



swisscom

Swisscom Policy regarding human rights

Swisscom believes that a coherent and responsible position on human rights is an essential element of its sustainability strategy. Respecting human rights in its markets, its operations and in its value chain belongs to Swisscom corporate responsibility.

In that spirit, Swisscom orients itself to the following principles regarding the respect of human rights:

Compliance

Swisscom expects from its Management and employees to act at all times in accordance with all applicable laws, rules and regulations and to be guided by relevant international or other recognized standards such as the Guiding Principles on Business and Human rights and the Social Accountability 8000 as well as by company policy regarding procurement. Swisscom expects its suppliers and business partners to apply similar level of compliance.

Identification

Swisscom seeks to identify and to prevent breaches of human rights in its operations and its value chain through established procedures within its risk management, its supplier risk management or its procurement management. Identification can be performed on location through audits and controls or through other tested channels such as whistleblowing.

Prevention and remedy

Swisscom will address identified issues on human rights in a preventive or in a corrective manner. Appropriate procedures are in place to prevent breaches on human rights, mitigate or eliminate them and track progress.

Transparency

Swisscom is transparent about its approach to human rights. Disclosures are made in accordance with applicable reporting requirements and standards such as GRI.