

1. A benefit is granted to a business partner's employee or representative in connection with a specific forthcoming business decision in order to gain an unfair competitive advantage (e.g., inviting a decision-maker on the customer side to a prestigious sports event in order to sway them into renewing the existing framework agreement that is coming up for renewal.)

2. A benefit is granted to a member of the public sector in connection with an official action (e.g., giving high-end devices to a public official who is responsible for the tendering process).

3. A sales agent/consultant uses a part of their fee as a bribe in order to win a contract

4. An employee of a business partner is offered a benefit in order to bring about favorable treatment when procuring goods, although there is no consent for this on the part of the company and this situation would constitute a breach of duty towards the company. Distortion of competition is not mandatory.

5. Following a merger/acquisition of a company, cases of corruption (e.g., in connection with consultants) from before the acquisition come to light and are attributed to Deutsche Telekom.

Each year, we carry out a Group-wide compliance risk assessment (CRA) to determine compliance risks and develop tailored compliance measures. In 2018, the CRA included 76 companies and thus covered around 98 percent (based on the number of employees).

205-2 Communication and training on anti-corruption policies and procedures

We use regular training measures to inform and raise awareness among our employees about compliance. These take place every 3 years. In addition to classroom courses, we also use various interactive e-learning formats. In addition, customized classroom courses on compliance and anti-corruption are given to members of the management boards and executives. Managers are addressed about their extraordinary responsibility and informed about trends and changes in the law.

E-learning training in Germany
In 2017 and 2018 , more than 18,000 employees in high-risk positions (sales, procurement) in Germany completed the anti-corruption e-learning course; almost 29,000 employees received a certificate for completing a compliance e-learning course; 41,000 employees participated in an e-quiz on gifts, and 2,400 employees took the e-learning course on consultant services. Some 15,500 employees completed the e-learning training on anti-trust law.

Indicator	Reference	Checked

Implementation of Group policy throughout the Group

Deutsche Telekom has introduced the Group Policy on Avoiding Corruption and Other Conflicts of Interest, which sets out the relevant responsibilities and duties and includes a list of possible conflicts of interest. We also introduced our Group Policy on Accepting and Granting of Benefits, which clearly specifies which benefits may be granted to and accepted from business partners. Both policies have been rolled out and communicated throughout the Group and approved by the managing boards at the various companies.

Providing information and training to business partners

Our business partners are required to accept the Deutsche Telekom General Terms and Conditions for Purchasing before entering into a business relationship with us. These include an anti-corruption clause. In addition, we ask our business partners questions regarding their compliance management systems as part of supplier self-assessment process. Deutsche Telekom has been offering online compliance training to external business partners and suppliers since September 2014. The training offer particularly focuses on small and medium-sized German business partners and suppliers. This offer encourages our partners even more to conduct their business ethically and in compliance with relevant laws and regulations. The training addresses specific compliance-relevant topics such as corruption prevention, anti-trust law and sustainability and introduces Deutsche Telekom's compliance management system.

205-3 Confirmed incidents of corruption and actions taken

Deutsche Telekom engages in extensive compliance management activities to prevent and fight corruption Any violations we uncover during our investigation are punished appropriately. In some cases employment relationships have even been terminated for good cause. The total number of sanctioned incidents of corruption is confidential.

GRI 301: MATERIALS

GRI 103: Management Approach

103-1 103-2 103-3 Explain why the topic is material and provide its boundary. Explain how the organization manages the topic. Explain how the organization evaluates the management approach. ⊘

> Customers & products > Sustainable products & services > Developing sustainable products and services

301-3 Reclaimed products and their packaging materials

> Customers & products > Sustainable products & services > Used cell-phone collection in Germany
> Facts & figures > Environmental indicators > Recycling > "Take Back Mobile Devices" ESG KPI

Indicator	Reference	Checked

GRI 302: ENERGY

GRI 103: Management Approach

103-1 103-2 103-3 Explain why the topic is material and provide its boundary. Explain how the organization manages the topic. Explain how the organization evaluates the management approach.

