

# AT&T's Human Rights Policy

AT&T has a longstanding commitment to human rights. In keeping with this commitment, we operate with transparency, engage with stakeholders, and promote responsiveness and accountability. We comply with laws and regulations that relate to our business, while seeking to honor the principles of internationally recognized human rights. We seek to ensure that we are not complicit in human rights abuses.

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## AT&T's Human Rights Commitments

- We respect and promote human rights in our operations and with stakeholders, including users, employees and suppliers.
- We respect and protect our users' right to privacy and freedom of expression.
- We commit to monitor the implementation of this policy through AT&T's Human Rights Committee.
- We report on our human rights progress in AT&T's annual Corporate Social Responsibility update.

This policy is informed by the [Universal Declaration of Human Rights](#), the International Labour Organization's [Declaration on Fundamental Principles and Rights at Work](#), the UN [Guiding Principles on Business and Human Rights](#), the [OECD Guidelines for Multinational Enterprises](#), the [UN Convention on the Rights of the Child](#) and the [OECD AI Principles](#).

## Human Rights in Communications

We believe that the freedom to access information, the freedom to communicate and respect for privacy are essential to the advancement of human potential. At its 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.

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 online safety. We believe restrictions on freedom of expression using communications services and the internet 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 strive to provide our users with tools that allow them to personalize their viewing and internet experience including the ability to protect themselves, their employees and their children from content they find inappropriate.
- 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 report on the number of law enforcement requests for content blocking in our semi-annual [Transparency Report](#).

## Artificial Intelligence

As stated in our [AI Guiding Principles](#), AT&T's use of artificial intelligence is grounded in ethics, safety and values at every stage of AI. We are committed to safeguarding security and human values in the development and use of AI systems.

## Privacy

We respect and protect our users' right to privacy. Protecting our users' privacy is fundamental to the way we do business. Through AT&T's [Privacy Policies](#), 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. 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 respond to legal demands for information from governments and in emergency situations such as kidnappings to the extent and as permitted by law. Before we respond to any legal demand, we determine that we have received the correct type of demand based on the applicable law for the type of information sought. If the requesting agency has failed to send the correct type of demand, we reject the demand. We report on all such demands in our semi-annual [Transparency Report](#).

## Human Rights in the Workplace

AT&T respects the rights of our workers and recognizes that the way we treat our employees reflects [our core values](#). We work to foster a positive work environment that treats employees and contractors with respect and dignity. 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 better serve our customers. We realize that the world we serve is diverse in its social custom and cultural traditions, and we respect and embrace those differences. 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](#).

**Labor Standards:**

- AT&T treats its employees and contractors with respect and dignity.
- We are committed to paying competitive, fair and equitable wages.
- 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 modern slavery, including forced, slave and illegal child labor, or prison labor
- Anti-discrimination: we do not engage in or tolerate 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**

As reflected in AT&T's [Climate Change Policy](#), we recognize the threat that climate change poses to us and the communities we serve. We believe that climate change creates serious environmental issues and amplifies human rights concerns, especially for the world's most vulnerable populations. Our technology can help lower emissions for both our company and our customers. We're using the power of our network to create a better, more environmentally sustainable world that can help limit the environmental and human rights concerns from climate change.

To address our own greenhouse gas (GHG) emissions, AT&T set a 2035 goal to be carbon neutral across our entire global operations. We will achieve carbon neutrality by eliminating Scope 1 and 2 emissions through improved energy efficiency and network virtualization efforts, transitioning to a low-emissions fleet, scaling renewable energy capacity, and expanding sustainable film and TV production at WarnerMedia. Going beyond our own emissions, we are also working with our customers and technology leaders to implement and scale carbon-saving solutions and have set a 10x carbon reduction goal to enable carbon savings 10x the footprint of our operations by the end of 2025.

**Freedom of the Press**

The role of a free press is fundamental to ensuring the security of human rights. At AT&T we consider the commitment to a free press to be a core value that is central to our mission. We will safeguard editorial independence and we will support efforts to ensure and advance freedom of expression across our platforms around the world.

