Corporate Responsibility
Bericht 2020

GRI-Index

Global Compact
Communication on Progress
## General Disclosures

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<td><strong>GRI 102: General Disclosures</strong></td>
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<td>102–1 Name of the organization</td>
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<td><a href="http://www.cr-report.telekom.com/site21/publication-details">www.cr-report.telekom.com/site21/publication-details</a></td>
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<td>102–4 Countries where the organization operates</td>
<td><a href="http://www.telekom.com/en/company/worldwide">www.telekom.com/en/company/worldwide</a></td>
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<td>102–9 Supply chain</td>
<td>2020 annual report: Deutsche Telekom at a glance</td>
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In Germany, 14 percent of employees under collective agreements and 18.5 percent of civil servants at Deutsche Telekom took advantage of part-time models (as at December 31, 2019). In addition, a total of 29 executives throughout Germany were working part-time (as at December 31, 2019).

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<td><strong>102–10 Significant changes regarding size, structure, and ownership</strong></td>
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<td>Risk management, compliance management, and the ESG KPIs provide approaches for preventive action at Deutsche Telekom.</td>
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<td><strong>102–12 External charters, principles or other initiatives</strong></td>
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<td><strong>102–13 Memberships of associations and advocacy organizations</strong></td>
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<tr>
<td><strong>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.</strong></td>
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</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.
There was no cause to restate information within the reporting period.

There were no changes in reporting in the reporting period.

Report profile

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<td>102–56 External assurance</td>
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<td>Independent assurance report</td>
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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.

Management & facts > Economy > Suppliers > Our approach to sustainable procurement

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

1. Acceptance of a benefit in connection with a specific business decision (e.g., a supplier invites an employee to a prestigious sports event, where there is a close material and temporal correlation between the event and the upcoming renewal of an existing agreement).

2. An employee formulates selection criteria in favor of one supplier/consultant. Procurement has no choice other than to include this supplier/consultant in its selection. Alternatively, an employee influences an auction/tender in favor of one bidder. In return, the employee receives a benefit from the supplier/consultant.

3. An employee makes an agreement with a supplier to add 10 percent to a bill. The supplier pays half of the extra amount charged into a private bank account of the employee.

4. 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).

5. An employee awards a contract in return for something without first obtaining a comparative bid from a competitor, which represents a breach of duty. It makes no difference whether or not the competitor’s bid would actually have been lower.

Each year, we carry out a Group-wide compliance risk assessment (CRA) to determine compliance risks and develop tailored compliance measures. In 2020, the CRA included 80 companies and thus covered just over 97.27 percent (based on the number of employees).

We use regular training measures to inform and raise awareness among our employees about compliance. 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.
GRI 103: Management Approach

Deutsche Telekom engages in extensive compliance management activities to prevent and fight corruption. Any violations we uncover during our investigations are punished appropriately. In some cases, employment relationships have even been terminated for good cause. The total number of incidents of corruption resulting in sanctions is confidential.

Deutsche Telekom is committed to implementing Group-wide communication campaigns and further activities relating to this issue at its companies. A further important initiative over the past six years has been Tone from the Top, which members of the Board of Management regularly use to make anti-corruption statements.

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 a Supplier Code of Conduct incorporating our principles for avoiding corruption and Other Conflicts of Interest, 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.

Communication campaigns

To mark the worldwide UN Anti-Corruption Day on December 9, Deutsche Telekom is committed to implementing Group-wide communication campaigns and further activities relating to this issue at its companies.

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 investigations are punished appropriately. In some cases, employment relationships have even been terminated for good cause. The total number of incidents of corruption resulting in sanctions is confidential.

GRI 301: Materials

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.

301-3 Reclaimed products and their packaging materials

Management & facts > Environment > Waste management & recycling > Used mobile device collection

Management & facts > Environment > Waste management & recycling > Deutsche Telekom’s Used Mobile Device Collection ESG KPI

Management & facts > Environment > Our environmental program

GRI 302: Energy

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.

302-1 Energy consumption within the organization

Management & facts > Environment > Energy consumption & efficiency > Total energy consumption

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.

SASB-Topics & key figures:
TC-TL-130a.1

302-3 Energy intensity

Management & facts > Environment > Energy consumption & efficiency > Energy Intensity ESG KPI
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.

