

Magyar Telekom Plc.

Central Workers' Council
Telecommunications Trade Union
Trade Union of the Hungarian Telecom Industry
T-Net Trade Union
Trade Union of South-Bács County Telecom Employees

Equal Opportunities Plan of Magyar Telekom Plc.

for the period from September 1, 2008 through August 31, 2010.



2008.

Equal Opportunities Plan of Magyar Telekom Plc.

prepared on the on hand by Magyar Telekom Public Limited Company (hereinafter: Employer or Company or Magyar Telekom Plc.) represented by Christopher Mattheisen Chairman-CEO and Éva Somorjai Chief Human Resources Officer,

and the interest organizations of Magyar Telekom Plc

- Trade unions having representation at Magyar Telekom:
 - **Telecommunications Trade Union** (hereinafter: TÁVSZAK) represented by Attila Bujdosó chairman
 - **Trade Union of the Hungarian Telecom Industry** (hereinafter: MATÁSZ) represented by Béla Rátky Chairman
 - **T-Net Trade Union** (Hereinafter **T-Net**) represented by Krisztián Bontovics Vice-Chairman
 - **Trade Union of South-Bács County Telecom Employees** (hereinafter: **DBTDSZ**) represented by Mária Perhács Chairman and

- **Central Workers' Council** (hereinafter KÜT) represented by: István Koszorú chairman on the other hand, together: Parties.

Parties hereto adopted an equal opportunities plan for respecting the principles of equal treatment, promoting equal opportunities and monitoring the position of employees in underprivileged position to improve their employment on the ground of the provisions of Act CXXV of 2003 on promoting equal opportunities, and Act XXII of 1992 on the Labour Code.

1. Scope of the Equal Opportunities Plan

1.1. Period of the plan

The Equal Opportunities Plan is adopted by the parties for the period from September 1, 2008 through August 31, 2010.

Parties aim to complete their assignments assumed in the frame of the plan of equal opportunities by August 31, 2010. Parties can make joint decision about the amendment or extension of the period of the particular actions.

1.2. Personal scope

The Equal Opportunities Plan is extended to all the employees who have signed a labour contract with the company, in respect of certain principles, goals and actions -with a view to the form of employment and departures specified by law – to the employees working in the frame of workforce lease, the persons involved in the preliminary employment procedures and those employees who retired from the company by termination of employment.

1.3. Scope

The Plan of equal opportunities includes definition of the target group of employees affected by equality measures, and the goals and tasks set for the particular year aiming at the improvement of the employees situation and the responsible organizational units.

2. Basic Principles

In compliance with the principles set forth by the Constitution of the Republic of Hungary, Act CXXV/2003 on the equal treatment and promoting equal opportunities, and Act XXII/1992 on the Labor Code , Act IV/1995 on the Civil Code, and Act XXVI/1998 on the rights and equal opportunities of disabled individuals the Company deems necessary the implementation of the following principles to ensure equal treatment and equal opportunities in employment.

The terminology associated with equal opportunities, behaviors that breach the principle of equal treatment and forms of negative discrimination are contained in Annex 1. of the Plan of equal opportunities.

2.1. Effectuating the prohibition on discrimination, and the requirement of equal treatment

In course of employment the Employer meets the requirement for equal treatment, prevents and hampers negative discrimination of the employees and abstains from conduct which (see section 4. of Annex 1) can result in direct or indirect negative discrimination, revenge, harassment or unlawful segregation of certain employees or groups of employees on the ground of certain features (See: Section 3-8 of Annex 1).

Parties hereto agree that certain reasonable discrimination which is a direct consequence of the specific features or the nature of the job is permitted by law provided that it is based on lawful conditions.

