There were no prohibitions on products and/or services in any countries in 2018.

In 2018 a total of 29 executives throughout Germany were working part-time. Deutsche Telekom also made a similar voluntary commitment regarding employees covered by collective agreements and civil servants. Currently, 12.9 percent of employees covered by collective agreements and 15.2 percent of Deutsche Telekom civil servants throughout Germany are working part-time.

Due to reasons of confidentiality it is not possible to list our memberships and collaborations based on strategic aspects. Our policy on political advocacy applies to our involvement in committees and associations.
## Ethics and integrity

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>102-16</td>
<td>Values, principles, standards and norms of behavior</td>
</tr>
<tr>
<td>102-17</td>
<td>Internal and external procedures on ethical and lawful conduct and procedures for reporting concerns regarding non-ethical or unlawful conduct</td>
</tr>
</tbody>
</table>

## Governance

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>102-18</td>
<td>Governance structure</td>
</tr>
<tr>
<td>102-19</td>
<td>Delegating authority</td>
</tr>
<tr>
<td>102-20</td>
<td>Responsibility for sustainability topics</td>
</tr>
<tr>
<td>102-24</td>
<td>Selection processes for the highest governance body and its committees</td>
</tr>
</tbody>
</table>

All skills and abilities required and useful in effectively enacting the responsibilities of a position are taken into consideration during the selection process. The requirements of a position are identified using a skills list.

The selection process is conducted by the Supervisory Board, which acts in the interests of stakeholders and shareholders.

## Stakeholder engagement

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>102-40</td>
<td>Stakeholder groups engaged</td>
</tr>
<tr>
<td>102-41</td>
<td>Employees covered by collective bargaining agreements</td>
</tr>
</tbody>
</table>

Collective bargaining plays an important role and has a long tradition at our company, a fact made clear by the percentage of employees covered by collective agreements. As of December 31, 2018, some 72.76 percent of employees in Germany were covered by collective agreements. Group-wide this number was 52.28 percent.
<table>
<thead>
<tr>
<th>Indicator</th>
<th>Reference</th>
<th>Checked</th>
</tr>
</thead>
<tbody>
<tr>
<td>102-50</td>
<td>Reporting period</td>
<td></td>
</tr>
<tr>
<td>102-51</td>
<td>Date of most recent report</td>
<td></td>
</tr>
<tr>
<td>102-52</td>
<td>Reporting cycle</td>
<td></td>
</tr>
<tr>
<td>102-53</td>
<td>Contact point for questions regarding the report</td>
<td></td>
</tr>
<tr>
<td>102-54</td>
<td>Claims of reporting in accordance with the GRI Standards</td>
<td></td>
</tr>
<tr>
<td>102-55</td>
<td>GRI content index</td>
<td></td>
</tr>
<tr>
<td>102-56</td>
<td>External assurance</td>
<td></td>
</tr>
</tbody>
</table>

**General Standard Disclosures**
As an ICT company, Deutsche Telekom works with suppliers worldwide. That is why we do not have Group-wide policies giving priority to local suppliers at our locations.

The following risks of corruption were identified as the most likely within the scope of our risk analysis:

1. A benefit is granted to a business partner’s employee or representative in connection with a specific forthcoming business decision in order to gain an unfair competitive advantage (e.g., inviting a decision-maker on the customer side to a prestigious sports event in order to sway them into renewing the existing framework agreement that is coming up for renewal.)

2. A benefit is granted to a member of the public sector in connection with an official action (e.g., giving high-end devices to a public official who is responsible for the tendering process).

3. A sales agent/consultant uses a part of their fee as a bribe in order to win a contract

4. An employee of a business partner is offered a benefit in order to bring about favorable treatment when procuring goods, although there is no consent for this on the part of the company and this situation would constitute a breach of duty towards the company. Distortion of competition is not mandatory.

5. Following a merger/acquisition of a company, cases of corruption (e.g., in connection with consultants) from before the acquisition come to light and are attributed to Deutsche Telekom.

Each year, we carry out a Group-wide compliance risk assessment (CRA) to determine compliance risks and develop tailored compliance measures. In 2018, the CRA included 76 companies and thus covered around 98 percent (based on the number of employees).