Management & facts > Environment > Climate strategy > Climate strategy
Management & facts > Environment > CO₂ emissions > Carbon Intensity ESG KPI
Management & facts > Environment > CO₂ emissions > Total CO₂ emissions (Scope 1 & 2 emissions)
Our approach to sustainable products and services

305-1 Direct GHG emissions (Scope 1) ✓
Management & facts > Environment > CO₂ emissions > Carbon Intensity ESG KPI
Management & facts > Environment > CO₂ emissions > Total CO₂ emissions (Scope 1 & 2 emissions)

305-2 Indirect GHG emissions (Scope 2) ✓
Management & facts > Environment > CO₂ emissions > Carbon Intensity ESG KPI
Management & facts > Environment > CO₂ emissions > Total CO₂ emissions (Scope 1 & 2 emissions)

305-3 Other indirect GHG emissions (Scope 3) ✓
Management & facts > Environment > CO₂ emissions > Total CO₂ emissions (Scope 3)

305-5 Reduction of GHG emissions
Management & facts > Environment > Climate strategy > Climate strategy
Management & facts > Environment > Our environmental program > We Care for Our Planet

GRI 401: Employment

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.

Management & facts > Social > Training and development > Our approach to training and development
Management & facts > Social > Fluctuation & staff restructuring > Staff restructuring in a socially responsible way
New way of working > New world of work page

401-1 New employee hires and employee turnover
Management & facts > Social > Headcount and part-time work > Development of headcount worldwide
Management & facts > Social > Fluctuation & staff restructuring > Staff churn rate

GRI 402: Labor/Management Relations

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.

Management & facts > Social > Employee relationships > Our approach to employee relationships

402-1 Minimum notice periods regarding operational changes
This indicator cannot be used for Deutsche Telekom as a global corporation because of the extensive effort involved in compiling all country-specific regulations, an effort that exceeds the benefit of such activities. The relevant works council committees are informed of significant operational changes and involved according to the legally applicable provisions such as the German Works Constitution Act (Betriebsverfassungsgesetz). We also regularly engage in dialog with employee representatives at a national and European level.

GRI 403: Occupational 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.

Management & facts > Social > Occupational health and safety > Our approach to health and occupational safety

403-1 Workers representation in formal joint management-worker health and safety committees
Deutsche Telekom in Germany has created a number of committees for occupational health and safety management:

At Group level, the Central Health Working Group comprises employer representatives from Group headquarters and Group companies, occupational health and safety experts, and also representatives of the Group and General Works Councils and of employees with disabilities. At Group company level, General Health Working Groups have been established with equal numbers of representatives from additional local occupational safety committees and Health Working Groups.
The national companies around the world are responsible for managing occupational health and safety issues autonomously, based on the relevant national legislation. In recent years, the national companies have gradually been incorporated into a certified health, safety, and environmental management system based on the international standards ISO 45001 and ISO 14001 that ensures uniform Group standards on an international level. The management system covers all Group companies in Germany and 99 percent of employees at the affiliated national companies around the world (December 31, 2020).

403–2 Types of injury and rates of injury at the organization

Management & facts > Social > Occupational health and safety > Work accidents in Germany

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.

Management & facts > Social > Training and development > Our approach to training and development

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

Vocational training (Group in Germany)

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<th>Indicator</th>
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<td>404–2 Programs for upgrading employee skills and transition assistance programs</td>
<td>Programs for lifelong learning</td>
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Management & facts > Social > Training and development > Our approach to training and development

Training and development

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. In 2020, as in previous years, Vivento offered civil servants appropriate posts at national, federal state, and municipality level. A total of 149 civil servants made a permanent switch to a government agency in 2020.

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.

Management & facts > Social > Employee relationships > Flexible working models for a wide range of needs at Deutsche Telekom in Germany

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.

- “Compass” for employees covered by collective agreements and civil servants in Germany
- “Lead2Win” for managers in executive positions worldwide, employees not covered by collective agreements in Germany, and employees of national companies
- PPR4ALL (Performance & Potential Review) in T-Systems International countries

Our performance management is currently undergoing further development, with a clear focus on feedback discussions and transparency meetings.