2.2. Equitable and flexible treatment

Parties declare that the prohibition on discrimination and respect for the principle of equal treatment will not grant in itself termination of all the forms of inequalities that the employees or other contracted workers of Magyar Telekom Plc. can face during their work. Accordingly, signatories to this Plan of equal opportunities elaborate positive, equitable and flexible actions and operate different bodies, forums to reveal the eventual problems and contribute to the reinforcement and improvement of the position of the affected individuals. They seek jointly the opportunities for additional benefits, in particular in the areas of remuneration and other rewards, improvement of the labour environment, health prevention, and take into consideration the difficulties the employees may face due to their underprivileged position, difficulties of bringing up children or those associated with the parental status.

2.3. Respect for human dignity

The Employer will respect human values, dignity and diversity of the employees in the course of employment. The Employer will take into consideration his own interests and the interests of the employees, coordinate such interests and create such labour conditions, environment and a workplace atmosphere which can contribute to the preservation and enhancement of these basic values.

2.4. Partnership, cooperation

In the frame of the employment the Employer aims to implement the principle of partnership. For this purpose the Employer creates transparent contractual relations by bearing in mind the aspects of mutual advantages. To ensure successful implementation of the Plan of equal opportunities the Employer works close with the interest organizations and the employees.

2.5. Social solidarity

In the employment no employee of any age, gender, nationality, marital or health status is more valuable for the society than the other. All the members of the society are interested in the reinforcement of solidarity. Magyar Telekom Plc. is committed to support corporate social responsibility is encouraging the endeavors of the civil organizations to provide equal opportunities for underprivileged social groups.

3. Identifying the target groups of equality measures

This present Plan of equal opportunities of the Company highlighted the following employee groups with the remark that certain overlaps may occur between the selected groups and the list will not be considered as an order of ranking. This list did not aim at completeness, as the employees of the Company may be in underprivileged position on the ground of a number of other aspects (see Section 4. of Annex 1.) Just for this particular reason the Employer monitors all the aspects - including the position of the affected employee groups - based on which the employee groups can be brought into disadvantageous position or exposed to negative discrimination.

- a. Women
- b. Employees with two or more children under 14
- c. Those being on maternity leave (GYES) or child care allowance (GYED)
- d. Employees above 50,
- e. Employees in the pre-pensioner age (5 years before the age limit of old-age pension (62 years)
- f. Beginners (under the age of 30, employees with less than 3 years of work experience, whose first Employer is Magyar Telekom Plc.)
- g. Disabled employees (See Section 9. of Annex 1.)
- h. Employees who raise their children alone
- i. Employees who raise a disabled child or look after a permanently ill family member
- j. Romas (those employees who declare their Roma)

4. Surveying the status of equal opportunities target group

To provide for the background and evaluation of implementation of the Plan of equal opportunities Magyar Telekom Plc. conducted a survey based on the status as of March 31, 2008. On March 31, 2008 the number of employees of Magyar Telekom Plc. was 6285. The survey was based on the data recorded in the personnel registration system (SAP HR) of the Company.

4.1. Statistics

Based on the information available in SAP HR the headcount and ratio of employees identified for the Plan of equal opportunities is as follows:

Target group	Basic distribution	Internal distribution	
		Male	Female
Female	33 %	0 %	100%
Women with one or more children under 14	21 %	66 %	34 %

Women on maternity leave	6 %	1 %	99 %
Employees older than 50	15 %	58 %	42 %
Number of employees in the pre-pensioner age (5 years before the pension age limit)	3 %	62 %	38 %
New graduates	1 %	60 %	40 %
Disabled employees ** (persons)	0,1%	5	3

* New graduates: employees under 30, working as employees of Magyar Telekom for less than 3 years whose first Employer is Magyar Telekom.

** Employers with disability exceeding 50%, according to the SAP HR records

The Employer's personnel records do not contain information regarding the following target groups:

- Sole parents
- Employees who raise a disabled child or look after a permanently ill family member
- Romas (those employees who declare their Roma origin)

Presence of these employee groups within the Company is identified, their headcount and rate is assessed and their special needs are analyzed in a questionnaire-based survey. Pursuant to Act LXIII. of 1992 on the protection of personal data and publicity of public data the personal or particular data disclosed to the Employer in the questionnaire based survey can be managed only until the end of this present Plan of equal opportunities.

