



# SUSTAINABILITY REPORT

# 2016



EGYÜTT. VELED





# 5. EMPLOYEES

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## 5.1 HUMAN RIGHTS, EQUAL OPPORTUNITIES

Magyar Telekom Group's Social Charter and the effective Equal Opportunities Plan define the principles that serve as the basis for the company in addressing human rights in general:

**Social Charter** [http://www.telekom.hu/static-tr/sw/file/Social\\_Charter.pdf](http://www.telekom.hu/static-tr/sw/file/Social_Charter.pdf)

**Equal opportunities plan** [http://www.telekom.hu/static-tr/sw/file/Magyar\\_Telekom\\_Eselyegyenlosegi\\_Terv\\_2016\\_2020\\_en.pdf](http://www.telekom.hu/static-tr/sw/file/Magyar_Telekom_Eselyegyenlosegi_Terv_2016_2020_en.pdf)

Non-discrimination, equal labor rights and working conditions are primary objectives of Magyar Telekom Group. Since 2008 the Company has been one of the first players in the business sector to adopt Equal Opportunity Plans in cooperation with the collective bargaining partners. The Plan used to be effective for two-year periods, but now, in line with the Equal Opportunity Plan, the new Plan was designed for five years and is applicable both to Magyar Telekom Plc. and T-Systems Plc.

In 2016 Hungary joined the **European Union's Diversity Charter** whereby among 50 other companies Magyar Telekom declared its commitment to diversity as a baseline value.



Though the "Tell me!" ethics line provided by Magyar Telekom Group and operated by the Compliance department one may report cases of discrimination experienced on behalf of the employer or the breach of human rights. All reported and cases are carefully investigated by the Group Compliance area. If the reported issue proves to be grounded, the management takes the necessary measures to handle the actual situation and prevent the occurrence of similar issues of concern in the future.

The Equal Treatment Authority is competent official fora, to which employees can directly turn to with their legal notices. In 2016 the authority did not initiate any proceedings against Magyar Telekom Plc. for the breach of equal treatment

regulations in the area of employment. A complaint filed in 2015 by an employee against Magyar Telekom Plc. was rejected by the authority after careful consideration.

In the course of the implementation of the equal opportunities plan for the years of 2016–2020, the company as an employer has taken the following measures in 2016 to improve the situation of the employee groups:

We continue the support the Hungarian Business Leaders Forum's (HBLF) Romaster talent management program to contribute to the equal labor market opportunities of our fellow citizens from the Roma community. We also support Integrom program that helps educated Roma job seekers to find career opportunities at large enterprises.

To ensure equal opportunities for **our future employees with reduced capacity to work or disability** (since 2010) applicants with disabilities using Magyar Telekom's electronic recruitment interface (<http://www.telekom.hu/rolunk/karrier>) are invited to state if they have any special requests based on their needs or circumstances in order to secure full accessibility of our career selection process.

In 2016, Magyar Telekom continued to deliver the popular 'Have You ever tried to...?' – sensitivity training series to its employees that is based on personal experience. The aim of the events, often held with the involvement of external NGOs, foundations, is sensitization to promote an attitude of understanding the problems of people living with disabilities. As member of HBLF's Diversity HR work group, Magyar Telekom took part in the wheelchair basketball championship, also supported by HBLF. We took part in the event as supporters with two teams where traditionally teams of able-bodied colleagues compete under the leadership of wheelchair user team captains.

During the 2016 Telekom Health Week we provided office massage services to our colleagues employing visually impaired professionals for more than 50% of the program. Along with providing an opportunity to work for persons with sensory disabilities we have also managed to raise the sense of diversity, inclusiveness and acceptance among our colleagues.

Besides these activities – following the tradition of past years – the company organized very successful thematic employee fairs (Christmas Fair, "It Is Good To Give" cookie event) at

various company sites. Magyar Telekom employees could give donations and buy items manufactured by persons with disabilities through the involvement of NGOs that support employment of people with autism.

