



April 2015

OUR ETHICAL CHARTER FOR SUPPLIERS

EE is the largest and most advanced digital communications company in Britain, delivering mobile and fixed communications services to consumers, businesses, government and the wholesale market. EE has approximately 13,000 employees and 580 retail stores, and serves more than 30 million customers across its mobile, fixed and wholesale businesses.

EE runs the UK's biggest, fastest and most reliable mobile network, pioneering the UK's first superfast 4G mobile service in October 2012. As of March 2015, EE's 4G coverage today reaches 85% of the UK population. EE's 2G coverage reaches 99% of the population while 3G reaches 98%. EE's superfast fibre broadband service covers 54% of the UK population, and ADSL broadband service covers 98.7% of the population.

As Britain's largest and most advanced digital communications company we have responsibility to:

- Respect the cultural, ethical, social, political and legal diversity of the nations and societies in which we operate;
- Be aware of the need to deliver and operate in a socially, economically and ecologically well-balanced way, which takes into account the protection of the living and working conditions of current and future generations;
- Comply with internationally recognised norms, directives and standards, in particular those of the ILO, OECD, the Global Compact and the Bribery Act 2010.

BASIC PRINCIPLES

At EE, we believe in positive ways of doing business, so we ask our suppliers to do these things:

1. Respect the cultural, social, political and legal diversity of all nations and societies and protect international human rights.
2. Recognise the fundamental right to the freedom of association and the right to collective bargaining within the scope of national regulations and existing agreements.
3. Declare themselves in favour of prohibiting all kinds of forced, bonded or involuntary prison labour. Our suppliers don't ask their employees to lodge "deposits" or their identity papers with their employer and they are free to leave their employment after reasonable notice.
4. Commit to the abolishment of child labour and guarantee that nobody is employed under the minimum legal age for employment¹. Our suppliers do not employ children under the age of 18, at night, in hazardous conditions, or in work that is inconsistent with the child's personal development. Where a child is employed, the best interests of the child must be the primary consideration. Policies and programmes that help children found to be performing child labour are contributed to, supported, or developed.
5. Reject any form of physical and/or psychological discrimination in the workplace (including but not limited to age, disability, ethnic origin, gender, nationality, marital status, parental status, physical appearance, political convictions, pregnancy, race, religious beliefs, sexual orientation, social origin or union affiliation)
6. Demonstrate commitment to equal opportunities and diversity of all employees, taking account of cultural and legal particularities
7. Observe the right to reasonable remuneration on the basis of a contract, in line with the respective national labour market, stipulating at least the minimum wages guaranteed by law.
8. Guarantee the observance of the respective national regulations on hours of work and on regular paid holiday.

¹ Child: Any person less than 15 years of age unless local minimum age law stipulates a higher age for work or mandatory schooling, in which case the higher age shall apply. If however, local minimum age law is set at 14 years of age in accordance with developing country exceptions under ILO Convention No. 138, the lower will apply.

April 2015



9. Protect the health and safety of employees by complying with the standards applicable in each country at sites all over the world and continuously improve the working environment and protection of employees. This includes access to clean toilets, drinkable water and, if applicable, clean facilities for food storage. Where an employer provides accommodation, it shall be clean, safe and meet the basic needs of all employees.
10. Protect the environment by complying with the standards and legislation applicable in each country at sites all over the world and any such additional environmental standards that EE may notify in writing from time to time. In countries where environmental protection is not evident or enforced, responsible practices for environmental management will be present. Suppliers must work to reduce the environmental impacts of their designs, products, activities and services. Where possible, energy and/or resource efficient products should be provided. Products and/or services that offer broader sustainability benefits are supported.
11. Treat employees with respect and dignity. Physical discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation are not allowed.
12. Directors, employees or representatives of EE will not be offered or given any incentive, gift or consideration as a way of influencing the tender of any products or services from the supplier; the obtaining or execution of a Memorandum of Understanding (MOU) or any contract; or for showing any bias in relation to a tender process or any contractual negotiations.
13. Reject all forms of bribery and corruption. All necessary measures will be taken to prevent bribery (including 'facilitation payments' (unless permitted by written law)). If, in the course of your dealings with EE (either before or during the operation of a contract), allegations of bribery and corruption are discovered or received, the Company Secretary of EE must be told immediately and information and cooperation given to EE or its appointed third party to investigate the incidents.
14. When processing EE customer data or employee data, appropriate technical and organisational measures against unauthorised or unlawful processing and against accidental loss or destruction of, or damage to, our data, will be in operation. Any person who has access to such data will be properly trained in the care, protection and handling of personal data.

IMPLEMENTATION

1. EE shall ensure the communication of the Charter to its suppliers and expects them to declare themselves willing to observe, respect and apply these basic principles throughout their sphere of responsibility.
2. EE reserves the right to check the observance of the basic principles in a suitable manner by regular spot checks and/or if there is a well-founded suspicion to do so. Audit processes will be determined at the time. EE works in partnership with the supplier to improve standards.

Signed :-

Olaf Swantee, CEO
For and on behalf of EE Limited