We use regular training measures to inform and raise awareness among our employees about compliance. These take place every 3 years. In addition to classroom courses, we also use various interactive e-learning formats. In addition, customized classroom courses on compliance and anti-corruption are given to members of the management boards and executives. Managers are addressed about their extraordinary responsibility and informed about trends and changes in the law.

In 2017 and 2018, more than 18,000 employees in high-risk positions (sales, procurement) in Germany completed the anti-corruption e-learning course; almost 29,000 employees received a certificate for completing a compliance e-learning course; 41,000 employees participated in an e-quiz on gifts, and 2,400 employees took the e-learning course on consultant services. Some 15,500 employees completed the e-learning training on anti-trust law.
Deutsche Telekom has introduced the Group Policy on Avoiding Corruption and Other Conflicts of Interest, which sets out the relevant responsibilities and duties and includes a list of possible conflicts of interest. We also introduced our Group Policy on Accepting and Granting of Benefits, which clearly specifies which benefits may be granted to and accepted from business partners. Both policies have been rolled out and communicated throughout the Group and approved by the managing boards at the various companies.

Providing information and training to business partners
Our business partners are required to accept the Deutsche Telekom General Terms and Conditions for Purchasing before entering into a business relationship with us. These include an anti-corruption clause. In addition, we ask our business partners questions regarding their compliance management systems as part of supplier self-assessment process. Deutsche Telekom has been offering online compliance training to external business partners and suppliers since September 2014. The training offer particularly focuses on small and medium-sized German business partners and suppliers. This offer encourages our partners even more to conduct their business ethically and in compliance with relevant laws and regulations. The training addresses specific compliance-relevant topics such as corruption prevention, anti-trust law and sustainability and introduces Deutsche Telekom’s compliance management system.

205-3 Confirmed incidents of corruption and actions taken
Deutsche Telekom engages in extensive compliance management activities to prevent and fight corruption. Any violations we uncover during our investigation are punished appropriately. In some cases employment relationships have even been terminated for good cause. The total number of sanctioned incidents of corruption is confidential.

GRI 103: Management Approach

103-1, 103-2, 103-3 Explain why the topic is material and provide its boundary. Explain how the organization manages the topic. Explain how the organization evaluates the management approach.

3 Climate & environment > Climate strategy > CO₂ emissions > Protecting the climate
3 Climate & environment > Climate strategy > Energy efficiency > Operating energy-efficient networks
3 Climate & environment > Climate strategy > Energy efficiency > Energy efficiency in buildings
3 Climate & environment > Climate strategy > CO₂ emissions > Our strategy for climate-friendly mobility

302-1 Energy consumption within the organization
Energy consumption at Deutsche Telekom primarily pertains to the consumption of electricity, district heating, fossil fuels and fuel for our vehicle fleet. The amount of energy sold by Deutsche Telekom is not significant and generally not included in our energy and fuel consumption values.

302-3 Energy intensity

GRI 305: EMISSIONS

103-1, 103-2, 103-3 Explain why the topic is material and provide its boundary. Explain how the organization manages the topic. Explain how the organization evaluates the management approach.

3 Climate & environment > Climate strategy > CO₂ emissions > Protecting the climate
3 Facts & figures > Environmental indicators > CO₂ emissions > Total CO₂ emissions (Scope-1-3)
3 Customers & products > Sustainable products & services > Developing sustainable products and services

305-1 Direct GHG emissions (Scope 1)

3 Facts & figures > Environmental indicators > CO₂ emissions > Developing sustainable products and services
3 Facts & figures > Environmental indicators > CO₂ emissions > Total CO₂ emissions (Scope 1 & 2 emissions)

305-2 Indirect GHG emissions (Scope 2)
Deutsche Telekom Social Fund: We provide fast financial aid to individuals in case of professional and private issues or economic hardship.

The second level comprises the Health Working Groups at Deutsche Telekom subsidiaries in Germany. These groups act as points of contact for employees and their family members to discuss workplace issues and support concerning health and safety.

The third level is the worker health and safety committees, which are mandated by law to represent workers in matters related to occupational health and safety. These committees ensure that employees have a voice in matters affecting their health and safety.

