

Sprint Human Rights Statement

As a leading global communications company, Sprint is committed to conducting business with integrity and complying responsibly with all applicable laws. We acknowledge and respect the broad principles aimed at promoting and protecting human rights as outlined in the [Universal Declaration of Human Rights](#). We seek practical ways of applying these principles by focusing on our customers, [enriching the workplace](#), [engaging our suppliers](#), and strengthening the [communities in which we do business](#).

Focus on Customers

Sprint's comprehensive range of communications products and services helps enhance the lives of its customers, including those with disabilities, by bringing them the freedom of mobility and greater access to information. To protect the privacy of our customers, Sprint has developed and implemented a comprehensive [Privacy Policy](#).

Enriching the Workplace

Sprint respects the human rights of its employees through management practices, training, open door communications, employment policies and procedures, as well as a [Code of Conduct](#), which provides the standards for acting with integrity at Sprint. To support an environment of integrity and diversity, Sprint has implemented clear and strong standards addressing the following:

- **Non-Discrimination and Non-Harassment** – Diversity and inclusion are woven into every aspect of Sprint's workplace culture and are clearly reflected in our non-discrimination and non-harassment policies. Sprint conducts business without regard to, does not discriminate based on, and does not permit harassment based on an employee's race, color, religion, creed, sex, gender identity, sexual orientation, age, disability, genetic information, national origin or ancestry, as well as citizenship, marital, veteran, pregnancy, and family and medical leave status or any other status protected by law. Our non-discrimination and non-harassment policies cover (but are not limited to) activities relating to recruiting, hiring, benefits, leaves of absence, training, transfer, promotion, job assignments, compensation, corrective action and termination.
- **Workplace Safety and Environment** – Sprint is committed to maintaining industry standards in all areas of employee safety and health, including industrial hygiene, ergonomics, and safety. Sprint is a recognized leader in many of these areas.
- **Freely Chosen Employment** – Sprint supports the elimination of all forms of forced, bonded or compulsory labor, and the freedom of employees to choose whether or not to be represented by a third party.

Engaging Suppliers

Sprint holds itself to the following standards and expects its Suppliers to make ethical, responsible, and environmentally sustainable choices in all of their business activities. Our [Code of Supplier Conduct](#) specifies the standards expected of all companies that provide products and services to Sprint including:

- **Non-Discrimination** – Supplier's hiring and employment practices should not discriminate on grounds of race, religion, age, sex, disability, national origin, or any other status protected by applicable laws.
- **Respect and Dignity** – Supplier must treat all employees with respect and not use harassment, corporal punishment, threats of violence or any forms of mental coercion, physical coercion, or verbal abuse.
- **Freely Chosen Employment** – Supplier must use only voluntary labor. Forced, bonded, indentured or involuntary prison labor must not be used.
- **No Child Labor** – Supplier must not employ any worker who is below the minimum legal age for employment for that locality. Supplier must not employ children (persons under 18 years) for any hazardous or night work, or work that is inconsistent with the child's health or safety. Where a child is employed, the best interests of the child shall be the primary consideration for the employment participation.
- **Wages and Benefits** – Supplier must pay all workers in accordance with applicable wage laws and regulations, including those relating to minimum wages, overtime hours and legally mandated benefits.
- **Safety and Health Conditions** – Supplier must provide employees a safe and healthy work environment in compliance with all applicable laws and regulations.