

AT&T's Modern Slavery Statement

AT&T recognizes that, like most large companies with complex supply chains, there may be some element of modern slavery risk in our operations and supply chains. AT&T does not permit modern slavery in its operations or supply chain. We are committed to conducting business with the highest ethical standards and integrity, with an emphasis on corporate responsibility and sustainability. Our suppliers are held accountable to the same high ethical, environmental, social and governance standards.

AT&T has a longstanding commitment to human rights, which is detailed in our [Human Rights Policy](#). In keeping with this commitment, we operate with transparency 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 not be complicit in human rights abuses.

AT&T takes issues relating to human rights and labor practices in our supply chain seriously. We do not allow suppliers to use involuntary labor, including child labor, prison labor, debt bondage or indentured or forced labor. We require suppliers to adhere to our [Principles of Conduct for Suppliers](#), which sets out requirements for sustainable business practices, including labor practices and human rights, and we require suppliers to verify that they follow the Principles through a self-attestation process every 18 to 24 months.

The AT&T supplier process focuses on vetting suppliers prior to contract execution and thereafter monitoring. This process involves the use of appropriate manual, online and subscription resources to assist in assessing and monitoring our suppliers for indications of financial, security, human rights, and other risks. During our engagement process, suppliers answer questions about their activities. Based on their responses and the presence of any risk indicators, risk mitigation methods, such as contract language and other controls, may be deployed. Business and risk-specific compliance monitoring is also performed, as appropriate.

AT&T is a member of the Joint Alliance for CSR (JAC), an association of telecom operators aiming to verify, assess and develop suppliers' sustainability and human rights practices in the Information and Communications Technology (ICT) industry. The JAC process is a coordinated on-site audit and development program, based on a common methodology. JAC shares resources, including audit results and corrective actions, among members to promote sustainability and human rights best practices within the global ICT supply chain. AT&T is committed to JAC's collaborative audit initiative and conducts audits annually within our supply chain. These audits are conducted by recognized, independent third-party auditors at suppliers' manufacturing facilities using a common audit framework. In 2023, JAC audited 137 factory locations, including 78 at AT&T supplier facilities. AT&T led a combination of 8 audits and Mobile Worker Surveys of AT&T suppliers' factory locations.

This statement has been made and adopted by AT&T GLOBAL NETWORK SERVICES (UK) BV pursuant to Section 54 of the Modern Slavery Act of 2015 (the "Act"). AT&T GLOBAL NETWORK SERVICES (UK) BV is an AT&T subsidiary with operations in the UK that meets the criteria set forth in the Act. This statement has been approved by the AT&T GLOBAL NETWORK SERVICES (UK) BV Board of Directors in respect of its business activities for the fiscal year ending on December 31, 2023. It also applies to all subsidiaries of AT&T GLOBAL NETWORK SERVICES (UK) BV which meet the criteria set forth in the Act.