## Supply Chain

AT&T takes issues relating to human rights and labor practices in our supply chain seriously. We require suppliers to adhere to our [Principles of Conduct for Suppliers](#), which sets out requirements for sustainable business practices, supplier diversity, conflict minerals, ethics, and labor practices and human rights. The Principles are accessible to all suppliers on [AT&T's Supplier Portal](#) and are also cited in a standard Citizenship and Sustainability clause in AT&T's supplier master purchase agreement templates.

We engage suppliers on sustainability issues, including human rights, through credible third-party assessment tools. Additionally, AT&T engages recognized, independent third-party assessors to audit select suppliers' manufacturing facilities and human rights practices.

We actively seek to address the issue of conflict minerals in the devices we sell through our conflict minerals program. Our Principles of Conduct for Suppliers set out AT&T's expectations that these products will not contain conflict minerals that directly or indirectly finance or benefit armed groups.

## Child Safeguarding

AT&T is committed to helping to safeguard children online, including from the evolving risks of online predators and exploitation.

To empower consumers to seize the benefits of AT&T technology while avoiding some of the safety pitfalls, AT&T provides education resources and services that help them personalize their internet experience and protect their children and themselves from content they find inappropriate. By creating resources for parents and children, and by working with expert nonprofit organizations, we also aim to raise awareness about safe navigation of online technology.

We also train our consumer-facing employees on our Reporting Child Pornography and Exploitation Policy so they are equipped to recognize and report child sexual abuse material in case they encounter it on the job.

AT&T supports and complies with the U.S. Children's Online Privacy Protection Act (COPPA), as well as other laws governing the collection and handling of children's data. Unless we have consent of a parent or legal guardian, we will not knowingly contact a child under the age of 13 for targeted marketing purposes. For more details on how we address children's privacy, see [WarnerMedia's](#), [AT&T's](#) and [Xandr's](#) privacy policies.

In addition to oversight from the Human Rights Committee, issues related to online safety are managed by our cross-functional Online Safety Team. The committee meets regularly and is comprised of subject matter experts from across our operating companies.

## Rights of Indigenous Peoples

We respect the rights of indigenous communities, including land rights, in our operations, in accordance with the [UN Declaration on the Rights of Indigenous Peoples](#).

## Anti-Corruption

AT&T is committed to acting with honesty and integrity. As stated in our [Anti-corruption Policy](#), 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.

## Grievance Mechanisms and Remedy

AT&T takes seriously the concerns of our many stakeholders and works to address them in a responsible and accountable manner. We have policies and procedures in place to address grievances, as referenced in our [Code of Conduct](#), Terms of Service for [wireless](#) and [internet](#) customers, [Privacy Policies](#), and [Principles of Conduct for Suppliers](#).

[AT&T's Hotline web reporting tool](#) is available to employees in the United States and provides a confidential and anonymous online process to report suspected or actual violations of AT&T's Code of Business Conduct, EEO policies and other Company policies. Employees outside of the United States can report grievances through [AT&T's Asset Protection web reporting tool](#).

It is AT&T's policy to prohibit retaliation against any individual who reports suspected violations, or who assists or participates in an investigation. Allegations of retaliation will be investigated and appropriate action will be taken.

## Due Diligence

AT&T identifies, mitigates and manages potential human rights risks in connection with our products, services and technologies through implementation and management of our [Code of Business Conduct](#), [Principles of Conduct for Suppliers](#) and [Privacy Policies](#). These policies apply to our domestic and international operations.

Additionally, we conduct a robust privacy and cybersecurity review when developing new products or services, and in connection with our entrance into new markets. We also work to prevent and mitigate negative effects of our operations, including by conducting human rights impact assessments.

## Human Rights Governance

This policy was approved by AT&T's Human Rights Committee, which is comprised of senior executives from across the business who are responsible for overseeing its implementation. This policy will apply to all operations that are under the majority control of AT&T.

Our Senior Vice President for Corporate Social Responsibility and Chief Sustainability Officer oversees the Human Rights Committee and reports to AT&T's Public Policy and Corporate Reputation Committee of the Board of Directors on issues pertaining to corporate social responsibility, including human rights.