

AT&T's Modern Slavery Statement

AT&T recognizes that, like most large companies with complex supply chains, there is some element of modern slavery risk in our operations and supply chains. AT&T does not permit modern slavery in its operation 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 supplier self-attestation process every 18 to 24 months.

The AT&T supplier due diligence 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 initial engagement process, suppliers complete an onboarding questionnaire. Based on their responses and the presence of any high-risk indicators, applicable risk mitigation, such as contract language and other controls, are 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' CSR 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 CSR 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. Through our JAC membership, corporate social responsibility audits are conducted by recognized, independent third-party auditors at suppliers' manufacturing facilities using a common audit framework. In 2022, JAC audited 79 factory locations, including 41 AT&T suppliers, impacting 133,118 individuals. AT&T led a combination of 6 audits and Mobile Worker Surveys of AT&T suppliers' factory locations.

This statement has been made and adopted by AMSUK Limited pursuant to Section 54 of the Modern Slavery Act of 2015 (the "Act"). AMSUK Limited 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 AMSUK Limited Board of Directors in respect of its business activities for the fiscal year ending on December 31, 2022. It also applies to all subsidiaries of AMSUK Limited which meet the criteria set forth in the Act.