Performance management tools and employee category & number and proportion of employees whose performance and career development are assessed

- Compass (employees covered by collective agreements in Germany): approx. 60,000 employees (76 percent of target group)
- Lead2Win: (executives, employees not covered by collective agreements in Germany, employees of the national companies): approx. 16,500 employees (75 percent of target group)
- Performance & Potential Review (T-Systems International): approx. 15,500 employees (86 percent of target group)

In each case, the performance management tools apply for entire employee groups and therefore employees of any gender in equal measure.
Deutsche Telekom is an international corporation that is only represented by a majority interest in some of its national companies. For that reason it is not possible to break down these values based on employee category.

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, "eg-check") confirmed that women and men who do the same job receive the same pay. In March 2021, we received the "eg-check" certificate from the Federal Anti-Discrimination Agency of the German Confederation. The "eg-check" took into account key requirements such as knowledge, skills, communication, cooperation and responsibility - criteria that are also part of Telekom's evaluation procedures. The methods used included statistics, pairwise comparisons, and a detailed regulation check.

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.
Deutsche Telekom utilizes a range of tools, methods, and measures to quickly identify and eliminate risks of this kind. No significant risk of forced or compulsory labor was identified at our business facilities. Risks relating to forced or compulsory labor are combated, among other things, by regularly auditing selected strategic and particularly high-risk suppliers.

GRI 412: Human Rights 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.

Management & facts > Social > Human rights > Our approach to protecting human rights

New way of working > Human rights > Human rights page

412-1 Operations that have been subject to human rights reviews or impact assessments

In 2020, Deutsche Telekom subjected 104 companies in which it has a majority interest to a human rights review or impact assessment. This corresponds to 100 percent of such companies.

Management & facts > Social > Human rights > Our approach to protecting human rights

New way of working > Human rights > Human rights page

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.

Good stewardship > Supply Chain > Supply chain page

Management & facts > Economy > Suppliers > Our approach to sustainable procurement

Management & facts > Economy > Suppliers > Supply chain management

Management & facts > Economy > Suppliers > 2020 audit results

414-1 New suppliers that were screened using social criteria

To meet the growing requirements of our stakeholders, we changed the way we measure the sustainability of our procurement in 2020. To this end, two new ESG KPIs have been defined. The Procurement Volume Without CR Risk – Target: 95 Percent by YE2025 ESG KIP represents the procurement volume from suppliers for whom nothing negative or out of the ordinary was reported in relation to sustainability-relevant issues. The share of this procurement volume subjected to a risk assessment amounted to 99.6 percent in 2020. The Procurement Volume Verified as Non-Critical – Target: 60 Percent by YE2025 ESG KIP, on the other hand, measures the share of suppliers whose compliance with social and environmental criteria was verified by means of dedicated reviews. In 2020, the share of these CR-verified suppliers was 62 percent. In the future, these new indicators will replace the existing Sustainable Procurement and CR-Qualified TOP 200 Suppliers ESG KPIs.

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.

Management & facts > Economy > Consumer protection > Our approach to consumer protection

Management & facts > Economy > Consumer protection > Our approach to secure mobile communication

Our approach to sustainable products and services

416–2 Incidents of non-compliance concerning the health and safety impacts of products and services

Management & facts > Strategy > Compliance > Systematic handling of infractions
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.

- Our approach to data protection
- Management & facts > Economy > Consumer protection > Our approach to consumer protection

418-1 Substantiated complaints regarding breaches of customer privacy and losses of customer data
- Management & facts > Strategy > Compliance > Systematic handling of infractions

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.

- Management & facts > Strategy > Compliance > Holistic compliance management system

419-1 Non-compliance with laws and regulations in the social and economic area
- Management & facts > Strategy > Compliance > Systematic handling of infractions
### Further GRI aspects reported

#### GRI 201: Economic Performance

**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.


#### 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.

- Management & facts > Economy > Financial performance indicators > Net added value
- Management & facts > Social > Demography and company pension scheme > Company pension schemes

#### GRI 306: Effluents and Waste

**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.

- Management & facts > Environment > Circular economy & resource efficiency > Our approach to resource conservation and environmental protection
- Management & facts > Environment > Our environmental program > We Care for Our Planet
- Management & facts > Environment > Waste management & recycling > Waste reduction and recycling

#### GRI 308: Supplier Environmental 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.

- Management & facts > Economy > Suppliers > Our approach to sustainable procurement
- Management & facts > Economy > Suppliers > Supply chain management
- Management & facts > Economy > Suppliers > 2020 audit results

