



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 compliance with internationally recognized norms, directives and standards, in particular those of the ILO, OECD and the Global Compact,

Deutsche Telekom embraces the following basic social principles:

# Basic social principles.

## Section I

### Basic Principles

Deutsche Telekom:

1. Acknowledges and respects the cultural, social, political and legal diversity of all nations and societies and is committed to protecting internationally applicable 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 the minimum age for admittance to employment is observed within the Deutsche Telekom Group in compliance with the regulations of each country;
5. Rejects any form of discrimination in the workplace and expressly declares itself in favor of the promotion of equal opportunities and diversity of all employees, taking due account of cultural and legal particularities;
6. 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;
7. Guarantees the observance of the respective national regulations on hours of work and on regular paid vacation within Deutsche Telekom Group;
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 protection of health and safety of employees as being a major concern. For this reason, compliance at least with 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.

## Section II

### Scope of Validity; Modification

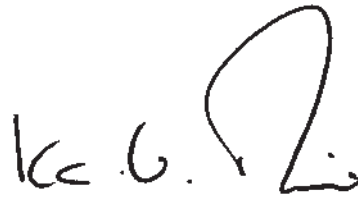
1. Deutsche Telekom declares the observance and application of the stated basic principles as binding worldwide within the Deutsche Telekom Group.
2. The Charter may be reviewed in light of national and international developments and, if necessary, modified.

## Section III

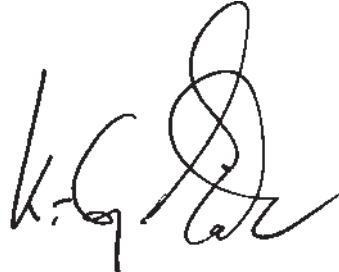
### Implementation

1. Deutsche Telekom shall ensure the group-wide communication of the Charter both to its employees and its suppliers and expects the latter to declare themselves willing to observe, respect and apply these basic principles throughout their sphere of responsibility.
2. 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.
3. Deutsche Telekom 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 to do so.

# Signature.



Kai-Uwe Ricke



Dr. Karl-Gerhard Eick



Dr. Heinz Klinkhammer



Josef Brauner



Konrad F. Reiss



René Obermann



Thomas Holtrop