### Disability-friendly Workplace

In 2016 Telekom may continue to use the Disability-Friendly Workplace title that we won in 2015 on the 'The World is Better With Us!' Gala organized on World Disability Day. The award was presented by Salva Vita Foundation that is negotiating meetings and interactions between people with disabilities and disability-friendly employers. Employers may apply to this title by expressing their commitment to the continuous improvement of their recruitment, employment and staff retention practices concerning people with disabilities. The jury of the award has evaluated the sensitivity programs of the company, such as educating able-bodied staff to the informed treatment of disabled colleagues, and the corporate efforts towards the development of a more inclusive working community.

### Family friendly Telekom and T-Systems Hungary

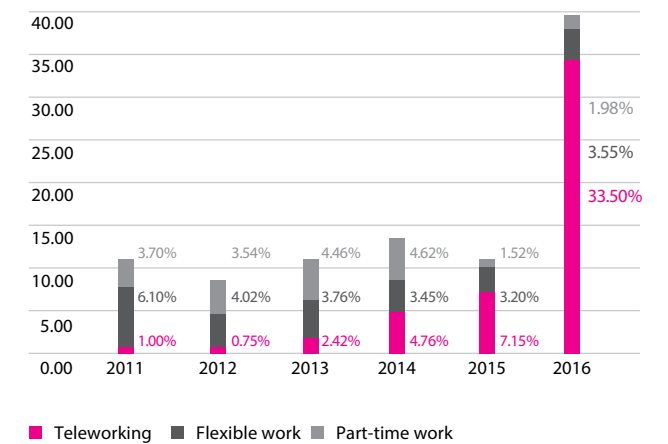
Through the support of **non-typical employment** the company helps families to find a healthy balance between their work and private life as parents/grandparents. While offering flexible working hours through part-time, flexible-time and unrestrained employment it is strategically important for the company to build teleworking into the company's culture. It is supported by a number of daily operation practices, such as the development of our large, spatial Future Work office that further promotes teleworking and flexible working solutions. Since introducing our "Work from home" campaign in 2012, there has been a continuous increase in the number of employees who chose to work remotely on specific days.

**In 2016 our employees have worked a total of 87 276 days remotely, saving almost 3 million kilometers or 15 years of travel.**

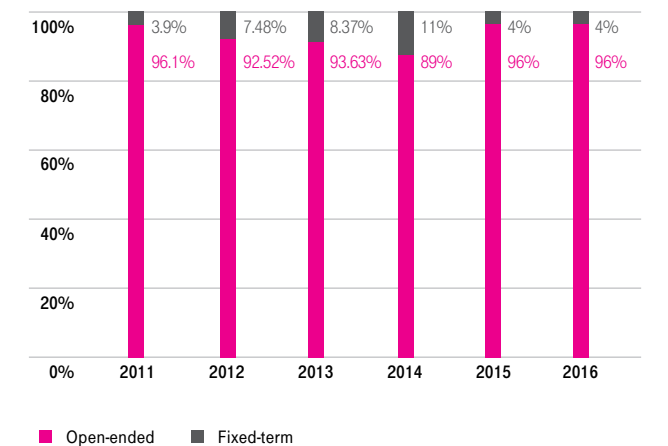
It is a significant step in the application and promotion of teleworking that Telekom cooperates with the representatives of other companies within the frame of the Employer's Equal Opportunities Forum Association (MEF).

You may read further information on the Work from home! campaign and the Future Work project in our **Y2014 Sustainability Report**.