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

To meet the growing requirements of our stakeholders, we changed the way we measure the sustainability of our procurement in 2020. To this end, two new ESG KPIs have been defined. The Procurement Volume Without CR Risk – Target: 95 Percent by YE2025 ESG KPI represents the procurement volume from suppliers for whom nothing negative or out of the ordinary was reported in relation to sustainability-relevant issues. The share of this procurement volume subjected to a risk assessment amounted to 99.6 percent in 2020. The Procurement Volume Verified as Non-Critical – Target: 60 Percent by YE2025 ESG KIP, on the other hand, measures the share of suppliers whose compliance with social and environmental criteria was verified by means of dedicated reviews. In 2020, the share of these CR-verified suppliers was 62 percent. In 2020, 71 percent of our purchases from emission-intensive suppliers were covered by the CDP Supply Chain Program. We will be replacing the CDP Supply Chain Coverage ESG KPI in 2021.
The new indicator will be as follows: Coverage of the Procurement Volume Using the CDP Supply Chain Program by Means of Verified Responses to Scope 1, 2 & 3 Emissions – Target: 70 Percent by YE2025.

In the future, these new ESG indicators will replace the existing Sustainable Procurement, CR-Qualified TOP 200 Suppliers, and CDP Supply Chain Coverage ESG KPIs.

- Management & facts > Economy > Suppliers > CDP Supply Chain Coverage ESG KPI
- Management & facts > Economy > Suppliers > Procurement Volume Without CR Risk – Target: 95 Percent by YE2025 ESG KPI
- Management & facts > Economy > Suppliers > Procurement Volume Verified as Non-Critical – Target: 60 Percent by YE2025 ESG KPI

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

GRI 408: Child Labor

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.

Management & facts > Economy > Suppliers > Our approach to sustainable procurement
Management & facts > Economy > Suppliers > Supply chain management
Management & facts > Economy > Suppliers > 2020 audit results

408-1 Operations and suppliers at significant risk for incidents of child labor, and corrective actions taken

Management & facts > Economy > Suppliers > 2020 audit results

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.

Management & facts > Strategy > Political advocacy > Political advocacy
Global Compact Communication on Progress

Principle 1: Support and respect for internationally proclaimed human rights
- Management & facts > Social > Human rights
- Management & facts > Strategy > CR strategy & management > Values and Guiding Principles
- Management & facts > Strategy > Compliance
- Management & facts > Economy > Data protection and data security
- Management & facts > Strategy > Political advocacy
- Management & facts > Social > Employee relationships > Fair pay and benefits
- Management & facts > Economy > Suppliers > Our approach for sustainable procurement
- Management & facts > Economy > Suppliers > Supply chain management
- Management & facts > Economy > Suppliers > Auditing procedures
- Management & facts > Social > Occupational health and safety
- Management & facts > Social > Diversity

Principle 2: No complicity in human rights abuses
- Management & facts > Strategy > CR strategy & management > Values and Guiding Principles
- Management & facts > Strategy > Compliance
- Management & facts > Strategy > Political advocacy
- Management & facts > Economy > Consumer protection
- Management & facts > Social > Occupational health and safety
- Management & facts > Social > Diversity

Principle 3: Uphold freedom of association and the right to collective bargaining
- Management & facts > Strategy > CR strategy & management > Values and Guiding Principles
- Management & facts > Social > Employee relationships > Dialog and cooperation with employee representatives
- Management & facts > Strategy > Compliance
- Management & facts > Economy > Suppliers > Our approach for sustainable procurement
- Management & facts > Economy > Suppliers > Supply chain management
- Management & facts > Economy > Suppliers > Auditing procedures

Principle 4: Elimination of all forms of forced and compulsory labor
- Management & facts > Strategy > CR strategy & management > Values and Guiding Principles
- Management & facts > Strategy > Compliance
- Management & facts > Strategy > Political advocacy
- Management & facts > Economy > Suppliers > Our approach for sustainable procurement
- Management & facts > Economy > Suppliers > Supply chain management
- Management & facts > Economy > Suppliers > Auditing procedures

Principle 5: Abolition of child labor
- Management & facts > Strategy > CR strategy & management > Values and Guiding Principles
- Management & facts > Strategy > Compliance
- Management & facts > Strategy > Political advocacy
- Management & facts > Economy > Suppliers > Our approach for sustainable procurement
- Management & facts > Economy > Suppliers > Supply chain management
- Management & facts > Economy > Suppliers > Auditing procedures
Principle 6: Elimination of discrimination in respect of employment and occupation