> Climate & environment > Climate strategy > CO_2 emissions > Protecting the climate
> Climate & environment > Climate strategy > Energy efficiency > Operating energy-efficient networks
> Climate & environment > Climate strategy > Energy efficiency > Energy efficiency in buildings
> Climate & environment > Climate strategy > CO_2 emissions > Our strategy for climate-friendly mobility

302-1 Energy consumption within the organization

> Facts & figures > Environmental indicators > Energy > Total energy consumption

Energy consumption at Deutsche Telekom primarily pertains to the consumption of electricity, district heating, fossil fuels and fuel for our vehicle fleet. The amount of energy sold by Deutsche Telekom is not significant and generally not included in our energy and fuel consumption values.

302-3 Energy intensity ⊘

> Facts & figures > Environmental indicators > ESG KPI "Energy Intensity"

GRI 305: EMISSIONS

GRI 103: Management Approach

103-1, 103-2, 103-3 Explain why the topic is material and provide its boundary. Explain how the organization manages the topic. Explain how the organization evaluates the management approach.

> Climate & environment > Climate strategy > CO_2 emissions > Protecting the climate
> Facts & figures > Environmental indicators > CO_2 emissions > Total CO2e emissions (Scope-1-3)
> Customers & products > Sustainable products & services > Developing sustainable products and services

305-1 Direct GHG emissions (Scope 1) ⊘

> Facts & figures > Environmental indicators > CO_2 emissions > Developing sustainable products and services
> Facts & figures > Environmental indicators > CO_2 emissions > Total CO2 emissions (Scope 1 & 2 emissions)

305-2 Indirect GHG emissions (Scope 2) ⊘

> Facts & figures > Environmental indicators > CO_2 emissions > Developing sustainable products and services
> Facts & figures > Environmental indicators > CO_2 emissions > Total CO2 emissions (Scope 1 & 2 emissions)

Indicator	Reference	Checked

305-3 Other indirect GHG emissions (Scope 3) ⊘

❯ Facts & figures > Environmental indicators > CO_2 emissions > Total CO2 emissions (Scope 3) Deutsche Telekom in Europe

305-5 Reduction of GHG emissions

❯ Customers & products > Sustainable products & services > Don`t buy, rent
❯ Facts & figures > Environmental indicators > Other environmental data > Online customer bills
❯ Customers & products > Infrastructure expansion > Switch to IP technology advances

GRI 401: EMPLOYMENT

GRI 103: Management Approach

103-1, 103-2, 103-3 Explain why the topic is material and provide its boundary. Explain how the organization manages the topic. Explain how the organization evaluates the management approach.

❯ Employees > Dialog and collaboration > How we shape fair and trustworthy collaboration
❯ Suppliers > Supply chain management > Improving sustainability in the supply chain

401-1 New employee hires and employee turnover

❯ Facts & figures > Social indicators > Headcount and part-time work > Workforce development worldwide
❯ Facts & figures > Social indicators > Fluctuation and workforce management > Fluctuation rate
❯ Facts & figures > Social indicators > Fluctuation and workforce management > Proportion of civil servants in Group workforce
❯ Facts & figures > Social indicators > Fluctuation and workforce management > Vivento workforce

The number of employees entering retirement, an important component of natural employee churn, is not recorded within the scope of the annual workforce structure report. We therefore cannot provide a breakdown of natural churn according to gender and age. The time and effort involved in more detailed data collection would exceed any insights gained.

GRI 402: LABOR/MANAGEMENT RELATIONS

GRI 103: Management Approach

103-1, 103-2, 103-3 Explain why the topic is material and provide its boundary. Explain how the organization manages the topic. Explain how the organization evaluates the management approach.