4.2. Evaluation

According to the data of the inventory the largest target group of the company is women: with a 33% rate the second largest target group is parents with 2 or more children under 14. The rate of employees above 50 is also significant within the company (15%) and the rate of those being on maternity leave is relatively high as well. (6%)

With a view to the above, the actions identified in the Plan of equal opportunities aim to improve the position of the largest target group identified .

5. Concrete actions, programs, information

To improve the position of underprivileged employee groups the Employer provides for the continuous development of its tools and systems to grant equal opportunities and equal treatment and terminate existing deficiencies. The Plan of equal opportunities implements changes detailed hereunder to promote equal opportunities and equal treatment for the particular target groups.

Upgrading of the existing programs, implementation of the new actions of equal opportunity and surveys that make the backgrounds for the Plan of equal opportunities of the future period are the key assignments, therefore the Employer

- conducts questionnaire-based surveys to identify presence of the underprivileged employee groups within the Company, monitor their status and assess their special needs in compliance with the provisions of data protection regulations.

Deadline: Ongoing

Responsible: Referent of Equal Opportunities

- Questionnaire-based and other surveys are conducted and forums are offered to the employees (e.g. intranet) for feedback to acquire the necessary information for planning the equal opportunity campaigns, improvement of the existing programs and measuring efficiency of the programs in compliance with the provisions of the data protection regulations.

Deadline: Ongoing

Responsible: Referent of Equal Opportunities

5. 1. Organizations and positions to be developed for compliance with equal treatment and implementation of equal opportunities, surveys that make the basis for further actions

5.1.1. The Employer will set up an Equal Opportunities Board of 7 members, consisting of the delegates of the Employer and employee interest organizations. The chairman of the Board is the Director of Human Resources Management. The members include the referent of equal opportunities, 2 delegates of the Employer and 3 staff persons delegated by the employee organizations. Tasks, scope of authority and regime of operation (Rules of Procedure) of the Board will be defined in detail by the Board.

Deadline: December 31, 2008

Responsible: Board of Equal Opportunities

5.1.2. The functional chief officer responsible for the HR activities of the Company will appoint a referent of equal opportunities who coordinates the activities associated with equal opportunities. The referent of equal opportunities – unless it is decided otherwise on the ground of other aspects – will be the head of the organizational unit responsible for the actual equal opportunity activities of the Company. At the time of approval of the Plan of equal opportunities the referent is the head of HR Solutions Department. The referent of equal opportunities is the member of the Equal Opportunities Board. The responsibilities and the scope of authority of the referent of equal opportunities will be defined at a later stage.

Deadline: 2008.09.30.

Responsible: Chief Human Resources Officer

5.2. Equal treatment and provision of equal opportunities in the recruitment process

5.2.1. Magyar Telekom Plc. makes no distinction on the basis of age, gender, nationality, marital or health status of the applicants in the calls for application of Magyar Telekom Plc, in advertisement of vacancies, in defining the set of criteria for hiring employees, or in the process of selection notwithstanding any differentiation based on the nature and typical features of the job position. For this purpose the Employer will review its recruitment and selection processes and subject to the result of the survey he will take the actions necessary to ensure equal opportunities and non-discrimination. (e.g. regulate the processes of recruitment and selection, review the text of advertisements, documents of information, provide training for the staff persons involved in the training, etc.).

Deadline: 2008.12.31.

Responsible: HR Solutions Department

Contributor: HR partner departments

5.2.2. Magyar Telekom Plc. will scrutinize its jobs with the involvement of the authorized civil organizations, funds, experts to define which of the job positions can be filled by disabled (physically or mentally disabled, or persons of hearing or vision impairment) by providing the necessary conditions. If the job positions identified by the survey becomes vacant at Magyar Telekom Plc, the calls for application will be made accessible to disabled people through the regular advertisement channels or other ways.

