

# AT&T Human Rights Policy

AT&T has a longstanding commitment to human rights. 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 Human Rights Commitments

- We respect and promote all human rights in our operations and with stakeholders, including users, employees, and suppliers.
- We commit to monitor the implementation of this policy through the AT&T Human Rights Committee.
- We report on our human rights progress in the annual AT&T Sustainability Summary.

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](#). Where national law and international standards differ, AT&T follows the higher standard. Where they are in conflict, we respect national law while seeking to respect the principles of internationally recognized human rights.

## Human Rights in Communications

We believe that the freedom of expression and access to information, and the right to privacy are essential to the advancement of human potential. At its most basic level, the global infrastructure we build and operate 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, seek out the ideas of others, and communicate their own ideas. This exchange of information and ideas is at the very core of what we do as a company. It's how we deliver on our purpose, which is connecting people to greater possibility.

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

We believe with people at the core, AI can enhance the workforce, expand capability, and benefit society. Our use of artificial intelligence (AI) is grounded in ethics, safety, and values at every stage, including our privacy principles and security safeguards. Our AI Policy and [AI Guiding Principles](#) ground our employees in our overall AI strategy and the concrete do's and don'ts for creating, deploying, and executing AI at AT&T. We are committed to safeguarding security and human values in the design, development, and use of AI systems. As AI continues to evolve, so will our policy, guidelines, compliance tools and governance.

## Privacy

We respect and protect our users' right to privacy. Protecting our users' privacy is fundamental to the way we do business. Through the [AT&T Privacy Notice](#), 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 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 required or 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 be more creative in the products and processes we develop. We realize that the world we serve is diverse in its social customs 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 [Code of Business Conduct](#).

**Labor Standards:**

- AT&T treats our employees and contractors with respect and dignity.
- We are committed to paying competitive, fair, and equitable wages.
- AT&T complies with all applicable working hour laws in every jurisdiction where we operate.
- Freedom of association: we respect the rights of workers to join or not to join in labor unions, including the right to bargain collectively.
- 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, religious creed, national origin, ancestry, age, sex, sexual orientation, gender, gender identity, gender expression, physical disability, mental disability, pregnancy, medical condition, genetic information, marital status, citizenship status, military status, veteran status, or any other characteristic protected by law.

**Environment**

As reflected in the [AT&T Environmental Statement](#), we are dedicated to promoting environmental sustainability in our operations, for our customers, and in the communities we serve. These practices also enhance our network resilience and operational efficiency. Our goal is zero Scope 1 and Scope 2 emissions by 2035. We are adapting our business practices to minimize the impact of severe weather events and natural disasters. We're also working to reduce waste and advance recovery and recycling in our operations, and implementing measures that improve energy efficiency. Additionally, we collaborate with our suppliers and customers to help them reduce their environmental impacts.

We believe that the impacts of extreme weather events amplify human rights concerns, especially for the world's most vulnerable populations. We're using the power of our network to help limit those impacts.

**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 the [AT&T 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 the [AT&T Privacy Notice](#).

## 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-Bribery 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 improper payment or reward directly or through a Third Party to obtain, retain, or award business.

## 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](#), [Consumer Service Agreement](#) for wireless and internet customers, [Privacy Notice](#), 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 internal 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 Conduct](#), [Privacy Notice](#), and [Principles of Conduct for Suppliers](#). 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 the AT&T 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 Responsibility and Chief Sustainability Officer oversees the Human Rights Committee and reports to the AT&T Governance and Policy Committee of the Board of Directors on issues pertaining to corporate responsibility, including human rights.