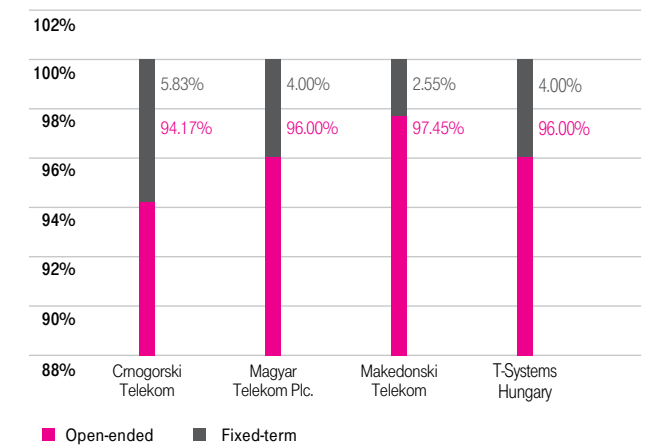
### ATYPICAL FORMS OF EMPLOYMENT AT MAGYAR TELEKOM PLC. IN PERCENTAGE OF THE TOTAL HEADCOUNT ✓



### RATIO OF FIXED-TERM TO OPEN-ENDED EMPLOYMENT AT MAGYAR TELEKOM PLC. ✓



### RATIO OF FIXED-TERM TO OPEN-ENDED EMPLOYMENT AT MAGYAR TELEKOM GROUP ✓



**Magyar Telekom Group rejects all forms of discrimination at the workplace. With utmost respect to the cultural and legal environment, the company is a proud facilitator of equal opportunities and diversity among its employees. (Social Charter, Section 5)**

In 2016, in order to support employees on maternity leave (young parents on child care allowance/child care benefit / maternity leave), the "Young Mother" program supported young parents to stay in contact with the company. Telekom continuously informs inactive colleagues through newsletters, the Young Mother website, the regularly updated Young Mother information- page, dedicated email accessibility and a closed Telekom community site called "I have family and work for Telekom". Colleagues with children can take part in numerous company events together with their families. At the Move Telekom Family Day there was a separate venue offered by our Young Mother Program where families could compete with each other in a playful sensitization challenge.

In order to ensure a proper balance between work and private life it is necessary to reorganize the workload within families. The "Daddy, it begins!" program tries to raise awareness of the father's role within the family. The internal communication portal of the company has published an information kit for young fathers ("Daddy News") since 2010, collecting useful information and tips for young fathers. All new-Fathers of our company receive a congratulating e-mail and are informed about the extra holiday available for newborn-care.

Both in 2014 and 2015 Magyar Telekom and T-Systems jointly and successfully applied for the Family Friendly Company award and the Three Princes and Three Princesses Movement gave a special "Family Friendly" award to the company as an acknowledgement of its family-friendly initiatives and efforts. The Group elevated the qualification into a higher level and concluded a strategic frame agreement with the Movement. As a result we could share our best practices at various professional events and based on our activities in 2016 we were given the Family Friendly Company Mentor Organization title, too.



#### LONG-TERM LEAVE AND RETURN TO WORK FROM MATERNITY LEAVE ✓

	MEN	WOMEN	TOTAL
Employees on long-term leave	2	34	36
Employees returning after long-term leave	1	137	138
Employees returning from long-term leave, after having been employed at least for 12 months upon joining the company	0	80	80
Employees returning from long-term leave with continued employment	0	58.39%	57.9%

Dimenzió Mutual Insurance and Self-help Association's Family Support initiative helps Telekom employees' families with daycare services. In the first half of 2016 parents at Telekom could choose from daycare, kindergarten support options.

In 2016 our six child friendly offices continued to offer solutions to colleagues in managing childcare-related family situations. These child-friendly workstations and office spaces offer support, when the employee has to take care of a child for a couple of hours or days during one of the short school holidays or when the child recuperates from an illness thus parents can be together with their children.

The number of employees whose employment was continued upon returning from long-term leave increased with 1% in comparison to 2015.

The company employs various generations simultaneously thus personal fulfillment and the realization of the full potential of our colleagues is an important goal for Telekom.

As a next step of the well-designed internship program, the Group offers jobs to many young people starting their career.