Deadline: December 31, 2008

Responsible: Head of HR Solutions Department

Contributor: Labour Safety Office, HR partner departments

5.2.3. Magyar Telekom Plc. keeps statistical records on the applicants and the candidates taking part in the recruitment procedure – in compliance with the provisions of the act on protection of personal data – to monitor recruitment and selection procedures from the aspect of non-discrimination and equal opportunity.

Deadline: December 31, 2008

Responsible: Head of HR Solutions Department

Contributor: HR partner departments

5.3. The principle of equal pay for equal work

To comply with the principle of equal pay for equal work the Employer will review and analyze the wage scheme by taking into consideration the aspects that may lead to disadvantages (gender, age, geographical location, etc). Subject to the results of the review and analyses the Employer will set up recommendation to ensure compliance with the principle of “equal pay for equal work”.

Deadline: December 31, 2009

Responsible: HR Financial Management Department

5.4. In the case of dismissals, headcount reductions the Employer will take into consideration the underprivileged position of certain employee groups

5.4.1. In case an outplacement program is run by the Employer to help re-employment of the employees affected in the headcount reduction, special attention will be devoted to the support to re-employment of the dismissed employees in disadvantageous social position (e.g. an increased quota will be allocated for the training in the frame of the outplacement program, etc.).

Deadline: Depending on the outplacement program

Responsible: HR Solutions Department

5.4.2. In the case of eventual headcount reduction the Employer will devote special care and show increased empathy to the employees belonging to the age group above 50. In the case of termination of employment of employees being in the age group above 50 the Employer makes efforts to offer some form of retirement to the affected persons.

Deadline: Ongoing

Responsible: Director of Human Resources Management + HR financial management department

Contributor: HR partner departments

5.4.3. Based on the effective Agreement closing the negotiations between the Employer and the trade unions the Employer ensures the stand-by status for the employees above 50, affected in termination of employment.

Deadline: Ongoing

Responsible: The professional managers responsible for negotiations of reconciliation of interest.

Contributor: HR partner departments

5.5. Facilitate equal access to the training and education programs

The Employer agrees to investigate the opportunity of participation of women on child care leave in the training programs, training courses provided by the company. Subject to the result of the survey the company makes available its training programs also to the women being on child care leave.

Deadline: December 31, 2008

Responsible: HR Development department

5.6. Measures aiming to improve the labour conditions of employees, in particular those above 50 and disabled people

The Employer will improve the working environment by supporting continuously the mental and physical perfection of elderly employees and disabled people, and counter-balance the changes associated with aging.

5.6.1. Employer agrees to review the working environment of the employees above 50, make recommendations for the changes as it may be necessary, and promote healthy lifestyle of the employees.

Deadline: Review: June 30, 2009

Deadline: Encourage continuation of a healthy life: ongoing

Responsible: Labour Safety Office

5.6.2. Employer agrees to assess if the plants where disabled persons will be employed are free from barriers in terms of physical and communications hindrances. As a result of the survey separate decision will be made about the implementation of necessary investments and reconstruction and their cost impacts.

Deadline: Conducting the survey: 2009.06.30.

Responsible: Referent of equal opportunities

Contributor: Labour Safety Office, external expert

5.7. Measures to be taken to maintain good physical and mental condition and good mood of employees

5.7.1. Employer agrees to investigate the option of implementation of Employee Assistance Program (EAP) a free employee program. EAP is a set of services which provides support in the definition and solution of the personal and work-related problems of the employees, reducing by that the stress exposure of the employees.