Management & facts > Strategy > CR strategy & management > Values and Guiding Principles
Management & facts > Strategy > Compliance
Management & facts > Social > Diversity

Principle 7: Support a precautionary approach to environmental challenges

Management & facts > Strategy > CR strategy & management > CR strategy
Management & facts > Strategy > CR strategy & management > Our management tools – the ESG key performance indicators
Management & facts > Strategy > CR strategy & management > Governance
Management & facts > Strategy > Political advocacy
Management & facts > Strategy > CR strategy & management > Risk and opportunity management
Management & facts > Environment > Climate strategy
Management & facts > Environment > Our environmental program > We Care for our Planet
Management & facts > Environment > Circular economy & resource efficiency
Management & facts > Environment > Energy consumption & efficiency
Management & facts > Environment > Additional ecological information > Protecting biodiversity
Management & facts > Environment > Mobility > Our strategy for climate-friendly mobility in Germany
Management & facts > Economy > Sustainable and innovative products
Management & facts > Economy > Suppliers > Our approach for sustainable procurement
Management & facts > Economy > Suppliers > Supply chain management
Management & facts > Economy > Suppliers > Auditing procedures
Management & facts > Economy > Suppliers > Responsible procurement of raw materials
Management & facts > Environment > CO₂ emissions > Carbon Intensity
Management & facts > Environment > Energy consumption & efficiency > Energy Intensity
Management & facts > Environment > Waste management & recycling > Waste management and volume

Management & facts > Environment > Waste management & recycling > Mobile device collection
Management & facts > Environment > Additional ecological information > Additional ecological information

Principle 8: Undertake initiatives to promote greater environmental responsibility

Management & facts > Strategy > CR strategy & management > Values and Guiding Principles
Management & facts > Strategy > CR strategy & management > CR strategy
Management & facts > Strategy > CR strategy & management > Our management tools – the ESG key performance indicators
Management & facts > Strategy > CR strategy & management > Governance
Management & facts > Strategy > Political advocacy
Management & facts > Environment > Climate strategy
Management & facts > Environment > Our environmental program > We Care for our Planet
Management & facts > Environment > Circular economy & resource efficiency
Management & facts > Environment > Energy consumption & efficiency
Management & facts > Environment > Additional ecological information > Protecting biodiversity
Management & facts > Environment > Circular economy & resource efficiency > Our approach to resource conservation and environmental protection
Management & facts > Economy > Suppliers > Our approach for sustainable procurement
Management & facts > Economy > Suppliers > Supply chain management
Management & facts > Economy > Suppliers > Auditing procedures
Management & facts > Economy > Suppliers > Responsible procurement of raw materials

Specific absorption rate

Annual Report 2020 > Management report > Risk and opportunity management
**Principle 9: Encourage the development and diffusion of environmentally friendly technologies**

- Management & facts > Strategy > CR strategy & management > CR strategy
- Management & facts > Strategy > CR strategy & management > Our management tools – the ESG key performance indicators
- Management & facts > Strategy > CR strategy & management > Governance
- Management & facts > Environment > Circular economy & resource efficiency > Our approach to resource conservation and environmental protection
- Management & facts > Environment > Climate strategy
- Management & facts > Environment > Our environmental program > We Care for our Planet
- Management & facts > Environment > Circular economy & resource efficiency
- Management & facts > Environment > Energy consumption & efficiency
- Management & facts > Economy > Suppliers > Our approach for sustainable procurement
- Management & facts > Economy > Suppliers > Supply chain management
- Management & facts > Economy > Suppliers > Auditing procedures
- Management & facts > Economy > Suppliers > Responsible procurement of raw materials

**Principle 10: Work against corruption in all its forms of, including extortion and bribery**

- Management & facts > Strategy > CR strategy & management > CR strategy
- Management & facts > Strategy > Compliance
- Management & facts > Strategy > CR strategy & management > Risk and opportunity management
- Management & facts > Economy > Data protection and data security
- Management & facts > Strategy > Political advocacy
- Management & facts > Economy > Suppliers > Our approach for sustainable procurement
- Management & facts > Economy > Suppliers > Supplier compliance
- Management & facts > Economy > Suppliers > Auditing procedures

- 2020 Annual Report > To our shareholders > Corporate Governance Report
- 2020 Annual Report > Management Report > Risk and opportunity management