



## Telekom CR-facts

### Employee Relations Policy

We take our responsibility for our employees seriously. Group-wide standards regarding employee relations as well as working with trade unions and employee representatives are developed by a department that was set up at Deutsche Telekom especially for this purpose. The department also encourages the different countries to exchange information about employee relations.

The Employee Relations Policy, which has been rolled out throughout the Group, defines the core elements of Deutsche Telekom's human resources policy and describes what we stand for in our relationships to our employees around the globe. These relationships are characterized by our shared values and are derived from our five Guiding Principles as well as from additional Group policies. Our Employee Relations Policy addresses the following topics:

- Employee development
- Handling change responsibly
- Healthcare and sustainability
- Fair pay
- Achieving a good work-life balance
- Leadership
- Diversity
- Ban on discrimination
- Communication
- Collaboration with employee representatives

We constantly monitor our Employee Relations Policy. Telekom publishes reviews on the reports of our national companies on our Group portal under "[Responsible Employer](#)" [1].