❯ Employees > Dialog and collaboration > How we shape fair and trustworthy collaboration

402-1 Minimum notice periods regarding operational changes

This indicator cannot be used for Deutsche Telekom as a global corporation because of the extensive effort involved in compiling all country-specific regulations, an effort that exceeds the benefit of such activities. The relevant works council committees are informed on significant operational changes and involved according to the legally applicable provisions such as the German Works Constitution Act (Betriebsverfassungsgesetz). We also regularly engage in dialog with employee representatives at a national and European level.

GRI 403: OCCUPATIONAL HEALTH AND SAFETY

GRI 103: Management Approach

103-1, 103-2, 103-3 Explain why the topic is material and provide its boundary. Explain how the organization manages the topic. Explain how the organization evaluates the management approach.

❯ Employees > Occupational health and safety > Promoting the health of our workforce

Deutsche Telekom supports its employees and their family members with special programs in case of need, for example during a serious illness. Here are just a few examples:

- Individual counseling in case of professional and private issues or conflicts offered by psychosocial experts of the Employee and Executive Advisory Service by external service provider B.A.D.

- Assistance for low-income families: The Post/Postbank/Telekom welfare service provides support in case of emergencies, such as natural disasters.

- Deutsche Telekom Social Fund: We provide fast financial aid to employees who are unable to find a way out of financial difficulties they are facing through no fault of their own. The Family Fund provides support to families in need.

- Dance therapy for women with cancer in collaboration with the ErholungsWerk Post Postbank Telekom e.V. recreation service.

- Offers in cooperation with the AWO service for families and parents: consulting on and arranging of childcare, care for relatives, home help for the elderly, household services, nursing and care seminars, and emergency childcare.

We enable flexible working models for an improved work-life balance. Deutsche Telekom offers various models for working schedules. These enable flexible working hours, part-time work, phased retirement, parental leave, family care leave, and leave of absence without pay.

403-1 Workers representation in formal joint management-worker health and safety committees

We have created different steering levels at Deutsche Telekom in Germany to implement our occupational health and safety management activities.

- The first level is the Central Health Working Group, comprised of employer representatives from the Group and Group companies as well as employee representatives, occupational health and safety experts and representatives of employees with disabilities.

- The second level comprises the Health Working Groups at Deutsche Telekom subsidiaries in Germany.

Indicator	Reference	Checked

- The third level is comprised of local, on-site working groups responsible for implementing occupational health and safety management locally; there are at least 110 of these.

All of our employees in Germany are represented by these committees. The national companies are responsible for their own occupational health and safety management. However, all Deutsche Telekom employees will be gradually involved in a certified health, safety, and environmental management system that is based on the international standards OHSAS 18001 for occupational health and safety and ISO 14001 for environmental management and that safeguards Group-wide standards. One hundred percent of our employees in Germany and 99 percent of our employees outside of Germany have occupational health and safety certificates. At the same time, 93 percent of our employees in Germany and 83 percent of our employees outside of Germany are covered by environmental protection certificates (as of December 31, 2018).

403-2 Types of injury and rates of injury at the organization

> Facts & figures > Social indicators > Health and safety > Health rate
> Facts & figures > Social indicators > Health and safety > Occupational accidents

GRI 404: TRAINING AND EDUCATION

GRI 103: Management Approach

103-1 103-2 103-3 Explain why the topic is material and provide its boundary. Explain how the organization manages the topic. Explain how the organization evaluates the management approach.

> Employees > Training and development > How we shape the digital world of work

404-1 Average hours of training per year per employee by gender and by employee category

Vocational training (Group in Germany)

	Total hours in 2018	Female	Male
Apprentices	7,028,800*	2,670,944*	4,357,856*
Students on cooperative study programs	3,198,840*	991,640*	2,207,200*
Sum	10,227,640*	3,662,584*	6,565,056*

(* Calculations based on average values.)