Deadline: December 31, 2009

Responsible: HR Solutions Department

5.7.2. Employer agrees to launch a program of informative lectures and give guidance about how to maintain balance between private life and work (so called Family and Job program)

Deadline: Ongoing

Responsible: HR Development department

5.8. Measures to be taken for harmonization of family and job commitments.

5.8.1. Employer agrees to survey atypical (teleworking, part-time working, flexible working hours, mobile working) options and the nature of the tasks to be performed in a particular job, and based on the result of the survey it makes recommendation for extension and development of atypical employment forms. As a key aspect of extension and development special attention will be assigned to the needs of employees with small or disabled children, and those, taking care for elderly parents.

Deadline: December 31, 2008

Responsible: HR Solutions, HR Operations support departments

5.8.2. Employer agrees to provide financial support to the employees enrolling their children to nursery in compliance with the conditions defined in the "Family assistance program" elaborated in cooperation with Dimenzió Insurance and self-support Association.

Deadline: Ongoing

Responsible: Chief Human Resources Officer, HR Solutions Department

Contributor: Dimenzió Insurance and self-support Association

5.8.3. Implement financial support scheme to subsidize participation of the employees' children in summer holiday camps during the summer school vacation in compliance with the conditions defined in the "Family assistance program" elaborated in cooperation with Dimenzió Insurance and self-support Association.

Deadline: Ongoing

Responsible: Chief Human Resources Officer, HR Solutions Department

Contributor: Dimenzió Insurance and self-support Association

5.9. Measures relating to employees on maternity leave

5.9.1. Employer operates a so-called “Maternity Program” in the frame of which information is provided relating to maternity, allowances, benefits, and the Employer maintains continuous communication with the employees also during the period of maternity leave, organizes meetings, shares the most recent information relating to the company and allows them to monitor internal vacancy advertisements. (e.g. information for young mothers, communication in e-mail, young mothers’ meetings, maternity sites, etc.)

Deadline: Ongoing

Responsible: HR Solutions Department

5.9.2. The Employer runs a reorientation program for the employees returning from maternity leave to make their comeback easier and facilitate an early reintegration.

Deadline: Ongoing

Responsible: Director of Human Resources Management + head of department of HR solutions.

5.9.3. When filling in the vacancies the Employer makes efforts to rely on internal resources, which also facilitates reintegration of the employees coming back from maternity leave. For this purpose an internal advertising system (FreeJob) is operated by the company.

Deadline: Ongoing

Responsible: HR Solutions Department

Contributor: HR partner departments

5.10. Measures for making transition to the pensioner age easier (target group above 50), actions planned for retiring employees

5.10.1. The Employer plans to provide special mental care for the employees of Magyar Telekom approaching or reaching the pension age as they will face a change of their lifestyle. For this purpose the Employer aims to elaborate solutions which take into consideration the interests of both the Employer and the employees - e.g. communications, Employee Assistance Program, which can be helpful to the retiring employees in the years preceding the pension age in preparing for the changed life of pensioners and live an active life during the period of retirement.

Deadline: Ongoing

Responsible: HR Solutions Department

Contributor: HR Operations Support Department, HR Development Department

5.10.2. The Employer examines the opportunities for contracting the retired employees of the Company on occasional basis (e.g. as part-time worker or mentor involved in the training of the newly graduated beginners)

Deadline: December 31, 2009

Responsible: HR Financial management Department, HR Operation Support Department

Contributor: HR partner departments, HR Solutions Department

5.11. Maintain program for the newly graduated young persons starting their career to facilitate their integration

5.11.1. An orientation program is operated to facilitate an easy integration of the young colleagues entering the company.

Deadline: Ongoing

Responsible: HR Development Department, HR Solutions Department

5.11.2. The Employer runs an apprentice program to support young graduates in finding a job and assist their integration.

Deadline: Ongoing

Responsible: HR Development department

Contributor: HR partner departments, HR Solutions Department

5.11.3. As far as possible, the Employer ensures that the children of the employees studying in higher education spend their mandatory apprentice program with the Company.

Deadline: Ongoing

Responsible: HR Development department

5.11.4. The Employer operates a so-called mentor program primarily to facilitate an early integration of the new graduate employees entering the company.