Employees > Occupational health and safety > Promoting the health of our workforce

Deutsche Telekom supports its employees and their family members with special programs in case of need, for example during a serious illness. Here are just a few examples:

- Individual counseling in case of professional and private issues or conflicts offered by psychosocial experts of the Employee and Executive Advisory Service by external service provider B.A.D.
- Assistance for low-income families: The Post/Postbank/Telekom welfare service provides support in case of emergencies, such as natural disasters.
- Deutsche Telekom Social Fund: We provide fast financial aid to employees who are unable to find a way out of financial difficulties they are facing through no fault of their own. The Family Fund provides support to families in need.
- Dance therapy for women with cancer in collaboration with the ErholungsWerk Post Postbank Telekom e.V. recreation service.
- Offers in cooperation with the AWO service for families and parents: consulting on and arranging of childcare, care for relatives, home help for the elderly, household services, nursing and care seminars, and emergency childcare.

We enable flexible working models for an improved work-life balance. Deutsche Telekom offers various models for working schedules. These enable flexible working hours, part-time work, phased retirement, parental leave, family care leave, and leave of absence without pay.
The third level is comprised of local, on-site working groups responsible for implementing occupational health and safety management locally; there are at least 110 of these.

All of our employees in Germany are represented by these committees. The national companies are responsible for their own occupational health and safety management. However, all Deutsche Telekom employees will be gradually involved in a certified health, safety, and environmental management system that is based on the international standards OHSAS 18001 for occupational health and safety and ISO 14001 for environmental management and that safeguards Group-wide standards. One hundred percent of our employees in Germany and 99 percent of our employees outside of Germany have occupational health and safety certificates. At the same time, 93 percent of our employees in Germany and 83 percent of our employees outside of Germany are covered by environmental protection certificates (as of December 31, 2018).

GRI 404: TRAINING AND EDUCATION

GRI 103: Management Approach

103-1 103-2 103-3 Explain why the topic is material and provide its boundary. Explain how the organization manages the topic. Explain how the organization evaluates the management approach.

Employees > Training and development > How we shape the digital world of work

404-1 Average hours of training per year per employee by gender and by employee category

<table>
<thead>
<tr>
<th>Vocational training (Group in Germany)</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Apprentices</strong></td>
<td>Total hours in 2018</td>
<td>Female</td>
</tr>
<tr>
<td>7,028,800*</td>
<td>2,670,944*</td>
<td>4,357,856*</td>
</tr>
<tr>
<td><strong>Students on cooperative study programs</strong></td>
<td>3,198,840*</td>
<td>991,640*</td>
</tr>
<tr>
<td><strong>Sum</strong></td>
<td>10,227,640*</td>
<td>3,662,584*</td>
</tr>
</tbody>
</table>

(“Calculations based on average values.)

**Continuing education (Group - international without USA)**

In 2018, our employees spent a total of 23.4 hours on learning. Due to the greater use of digital offerings and the increase in informal learning formats, this figure was slightly lower than in 2017.

Programs for life-long learning

Departure from the company and career perspectives

Depending on the situation, we use various tools to help affected employees leave their job at the Group in a socially acceptable manner. This includes options such as outplacement consulting and severance payments. In addition, Vivento, the service provider for staff restructuring in Germany, offers assistance to civil servants when transferring to a public-sector employer. In many cases, the job change can be accompanied by financial incentives. Civil servants can find suitable federal, state and local positions through the Vivento job portal www.interamt.de.

The Post/Telekom welfare service offers seminars on “Getting ready for retirement” in which Deutsche Telekom employees are invited to participate. Participants work on ways in which they will be able to fill their retirement years with meaningful activities and enjoy their retirement for years to come.

404-3 Percentage of employees receiving regular performance and career development reviews

We use various tools to assess the performance and career development of our employees. The Compass tool is used for employees covered by collective agreements and for civil servants in Germany, while the Performance & Potential Review (PPR) is for employees not covered by collective agreements in Germany and for employees at the national companies. Furthermore, in 2014 we launched Lead 2win, a new tool for assessing the performance of top-level managers.