Continuing education (Group - international without USA)

In 2018, our employees spent a total of 23.4 hours on learning. Due to the greater use of digital offerings and the increase in informal learning formats, this figure was slightly lower than in 2017.

> Facts & figures > Social indicators > Training and development > Telekom Training continuing education program
> Facts & figures > Social indicators > Training and development > Apprentices and vocational training programs

Indicator	Reference	Checked

404-2 Programs for upgrading employee skills and transition assistance programs

Programs for life-long learning
> Facts & figures > Social indicators > Training and development

Departure from the company and career perspectives

Depending on the situation, we use various tools to help affected employees leave their job at the Group in a socially acceptable manner. This includes options such as outplacement consulting and severance payments. In addition, Vivento, the service provider for staff restructuring in Germany, offers assistance to civil servants when transferring to a public-sector employer. In many cases, the job change can be accompanied by financial incentives. Civil servants can find suitable federal, state and local positions through the Vivento job portal www.interamt. de.

The Post/Telekom welfare service offers seminars on"Getting ready for retirement" in which Deutsche Telekom employees are invited to participate. Participants work on ways in which they will be able to fill their retirement years with meaningful activities and enjoy their retirement for years to come.

> Facts & figures > Social indicators > Training and development > Telekom Training continuing education program

404-3 Percentage of employees receiving regular performance and career development reviews

We use various tools to assess the performance and career development of our employees. The Compass tool is used for employees covered by collective agreements and for civil servants in Germany, while the Performance & Potential Review (PPR) is for employees not covered by collective agreements in Germany and for employees at the national companies. Furthermore, in 2014 we launched Lead 2win, a new tool for assessing the performance of top-level managers.

Performance management tools and employee category	Number and percentage of employees whose performance and career development were assessed
Compass (employees covered by collective agreements in Germany)	About 65,000 employees (78 percent of the target group)
Performance & Potential Review (employees not covered by collective agreements in Germany)	About 9,000 employees (98 percent of the target group)
Performance & Potential Review (employees at national companies)	20,000 employees (tool is being used at many national companies)
Performance Dialog (top-level managers throughout the Group)	2,200 employees (97 percent of the target group)

In each case, the performance management tools apply for entire employee groups and therefore employees of any gender in equal measure.

Indicator   Reference   Checked

GRI 405: EMPLOYEE DIVERSITY AND EQUAL OPPORTUNITIES

GRI 103: Management Approach

103-1, 103-2, 103-3 Explain why the topic is material and provide its boundary. Explain how the organization manages the topic. Explain how the organization evaluates the management approach.

> Employees > Diversity and equal opportunities > Supporting diversity

405-1 Diversity of governance bodies and employees: Percentage of individuals within the organization's governance bodies in each of the following diversity categories: gender, age group, other indicators of diversity where relevant (such as minority or other vulnerable groups)

> Facts & figures > Social indicators > Diversity > Women in workforce
> Facts & figures > Social indicators > Diversity > Employees with disabilities
> Facts & figures > Social indicators > Demography and company pension scheme > Age structure at the Deutsche Telekom Group

Deutsche Telekom is an international corporation that holds no more than a majority interest in some of its national companies. For that reason it is not possible to break down these values based on employee category.

405-2 Ratio of basic salary and remuneration of women to men

We have been comparing the pay of male and female employees for several years now. We were unable to identify any significant, gender-based differences in pay for our employees in Germany. In the past, studies (e.g., Logib-D) confirmed that women and men who do the same job receive the same pay. It was not possible to record the pay of our male and female employees at all of our international locations due to data unavailability, relevance to competition and the time and effort involved.

GRI 406: NON-DISCRIMINATION

GRI 103: Management Approach

103-1, 103-2, 103-3 Explain why the topic is material and provide its boundary., Explain how the organization manages the topic., Explain how the organization evaluates the management approach.

