

- Magyar Telekom Group recognizes and respects the cultural, social and legal diversity of nations and societies; the Group is committed to continuously protect internationally valid human rights.
- In the framework of international rules and existing agreements, Magyar Telekom Group acknowledges the basic rights to freedom of organization and collective agreement. In line with an openness and trust that relies on a constructive social dialogue, Magyar Telekom Group declares its support to cooperation with the legitimate representatives of the employees in order to establish a balance of interests.
- Magyar Telekom Group declares with a special emphasis its definite objection to all kinds of forced labor.
- Within Magyar Telekom Group and in agreement with the statutory provisions valid in the respective countries, Magyar Telekom Group is committed to put an end to exploiting child labor and guarantees compliance with the minimum age limit specified for employment.
- Magyar Telekom Group rejects all forms of discrimination at the working place and explicitly supports the enforcement of equal chances and diversity among the employees, in consideration of specific cultural and legal characteristics.
- Magyar Telekom Group respects the principle of applying acceptable contractual payment in consideration of the minimum wage stipulated and statutorily guaranteed on the labor market of the given country.
- Magyar Telekom Group guarantees compliance with international statutory provisions regulating working hours and annual paid leave.
- In order to ensure outstanding performance and service quality on the long run, Magyar Telekom Group supports skill development activities that serve the interests of both employees and the Company. At the same time, Magyar Telekom Group emphasizes and highlights the employees' personal responsibility for sustaining and improving their employability.
- The protection of the employees' health and safety is a key issue for Magyar Telekom Group. For this reason, the Group ensures compliance with valid regulations both domestically and internationally.