<table>
<thead>
<tr>
<th>Performance management tools and employee category</th>
<th>Number and percentage of employees whose performance and career development were assessed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Compass (employees covered by collective agreements in Germany)</td>
<td>About 65,000 employees (78 percent of the target group)</td>
</tr>
<tr>
<td>Performance &amp; Potential Review (employees not covered by collective agreements in Germany)</td>
<td>About 9,000 employees (98 percent of the target group)</td>
</tr>
<tr>
<td>Performance &amp; Potential Review (employees at national companies)</td>
<td>20,000 employees (tool is being used at many national companies)</td>
</tr>
<tr>
<td>Performance Dialog (top-level managers throughout the Group)</td>
<td>2,200 employees (97 percent of the target group)</td>
</tr>
</tbody>
</table>

In each case, the performance management tools apply for entire employee groups and therefore employees of any gender in equal measure.
We have been comparing the pay of male and female employees for several years now. We were unable to identify any significant, gender-based differences in pay for our employees in Germany. In the past, studies (e.g., Logib-D) confirmed that women and men who do the same job receive the same pay. It was not possible to record the pay of our male and female employees at all of our international locations due to data unavailability, relevance to competition and the time and effort involved.

To our knowledge there are no cases of this nature. Deutsche Telekom recognizes the fundamental right to freedom of association and the right to collective bargaining within the scope of national regulations and existing agreements. These principles form an integral part of the Code of Human Rights & Social Principles, are binding for the entire Group and must be confirmed in writing annually by the Group companies. We likewise expect our business partners and suppliers to comply with these principles as long as they do not contradict national legislation.

Risks related to forced labor are combated by auditing selected strategic and particularly high-risk suppliers. No significant risk of forced or compulsory labor was identified at our direct business facilities.

To our knowledge there are no cases of this nature. Deutsche Telekom recognizes the fundamental right to freedom of association and the right to collective bargaining within the scope of national regulations and existing agreements. These principles form an integral part of the Code of Human Rights & Social Principles, are binding for the entire Group and must be confirmed in writing annually by the Group companies. We likewise expect our business partners and suppliers to comply with these principles as long as they do not contradict national legislation.
Suppliers > Sustainable procurement strategy > Managing sustainability in procurement processes
Suppliers > Supply chain management > Improving sustainability in the supply chain
Suppliers > Supply chain management > 2018 audit results

414-1 New suppliers that were screened using social criteria

In 2018, compliance with social and environmental criteria was verified for 81 percent of our suppliers. This also covers human rights criteria. This verification will also be carried out for all future suppliers. Of our 200 most important suppliers in terms of procurement volume, we verified compliance with sustainability criteria (CR-Qualified TOP 200 Suppliers ESG KPI) for 86 percent in 2018.

414-2 Negative social impacts in the supply chain and actions taken
Suppliers > Supply chain management > 2018 audit results

GRI 414: SUPPLIER SOCIAL ASSESSMENT

GRI 103: Management Approach

103-1, 103-2, 103-3 Explain why the topic is material and provide its boundary. Explain how the organization manages the topic. Explain how the organization evaluates the management approach.

416-2 Incidents of non-compliance concerning the health and safety impacts of products and services
Strategy & management > Compliance > Ensuring integrity and compliance

GRI 416: CUSTOMER HEALTH AND SAFETY

GRI 103: Management Approach

103-1, 103-2, 103-3 Explain why the topic is material and provide its boundary. Explain how the organization manages the topic. Explain how the organization evaluates the management approach.

418-1 Substantiated complaints regarding breaches of customer privacy and losses of customer data
Strategy & management > Compliance > Ensuring integrity and compliance

GRI 418: CUSTOMER PRIVACY

GRI 103: Management Approach

103-1, 103-2, 103-3 Explain why the topic is material and provide its boundary. Explain how the organization manages the topic. Explain how the organization evaluates the management approach.

419-1 Non-compliance with laws and regulations in the social and economic area
Strategy & management > Compliance > Ensuring integrity and compliance

GRI 419: SOCIOECONOMIC COMPLIANCE

GRI 103: Management Approach

103-1, 103-2, 103-3 Explain why the topic is material and provide its boundary. Explain how the organization manages the topic. Explain how the organization evaluates the management approach.

Suppliers > Sustainable procurement strategy > Managing sustainability in procurement processes
Suppliers > Supply chain management > Improving sustainability in the supply chain
Suppliers > Supply chain management > 2018 audit results
Deutsche Telekom has a Group-wide waste management policy in place (e.g., for recycling copper) to handle the major types of waste produced by its business activities. We also use our Used Mobile Device Collection ESG KPI to determine the relationship between the number of mobile devices such as smartphones and tablets brought to market and the number returned to us (returned mobile devices in thousands / number of mobile devices brought to market in millions). Functional devices are reused, hence having a longer life span. Cell phones that are no longer functional are properly recycled in an environmentally friendly manner. Data collection regarding disposal methods is complex, and the amount of time and work involved could not be reasonably justified based on the benefit this type of data collection would bring.