Deadline: Ongoing

Responsible: HR Development department

Contributor: HR Solutions Department

5.12. Participation in tenders relating to equal opportunities

Magyar Telekom Plc. considers important to receive regular external feedback on its activities of equal opportunities to develop such activities on the basis of the feedback received. Both the Employer and the employee representations will monitor the opportunities for participation in competitions delivering financial/moral reward and financial subsidy associated with equal opportunities. (e.g. Family-friendly Workplace, the Best Workplace for Women, Receptive Employer, etc)

Deadline: Development of the competitions monitoring system December 1, 2008; for submitting bids: ongoing

Responsible: Referent of equal opportunities

Contributor: Employee representations

5.13. Organize programs for changing the employees' attitude

According to Magyar Telekom Plc. it is particularly important to reinforce employee awareness regarding the issues and problems of equal opportunities and increase their commitment towards solution of such problems, therefore the Company operates and runs programs, events and training courses to shape the attitude of employees regarding these issues.

Deadline: Ongoing

Responsible: Referent of equal opportunities

Contributor: HR Development department

5.14. Support the initiatives of the non-governmental, business and governmental organizations towards improvement of opportunities for the underprivileged groups of society

Magyar Telekom Plc as a responsible corporate player considers it important to cooperate with the programs launched by the non-governmental organizations, state, governmental and business organizations working towards the improvement of opportunities for underprivileged social groups. Magyar Telekom is looking for the opportunities of cooperation and participation in these initiatives.

Deadline: Ongoing

Responsible: Referent of equal opportunities

6. Data management

So as to implement the actions and subsidies specified in the equal opportunities plan and identify further actions and additional subsidies the Employer keeps and develops statistical records of the employees and other contracted workers of Magyar Telekom who are burdened with extraordinary family obligations (two or more children under 14 years, sole parents raising child, employees looking after a permanently sick relative) and/or disabled individuals with changed abilities, Romas.

The registry can include only those data which are in full compliance with the provisions of Annexes 2 and 3 of this present Plan of equal opportunities, or the regulation on data protection provided that such data are made available in questionnaires filled by the employees on voluntary basis, and the employees of Magyar Telekom Plc. and those being in contractual relationship with the Company agree in writing to the management of the provided data. Special personal data figuring in the records can be managed exclusively in compliance with the provisions of Act LXIII of 1992 on the protection of personal data and publicity of public data, and only until the last day of the period of this present Plan of equal opportunities.

Based on the statements attached to this present Plan of equal opportunities as Annexes 2. and 3. Employer will manage in its records the contents of the following employee representations made on voluntary basis:

- Statement on raising more or two children under 14
- Statement on being a sole parent
- Statement on raising a disabled child
- Statement on looking after a permanently ill family member
- Statement on Roma origin

7. Monitoring implementation of the Plan of equal opportunities

The referent of equal opportunities will develop regular reports – at least once in a year – about accomplishment of the tasks and submits the report for approval to the Board of Equal Opportunities. Besides approval of the Report the Board of Equal Opportunities can make recommendations for further

actions on the basis of the experiences of the past period, to provide increased opportunities for the particular target groups.

The referent of equal opportunities will prepare regular reports – at least once in a half year- to the Chief Human Resources Officer on implementation of the Plan of equal opportunities and about the activities of the Company relating to equal opportunities.

8. Lodging a complaint against breach of the principles of equal treatment

In the case of breach of the requirements for equal treatment, direct or indirect negative discrimination, revenge, harassment or unlawful segregation (the related terminology is contained in Annex 1) the employee or the group of employees can turn to the referent of equal opportunities or the contact person designated by the employees representation . (direct phone, e-mail) before initiating a legal procedure (e.g. lawsuit of personality rights, labour affairs, procedure of the consumer protection, labour affairs or contravention authorities) as allowed by the provisions of Act CXXV of 2003 on equal treatment and promoting equal opportunities The employee and the interest organizations make effort to publish the access/address of the referent of equal opportunities, and the contact person of the interest organization.