> Strategy & management > Human rights > How we protect human rights

406-1 Incidents of discrimination and corrective actions taken

> Strategy & management > Human rights > Reports and inquiries to the Contact Point for Human Rights

Indicator   Reference   Checked

GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

GRI 103: Management Approach

103-1, 103-2, 103-3 Explain why the topic is material and provide its boundary., Explain how the organization manages the topic., Explain how the organization evaluates the management approach.

> Strategy & management > Human rights > How we protect human rights

407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk, and corrective actions taken

To our knowledge there are no cases of this nature. Deutsche Telekom recognizes the fundamental right to freedom of association and the right to collective bargaining within the scope of national regulations and existing agreements. These principles form an integral part of the Code of Human Rights & Social Principles, are binding for the entire Group and must be confirmed in writing annually by the Group companies. We likewise expect our business partners and suppliers to comply with these principles as long as they do not contradict national legislation.

GRI 409: FORCED OR COMPULSORY LABOR

GRI 103: Management Approach

103-1, 103-2, 103-3 Explain why the topic is material and provide its boundary., Explain how the organization manages the topic., Explain how the organization evaluates the management approach.

> Strategy & management > Human rights > Protecting human rights
> Suppliers > Sustainable procurement strategy > Managing sustainability in procurement processes
> Suppliers > Supply chain management > Improving sustainability in the supply chain

409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor, and corrective actions taken

Risks related to forced labor are combated by auditing selected strategic and particularly high-risk suppliers. No significant risk of forced or compulsory labor was identified at our direct business facilities.

GRI 412: HUMAN RIGHTS ASSESSMENT

GRI 103: Management Approach

103-1, 103-2, 103-3 Explain why the topic is material and provide its boundary., Explain how the organization manages the topic., Explain how the organization evaluates the management approach.

> Strategy & management > Human rights > How we protect human rights
> Strategy & management > Human rights > Reports and inquiries to the Contact Point for Human Rights

Indicator	Reference	Checked

412-1 Operations that have been subject to human rights reviews or impact assessments

❯ Strategy & management > Human rights > How we protect human rights

GRI 414: SUPPLIER SOCIAL ASSESSMENT

GRI 103: Management Approach

103-1, 103-2, 103-3 Explain why the topic is material and provide its boundary., Explain how the organization manages the topic., Explain how the organization evaluates the management approach.

❯ Suppliers > Sustainable procurement strategy > Managing sustainability in procurement processes
❯ Suppliers > Supply chain management > Improving sustainability in the supply chain
❯ Suppliers > Supply chain management > 2018 audit results

414-1 New suppliers that were screened using social criteria

In 2018, compliance with social and environmental criteria was verified for 81 percent of our suppliers. This also covers human rights criteria. This verification will also be carried out for all future suppliers. Of our 200 most important suppliers in terms of procurement volume, we verified compliance with sustainability criteria (CR-Qualified TOP 200 Suppliers ESG KPI) for 86 percent in 2018.

414-2 Negative social impacts in the supply chain and actions taken

❯ Suppliers > Supply chain management > 2018 audit results

GRI 416: CUSTOMER HEALTH AND SAFETY

GRI 103: Management Approach

103-1 103-2, 103-3 Explain why the topic is material and provide its boundary., Explain how the organization manages the topic., Explain how the organization evaluates the management approach.

❯ Customers & products > Consumer protection and security > Striving for secure mobile communications
❯ Customers & products > Sustainable products & services > Developing sustainable products and services

416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

❯ Strategy & management > Compliance > Ensuring integrity and compliance

Indicator	Reference	Checked

GRI 418: CUSTOMER PRIVACY

GRI 103: Management Approach

103-1 103-2 103-3 Explain why the topic is material and provide its boundary., Explain how the organization manages the topic., Explain how the organization evaluates the management approach.