We comply with all legal requirements in all countries when disposing of hazardous waste.

We are a service provider with low amounts of effluents as a result. We don’t collect data on effluents, as the amount of time and work involved could not be reasonably justified based on the benefit this would bring.

In 2018, compliance with social and environmental criteria was verified for 81 percent of our suppliers (Sustainable Procurement ESG KPI). This verification will also be carried out for all future suppliers. Of our 200 most important suppliers in terms of procurement volume, we verified compliance with sustainability criteria (CR-Qualified TOP 200 Suppliers ESG KPI) for 86 percent in 2018. In addition, 71 percent of our purchases from emission-intensive suppliers were covered by the CDP Supply Chain Program (CDP Supply Chain Coverage ESG KPI) in 2018.

Further GRI aspects reported Waste by type and disposal method.

103-1, 103-2, 103-3 Explain why the topic is material and provide its boundary., Explain how the organization manages the topic., Explain how the organization evaluates the management approach.

201-1 Direct economic value generated and distributed

Facts & figures > Economic indicators > Financial performance indicators > Net value added

201-3 Defined benefit plan obligations

Facts & figures > Social indicators > Demography and company pension scheme > Company pension schemes

308-1 Percentage of new suppliers that were screened using environmental criteria

GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT

308-2 Significant actual and potential negative environmental impacts in the supply chain and actions taken

GRI 408: CHILD LABOR

Further GRI aspects reported Waste by type and disposal method.

103-1, 103-2, 103-3 Explain why the topic is material and provide its boundary., Explain how the organization manages the topic., Explain how the organization evaluates the management approach.

Strategy & management > Human rights > Protecting human rights

Suppliers > Sustainable procurement strategy > Managing sustainability in procurement processes

Suppliers > Supply chain management > Improving sustainability in the supply chain
No significant risk of child labor was identified at our direct business facilities, business partners and suppliers.

**GRI 415: PUBLIC POLICY**

**GRI 103: Management Approach**

103-1, 103-2, 103-3 Explain why the topic is material and provide its boundary., Explain how the organization manages the topic., Explain how the organization evaluates the management approach.

[Strategy & management > Representing political interests]
GLOBAL COMPACT COMMUNICATION ON PROGRESS

Principle 1: Support and respect for internationally proclaimed human rights

- Strategy & management > Values and Guiding Principles
- Strategy & management > Compliance
- Strategy & management > Data protection
- Strategy & management > Stakeholder management > Political advocacy
- CR facts: Social Charter
- CR facts: Compensation
- Suppliers > Sustainable procurement strategy
- Suppliers > Supply chain management
- CR facts: Supplier audits
- Customers & products > Consumer protection and security > Mobile communications and health (EMF)
- Employees > Occupational health and safety
- Employees > Digitalization and the world of work
- Employees > Diversity and equal opportunities
- Customers & products > Consumer protection and security > Protecting personal data
- 2018 Annual Report > Management report > Employees
- 2018 Annual Report > Management report > Group strategy

Principle 2: No complicity in human rights abuses

- Strategy & management > Values and Guiding Principles
- Strategy & management > Compliance
- Strategy & management > Stakeholder management > Political advocacy
- Customers & products > Consumer protection and security > Mobile communications and health (EMF)
- Suppliers > Sustainable procurement strategy
- Suppliers > Supply chain management
- CR facts: Supplier audits
- About this report > GRI index > Further GRI aspects reported > Social indicators: Human rights

Principle 3: Uphold freedom of association and the right to collective bargaining

- Strategy & management > Values and Guiding Principles
- Strategy & management > Compliance
- Suppliers > Sustainable procurement strategy
- Suppliers > Supply chain management
- Employees > Digitalization and the world of work

Principle 4: Elimination of all forms of forced and compulsory labor

- Strategy & management > Values and Guiding Principles
- Strategy & management > Compliance
- Strategy & management > Stakeholder management > Political advocacy
- Suppliers > Sustainable procurement strategy
- Suppliers > Supply chain management
- CR facts: Supplier audits

