



AT&T 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.

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 United Nation's [Guiding Principles on Business and Human Rights](#), and the OECD [Guidelines for Multinational Enterprises](#).

Human Rights in Communications

We believe that the freedom to access information, the freedom to communicate and the respect for privacy is 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](#).

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. Where appropriate, AT&T will seek clarification or modification of a request or object to a government demand or court order in the appropriate forum. We report on all such requests 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 Business 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 forced, compulsory, slave or illegal child 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 we describe in AT&T's [Climate Change Policy](#), we recognize that climate change is happening and that greenhouse gas emissions are contributing to it. Further, we believe not only that climate change creates serious environmental issues, but that it can also amplify 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 that end, we've set a 10x carbon reduction goal to enable carbon savings 10x the footprint of our operations by the end of 2025. To meet this goal, we work companywide to make our operations more efficient. We also work with our customers and technology leaders to implement and scale carbon-saving solutions.

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.



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 Business 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 senior executives and 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 is responsible for overseeing the policy, and it is implemented by AT&T's Human Rights Committee, comprised of senior executives from across the business.

As WarnerMedia further integrates into AT&T post close, it will create a Human Rights policy reflective of what our company stands for, as represented in this policy.