❯ Strategy & management > Data privacy and data security > Ensuring effective data privacy
❯ Customers & products > Consumer protection and security > Consumer and youth protection > Protecting consumers and minors
❯ Customers & products > Consumer protection and security > Cyber security > Protecting ourselves and our customers

418-1 Substantiated complaints regarding breaches of customer privacy and losses of customer data

❯ Strategy & management > Compliance > Ensuring integrity and compliance

GRI 419: SOCIOECONOMIC COMPLIANCE

GRI 103: Management Approach

103-1, 103-2, 103-3 Explain why the topic is material and provide its boundary., Explain how the organization manages the topic., Explain how the organization evaluates the management approach.

❯ Strategy & management > Compliance > Ensuring integrity and compliance

419-1 Non-compliance with laws and regulations in the social and economic area

❯ Strategy & management > Compliance > Ensuring integrity and compliance

FURTHER GRI ASPECTS REPORTED

Indicator   Reference   Checked

GRI 201: ECONOMIC PERFORMANCE

GRI 103: Management Approach

103-1, 103-2, 103-3 Explain why the topic is material and provide its boundary., Explain how the organization manages the topic., Explain how the organization evaluates the management approach.

↗ www.telekom.com/en/company/company-profile

201-1 Direct economic value generated and distributed

❯ Facts & figures > Economic indicators > Financial performance indicators > Net value added

201-3 Defined benefit plan obligations

❯ Facts & figures > Social indicators > Demography and company pension scheme > Company pension schemes

GRI 306: EFFLUENTS AND WASTE

GRI 103: Management Approach

103-1, 103-2, 103-3 Explain why the topic is material and provide its boundary., Explain how the organization manages the topic., Explain how the organization evaluates the management approach.

❯ Climate & environment > Circular economy and resource efficiency
❯ Climate & environment > Circular economy and resource efficiency > Saving resources and protecting the environment
❯ Climate & environment > Other environmental topics
❯ Climate & environment > Circular economy and resource efficiency > Waste reduction and recycling

Further GRI aspects reported Waste by type and disposal method

Deutsche Telekom has a Group-wide waste management policy in place (e.g., for recycling copper) to handle the major types of waste produced by its business activities. We also use our Used Mobile Device Collection ESG KPI to determine the relationship between the number of mobile devices such as smartphones and tablets brought to market and the number returned to us (returned mobile devices in thousands / number of mobile devices brought to market in millions). Functional devices are reused, hence having a longer life span. Cell phones that are no longer functional are properly recycled in an environmentally friendly manner. Data collection regarding disposal methods is complex, and the amount of time and work involved could not be reasonably justified based on the benefit this type of data collection would bring.

Indicator   Reference   Checked

We comply with all legal requirements in all countries when disposing of hazardous waste.

We are a service provider with low amounts of effluents as a result. We don't collect data on effluents, as the amount of time and work involved could not be reasonably justified based on the benefit this would bring.

GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT

GRI 103: Management Approach

103-1, 103-2, 103-3 Explain why the topic is material and provide its boundary., Explain how the organization manages the topic., Explain how the organization evaluates the management approach.

❯ Suppliers > Sustainable procurement strategy > Managing sustainability in procurement processes
❯ Suppliers > Supply chain management > Improving sustainability in the supply chain
❯ Suppliers > Supply chain management > 2018 audit results

308-1 Percentage of new suppliers that were screened using environmental criteria

n 2018, compliance with social and environmental criteria was verified for 81 percent of our suppliers (Sustainable Procurement ESG KPI). This verification will also be carried out for all future suppliers. Of our 200 most important suppliers in terms of procurement volume, we verified compliance with sustainability criteria (CR-Qualified TOP 200 Suppliers ESG KPI) for 86 percent in 2018. In addition, 71 percent of our purchases from emission-intensive suppliers were covered by the CDP Supply Chain Program (CDP Supply Chain Coverage ESG KPI) in 2018.