Parties agree that no complaint will restrict the employee in using all the lawful means available, and initiate a legal procedure.

The employee making a complaint (or the group of employees) will be informed in each case that in course of a procedure associated with the equal opportunities the employee can request an anonymous procedure to protect his/her personality rights.

The referent of equal opportunities or the contact person of the interest organization submits the complaint to the Board of Equal Opportunities as far as it is found established. Based on the submission the Board of Equal Opportunities may order investigation of the complaint. To provide for compliance with the requirements for equal treatment the referent for equal opportunities can take actions within his/her scope of authority for investigation of the complaint or initiate reconciliation, actions with the manager of the affected organization.

The complaint will be investigated within 30 days by the referent of equal opportunities. In case the complaint is found established, the Employer will take actions to terminate negative discrimination. In case the investigation of the Employer finds that the complaint is non-established the employee (group of employees) making the complaint will be notified.

9. Closing provisions

The Employer can cooperate with the interest organizations to continuously extend the scope of subsidies, actions stipulated in the Plan of equal opportunities.

Parties agree that on signature of this present Plan of equal opportunities the Employer will take immediate actions to publish it for the employees.

Parties agree that they make efforts to adopt the next Plan of equal opportunities relating to the next period **by August 31, 2010**.

After having read and interpreted this present agreement developed for the provision of equal opportunities at work the representatives of the parties signed it as one which means their will in all.

Budapest,, 2008

On behalf of the Employer:

.....
Christopher Mattheisen
Chairman-Chief Executive Officer

.....
Éva Somorjai
Chief Human Resources Officer

On behalf of the Interest Organization:

.....
István Koszorú
Central Workers Council
Chairman

.....
Attila Bujdosó
Telecom Trade Union
Chairman

.....
Béla Rátky
Trade Union of the Hungarian Telecom Industry
Chairman

.....
Mária Perhács
Dél-Bács County Telecom Trade Union
Chairman

.....
Krisztián Bontovics
T-Net Trade Union
Chairman

Terminology

1. Equal Treatment:

Pursuant to the requirement for equal treatment the obligated party is required to refrain from any behavior resulting in direct or indirect discrimination, revenge, harassment or unlawful segregation of individuals or groups of individuals on the basis of certain traits. Basically the requirement for equal treatment means a negative obligation on the one hand: the obligated Parties shall not breach the dignity of others. ON the other hand, for the eligible Party it can result in a universally enforceable requirement of the Parties to be treated as a personality of equal dignity.

(Explanation to the Act CXXV of 2003 on equal treatment and enhancement of equal opportunities)

2. Equal opportunities:

Nevertheless, if the individuals being in an obviously underprivileged position were formally treated as equal, it would result in conservation of the disadvantageous position. So as the individuals being in underprivileged position could bridge this gap it is not enough to grant them equal rights but they need positive discrimination, which allow to diminish or terminate the disadvantage inherent to their position. According to the resolution of the Constitutional Court none of the individuals will raise an enforceable demand positive discrimination that promotes equal opportunities against the requirement for equal treatment.

(Explanation to the Act CXXV of 2003 on equal treatment and enhancement of equal opportunities).

3. Breach of the requirement for equal treatment

Act CXXV of 2003 on equal treatment and promotion of equal opportunities defines the scope of behavior breaching the requirement for equal treatment.

- direct negative discrimination
- indirect negative discrimination
- harassment
- unlawful segregation
- revenge

and any instruction given thereto.

