



Human Rights in Communication Policy



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We are committed to respect basic human rights. We believe that the freedom to access information, the freedom to communicate and the respect for personal privacy are essential to the advancement of human potential. At a most basic level, the infrastructure we build and operate is part of a global platform which enables the ability to connect and communicate. Through our services and platforms, we make it possible for our users to hold and share opinions freely, to seek out the ideas of others and to communicate their own. This exchange of information and ideas is at the very core of what we do as a company. Similarly, we recognize that the way we treat our employees reflects our core values. As a result, we insist on a positive work environment that treats employees with respect and dignity, and we do not employ forced or child labor.

Although national governments have a primary role in determining and protecting basic human rights, it is increasingly important for businesses working internationally to establish a framework for their actions that potentially impact human rights. We will work with governments, industry, consumers and civil society to promote human rights around the world in areas associated with our operations. We recognize that governments can have a legitimate interest in addressing important objectives such as national security, public safety, law enforcement and preventing harm to children. We believe governments should narrowly tailor such restrictions to meet those objectives, and should base any such restrictions in transparent laws and regulations to the extent permitted by law. When faced with such restrictions, AT&T will validate the legality of the restriction under applicable law and seek to minimize any adverse impacts on our users. We will generate periodic reports regarding our experience with such requests to the extent permitted by the law. We encourage the national governments to address human rights issues with other governments directly.

As an employer, we strive to be a preferred place to work, to be respectful and supportive of our workforce and to provide an inclusive culture. We believe the differing viewpoints that we each bring to the workplace challenge us collectively to think more broadly, and allow us to be more creative. We realize that the world we serve is diverse in its social custom and cultural traditions, and we respect and embrace those differences. We endeavor to minimize our environmental impact and that of our customers in ways that are relevant to our business and important to the communities we serve. By harnessing our network to deliver more sustainable solutions, we can increase efficiency, reduce environmental impact and strengthen our connection to the world we all share. More information can be found [here](#).

As a company doing business internationally, we seek to live up to the highest standards of ethics, integrity and responsibility in our own operations and with our suppliers. Our core values are reflected in our [Global Code of Conduct](#). We strive to do business with companies that share our commitment to human rights, and we expect our suppliers to recognize our [Principles of Conduct for Suppliers](#).



POLICY STATEMENT

Basic Human Rights

AT&T supports and respects the protection of basic human rights, and seeks to ensure we are not complicit in human rights abuses.

We respect and protect the freedom of expression of our users. We promote the right of our users to hold and freely share opinions without interference, and to access the full range of ideas and information. We seek to protect our users, particularly children, from harmful content by providing tools and information and by working with those dedicated to Internet safety. We believe restrictions on freedom of expression using communications services and the Internet will diminish their usefulness, dampen the exchange of ideas and reduce innovation and commercial opportunities.

- We are committed to providing access to all the great things the Internet has to offer.
- We restrict access to content when we receive a legally enforceable order from the appropriate government authority, or if the content violates the service's terms of use.
- When applicable laws restrict access to content, to the extent permitted by the laws, we will attempt to let users know that access is limited due to governmental restriction.
- We strive to provide our users with tools that allow them to personalize their Internet experience including the ability to protect themselves, their employees and their children from content they find inappropriate.

We respect and protect our users' right to privacy. Protecting our users' privacy is fundamental to the way we do business everyday. We implement protections with respect to personal information and protect the privacy rights of our users.

- We give users fair and understandable notice of the types of information we collect, how and with whom it may be shared, how it may be used and how it will be protected as explained in the [AT&T Privacy Policy](#).
- We strive to provide our users with easily understood tools that will allow them to exercise meaningful control over how their data is used.
- We provide information to internal AT&T fraud prevention organizations and to governmental agencies, including law enforcement, in response to lawfully authorized government requests to produce such information.



Anti-Corruption

AT&T is committed to acting with honesty and integrity. We use ethical business practices in our dealings with public officials, other companies and private citizens. We do not seek to influence them through the payment of bribes, kickbacks or any other unethical payment or practice.

Labor Standards

AT&T treats its employees with respect and dignity.

Freedom of association. We respect the rights of workers to join or not to join in labor unions.

Freely-chosen employment. We do not employ forced, compulsory or slave labor.

Child Labor. We do not employ child labor.

Discrimination. We do not engage in unlawful harassment or discrimination, consistent with applicable law, based on race, color, religion, national origin, gender, sexual orientation, gender identity, age, disability, citizenship, marital status, military status, or veteran status.

Environment

AT&T is committed to leading the way in innovation and application of technology to enable our business and that of our customers to make a sustainable difference in society.

We strive to minimize our environmental impact. We engage our employees in helping us reduce our impact on the environment.

We are committed to taking meaningful steps to become more efficient in our use and conservation of resources and to make available products and services that can help our users minimize their impact on the environment.