Principle 5: Abolition of child labor

- Strategy & management > Values and Guiding Principles
- Strategy & management > Compliance
- Strategy & management > Stakeholder management > Political advocacy
- Suppliers > Sustainable procurement strategy
- Suppliers > Supply chain management

Principle 6: Elimination of discrimination in respect of employment and occupation

- Strategy & management > Values and Guiding Principles
- Strategy & management > Compliance
- Employees > Diversity and equal opportunities
- 2018 Annual Report > Management report > Employees
- 2018 Annual Report > To our shareholders > Corporate Governance Report
Principle 7: Support a precautionary approach to environmental challenges
- Strategy & management > CR strategy
- Strategy & management > CR strategy > ESG key performance indicators
- Strategy & management > CR strategy > Governance
- Strategy & management > Stakeholder management > Political advocacy
- Strategy & management > Risk and opportunity management
- Climate & environment > Climate protection strategy
- Climate & environment > Resource efficiency and environmental protection
- Climate & environment > Climate strategy > Energy efficiency
- Climate & environment > Other environmental topics > Protecting biodiversity
- Climate & environment > Climate strategy > Climate-friendly mobility
- Customers & products > Sustainable products and services > Sustainable products
  - CR facts: Sustainability Guideline for Product Design
  - CR facts: Device packaging policy
  - Suppliers > Sustainable procurement strategy
  - Suppliers > Supply chain management
  - CR facts: Supplier audits
  - CR facts: Conflict-Free Sourcing Initiative
  - Facts & figures > Environmental indicators > Carbon Intensity
  - Facts & figures > Environmental indicators > Energy Intensity
  - Facts & figures > Environmental indicators > Used cell-phone collection and waste volume
  - Facts & figures > Environmental indicators > Other environmental data
  - 2018 Annual Report > Management Report > Risk and opportunity management

Principle 8: Undertake initiatives to promote greater environmental responsibility
- Strategy & management > Values and Guiding Principles
- Strategy & management > CR strategy
- Strategy & management > CR strategy > ESG key performance indicators
- Strategy & management > CR strategy > Governance
- Strategy & management > Stakeholder management > Political advocacy
- Climate & environment > Climate protection strategy
- Climate & environment > Resource efficiency and environmental protection
- Climate & environment > Climate strategy > Energy efficiency in the network
- Climate & environment > Other environmental topics > Protecting biodiversity
- Climate & environment > Circular economy and resource efficiency > Saving resources and protecting the environment
  - CR facts: Green Car Policy
  - CR facts: Code of Conduct on Energy Consumption of Broadband Equipment
  - CR facts: Sustainability Guideline for Product Design
  - CR facts: Used cell-phone collection
  - Suppliers > Sustainable procurement strategy
  - Suppliers > Supply chain management
  - CR facts: Conflict-Free Sourcing Initiative

Principle 9: Encourage the development and diffusion of environmentally friendly technologies
- Strategy & management > CR strategy
- Strategy & management > CR strategy > ESG key performance indicators
- Strategy & management > CR strategy > Governance
- CR facts: Sustainability Guideline for Product Design
- Climate & environment > Circular economy and resource efficiency > Saving resources and protecting the environment
- Climate & environment > Climate protection strategy
- Climate & environment > Resource efficiency and environmental protection
- Climate & environment > Climate strategy > Energy efficiency in the network
- CR facts: Green Car Policy
- Suppliers > Sustainable procurement strategy
- Suppliers > Supply chain management
- CR facts: Conflict-Free Sourcing Initiative
- 2018 Annual Report > Management Report > Innovation and product development

Principle 10: Work against corruption in all its forms of, including extortion and bribery
- Strategy & management > CR strategy
- Strategy & management > Compliance
- Strategy & management > Risk and opportunity management
- Strategy & management > Data protection
- Strategy & management > Stakeholder management > Political advocacy
- Suppliers > Sustainable procurement strategy
- CR facts: Supplier audits
- 2018 Annual Report > To our shareholders > Corporate Governance Report
- 2018 Annual Report > Management Report > Risk and opportunity management

SAR levels https://www.t-mobile.de/sar-werte/0,17595,1347-_00. html
2018 Annual Report > Management Report > Risk and opportunity management