4. Direct (open) negative discrimination

A resolution resulting in negative discrimination of an individual or group as compared to the position in which any comparable individual or group is, was, or would be on the grounds of his/her actual or alleged

- a) gender,
- b) racial affiliation
- c.) color
- d.) nationality
- e.) national or ethnic identity
- f.) mother tongue
- g.) disability
- h.) health status
- i.) religious or ideological belief
- j.) political or other opinion
- k.) marital status

- l.) maternity (pregnancy) or fatherhood
- m.) sexual inclination
- n.) sexual identity
- o.) age
- p.) social origin
- q.) financial status,
- r.) part time employment relation or any other work contract of definite term
- s.) membership in interest organization
- t.) other status, feature or trait (hereinafter: feature)

will qualify as direct, negative discrimination.

(Article 8. of the Act CXXV of 2003 on equal treatment and enhancement of equal opportunities)

5. Indirect (hidden) negative discrimination

A resolution not qualifying as direct negative discrimination, which is in apparent compliance with the requirement for equal treatment while it brings significantly higher rate of the individuals and groups of features stipulated in Article 8. (see the above section) to a significantly worse situation than the position in which another comparable individual or group of individuals is, was or would be, qualifies as indirect negative discrimination.

(2003. (Article 9. of Act CXXV of 2003 on equal treatment and enhancement of equal opportunities)

6. Harassment

Sexual or other action associated with the features of the affected person specified in Article 8, which hurts human dignity, will be considered as harassment as far as it aims at or results in creating a threatening, humiliating, hostile, shameful or attacking environment for any other person.

(Article 10. (1) of Act CXXV of 2003 on equal treatment and enhancement of equal opportunities)

7. Unlawful segregation

A resolution which segregates particular individuals or a group of individuals from other persons or group of persons being in comparable position on the ground of the features specified in Article 8 qualifies as unlawful segregation unless it is explicitly permitted by law.

(Article 10. (2) of Act CXXV of 2003 on equal treatment and on promoting equal opportunities).

8. Revenge

Conduct resulting in grievance, aiming at or threatening with grievance relating to a person who raised objection due to the breach of the requirement for equal treatment, initiated a procedure or was involved in such procedure, will be considered as revenge.

(2003. (Article 10. (3) of Act CXXV of 2003 on equal treatment and on promoting equal opportunities)

9. Disabled person:

An individual who has substantially impaired hearing or vision, disability of movement, significantly defective mental abilities or who is restricted in communication will qualify as disabled person as far as this status causes significant disadvantage in active participation in the life of the society.

(Article 4. of the Act XXVI on the rights of disabled persons and granting equal opportunities)

Annex 2.

**STATEMENT ON DEPENDANT CHILDREN, DISABLED OR ILL CHILDREN OR LOOKING AFTER ELDERLY OR ILL
RELATIVES**

Filling is not mandatory!

I, the undersigned employee by signing this document give my consent to the management of my personal data by the Employer in compliance with the provisions of Act LXIII. of 1992 on the protection of personal data and publicity of public data – agree to registration of my data for statistical purposes, and management until the end of the period of validity of the effective Plan of equal opportunities (August 31, 2010) for the purpose of implementation of the initiatives and programs aiming the improvement of equal opportunities. On the ground of this present statement the Employer shall not transfer to third party the data made available to him.

Name of the employee:

UNIVAZ ID:

Number of dependant children under 14,/ disabled children/, permanently ill or elderly relative who needs attendance (please select the suitable category) :

I am a sole parent: yes no

My child/children are disabled yes no

I look after an elderly or permanently ill family member: yes no

Date:

signature of the employee

STATEMENT ABOUT ROMA IDENTITY

Completion is not mandatory!

I, the undersigned employee declare my Roma identity and by signing this document I give my consent to the management of this particular personal data by the Employer in compliance with the provisions of Act LXIII. of 1992 on the protection of personal data and publicity of public data – and agree to the registration of my data for statistical purposes, and management of these data till the end of the validity period of the effective Plan of equal opportunities (August 31, 2010) for the purpose of implementation of the initiatives and programs aiming the improvement of equal opportunities. On the ground of this present statement the Employer shall not transfer to third party the data made available to him.

Name of the employee:

UNIVAZ ID:

Date:

signature of the employee