308-2 Significant actual and potential negative environmental impacts in the supply chain and actions taken

❯ Suppliers > Supply chain management > 2018 audit results

GRI 408: CHILD LABOR

GRI 103: Management Approach

103-1, 103-2, 103-3 Explain why the topic is material and provide its boundary., Explain how the organization manages the topic., Explain how the organization evaluates the management approach.

❯ Strategy & management > Human rights > Protecting human rights
❯ Suppliers > Sustainable procurement strategy > Managing sustainability in procurement processes
❯ Suppliers > Supply chain management > Improving sustainability in the supply chain

Indicator	Reference	Checked

408-1 Operations and suppliers at significant risk for incidents of child labor, and corrective actions taken

No significant risk of child labor was identified at our direct business facilities, business partners and suppliers.

GRI 415: PUBLIC POLICY

GRI 103: Management Approach

103-1, 103-2, 103-3 Explain why the topic is material and provide its boundary., Explain how the organization manages the topic., Explain how the organization evaluates the management approach.

❯ Strategy & management > Representing political interests

GLOBAL COMPACT COMMUNICATION ON PROGRESS

Principle 1: Support and respect for internationally proclaimed human rights

- Strategy & management > Values and Guiding Principles
- Strategy & management > Compliance
- Strategy & management > Data protection
- Strategy & management > Stakeholder management > Political advocacy
- ↗ CR facts: Social Charter
- ↗ CR facts: Compensation
- Suppliers > Sustainable procurement strategy
- Suppliers > Supply chain management
- ↗ CR facts: Supplier audits
- Customers & products > Consumer protection and security > Mobile communications and health (EMF)
- Employees > Occupational health and safety
- Employees > Digitalization and the world of work
- Employees > Diversity and equal opportunities
- Customers & products > Consumer protection and security > Protecting personal data
- ↗ 2018 Annual Report > Management report > Employees
- ↗ 2018 Annual Report > Management report > Group strategy
- ↗ 2018 Annual Report > Management report > Management of the Group

Principle 2: No complicity in human rights abuses

- Strategy & management > Values and Guiding Principles
- Strategy & management > Compliance
- Strategy & management > Stakeholder management > Political advocacy
- Customers & products > Consumer protection and security > Mobile communications and health (EMF)
- Suppliers > Sustainable procurement strategy
- Suppliers > Supply chain management
- ↗ CR facts: Supplier audits
- About this report > GRI index > Further GRI aspects reported > Social indicators: Human rights

Principle 3: Uphold freedom of association and the right to collective bargaining

- Strategy & management > Values and Guiding Principles
- Strategy & management > Compliance
- Suppliers > Sustainable procurement strategy
- Suppliers > Supply chain management
- Employees > Digitalization and the world of work

Principle 4: Elimination of all forms of forced and compulsory labor

- Strategy & management > Values and Guiding Principles
- Strategy & management > Compliance
- Strategy & management > Stakeholder management > Political advocacy
- Suppliers > Sustainable procurement strategy
- Suppliers > Supply chain management
- ↗ CR facts: Supplier audits

Principle 5: Abolition of child labor

- Strategy & management > Values and Guiding Principles
- Strategy & management > Compliance
- Strategy & management > Stakeholder management > Political advocacy
- Suppliers > Sustainable procurement strategy
- Suppliers > Supply chain management

Principle 6: Elimination of discrimination in respect of employment and occupation

- Strategy & management > Values and Guiding Principles
- Strategy & management > Compliance
- Employees > Diversity and equal opportunities
- ↗ 2018 Annual Report > Management report > Employees
- ↗ 2018 Annual Report > To our shareholders > Corporate Governance Report

Principle 7: Support a precautionary approach to environmental challenges

- ❯ Strategy & management > CR strategy
- ❯ Strategy & management > CR strategy > ESG key performance indicators
- ❯ Strategy & management > CR strategy > Governance
- ❯ Strategy & management > Stakeholder management > Political advocacy
- ❯ Strategy & management > Risk and opportunity management
- ❯ Climate & environment > Climate protection strategy
- ❯ Climate & environment > Resource efficiency and environmental protection
- ❯ Climate & environment > Climate strategy > Energy efficiency
- ❯ Climate & environment > Other environmental topics > Protecting biodiversity
- ❯ Climate & environment > Climate strategy > Climate-friendly mobility
- ❯ Customers & products > Sustainable products and services > Sustainable products
- ↗ CR facts: Sustainability Guideline for Product Design
- ↗ CR facts: Device packaging policy
- ❯ Suppliers > Sustainable procurement strategy
- ❯ Suppliers > Supply chain management
- ↗ CR facts: Supplier audits
- ↗ CR facts: Conflict-Free Sourcing Initiative
- ❯ Facts & figures > Environmental indicators > Carbon Intensity
- ❯ Facts & figures > Environmental indicators > Energy Intensity
- ❯ Facts & figures > Environmental indicators > Used cell-phone collection and waste volume
- ❯ Facts & figures > Environmental indicators > Other environmental data
- ↗ 2018 Annual Report > Management Report > Risk and opportunity management

Principle 8: Undertake initiatives to promote greater environmental responsibility

- ❯ Strategy & management > Values and Guiding Principles
- ❯ Strategy & management > CR strategy
- ❯ Strategy & management > CR strategy > ESG key performance indicators
- ❯ Strategy & management > CR strategy > Governance
- ❯ Strategy & management > Stakeholder management > Political advocacy
- ❯ Climate & environment > Climate protection strategy
- ❯ Climate & environment > Resource efficiency and environmental protection
- ❯ Climate & environment > Climate strategy > Energy efficiency in the network
- ❯ Climate & environment > Other environmental topics > Protecting biodiversity
- ❯ Climate & environment > Circular economy and resource efficiency > Saving resources and protecting the environment
- ↗ CR facts: Green Car Policy
- ↗ CR facts: Code of Conduct on Energy Consumption of Broadband Equipment
- ↗ CR facts: Sustainability Guideline for Product Design
- ↗ CR facts: Used cell-phone collection
- ❯ Suppliers > Sustainable procurement strategy
- ❯ Suppliers > Supply chain management
- ↗ CR facts: Conflict-Free Sourcing Initiative

- ↗ SAR levels https://www.t-mobile.de/sar-werte/0,17595,1347-_,00.html
- ↗ 2018 Annual Report > Management Report > Risk and opportunity management

Principle 9: Encourage the development and diffusion of environmentally friendly technologies

- ❯ Strategy & management > CR strategy
- ❯ Strategy & management > CR strategy > ESG key performance indicators
- ❯ Strategy & management > CR strategy > Governance
- ↗ CR facts: Sustainability Guideline for Product Design
- ❯ Climate & environment > Circular economy and resource efficiency > Saving resources and protecting the environment
- ❯ Climate & environment > Climate protection strategy
- ❯ Climate & environment > Resource efficiency and environmental protection
- ❯ Climate & environment > Climate strategy > Energy efficiency in the network
- ↗ CR facts: Green Car Policy
- ❯ Suppliers > Sustainable procurement strategy
- ❯ Suppliers > Supply chain management
- ↗ CR facts: Conflict-Free Sourcing Initiative
- ↗ 2018 Annual Report > Management Report > Innovation and product development

Principle 10: Work against corruption in all its forms of, including extortion and bribery

- ❯ Strategy & management > CR strategy
- ❯ Strategy & management > Compliance
- ❯ Strategy & management > Risk and opportunity management
- ❯ Strategy & management > Data protection
- ❯ Strategy & management > Stakeholder management > Political advocacy
- ❯ Suppliers > Sustainable procurement strategy
- ↗ CR facts: Supplier audits
- ↗ 2018 Annual Report > To our shareholders > Corporate Governance Report
- ↗ 2018 Annual Report> Management Report > Risk and opportunity management