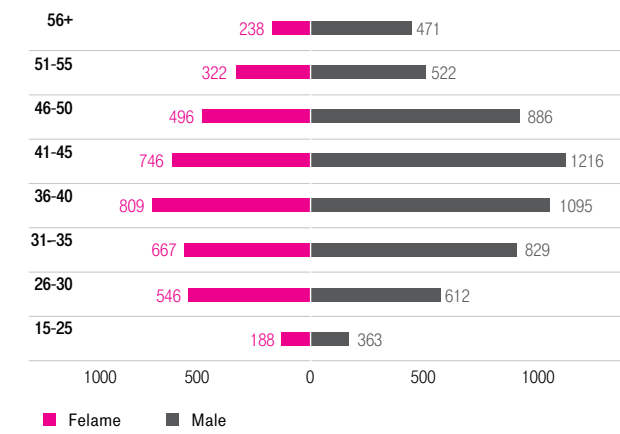
The family-friendly atmosphere of the company offers various ways of support to young employees with families and it also tries to help them in the challenging times of becoming a parent. Teleworking is not just attractive for colleagues taking care of a baby, but it also offers a flexible way to manage work and life to our single colleagues as well, who can thus be more successful while managing their time in a flexible way.

The majority of our employees fall into the mid-aged category of experienced professionals. They experience a slightly narrowing career path, while also having opportunity to obtain marketable experience along various horizontal career tracks. This is supported by the company's significant resources for external and internal trainings and in-house job advertisements. Telekom expresses its appreciation towards the experienced workforce with numerous acknowledgments, like the Loyalty Award and the Lifetime Achievement Award.

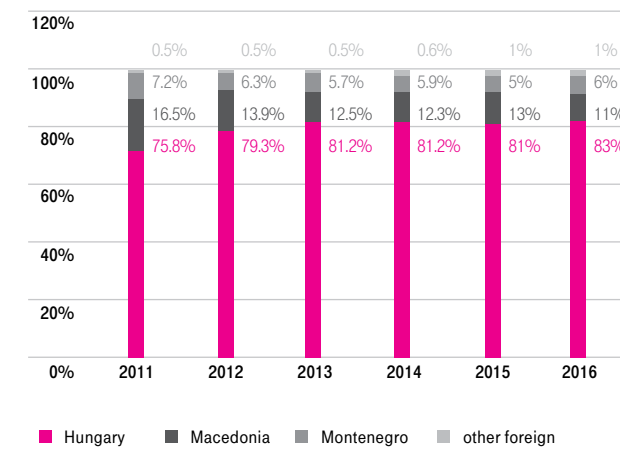
In certain cases those who approach retirement age may choose to enter the company's standby pool. With this initiative, among others, Telekom would like to take care of its employees and provide an interim solution for the period between work and

retirement. Thus the employee could be reactivated from the standby pool if their extended employment is of mutual benefit for both parties.

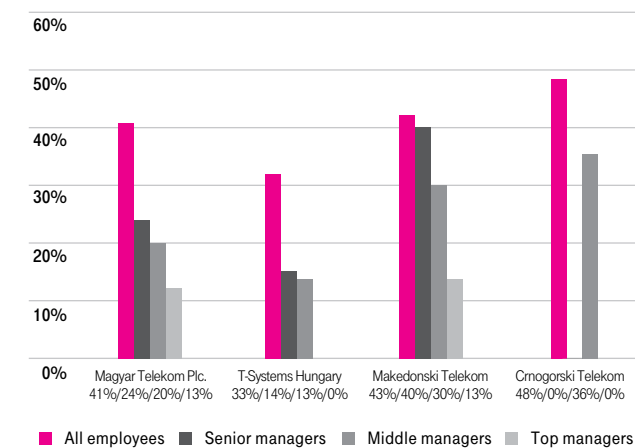
#### AGE TREE OF MAGYAR TELEKOM GROUP, DECEMBER 31, 2016 ✓



#### DISTRIBUTION OF EMPLOYEES BY REGION ✓

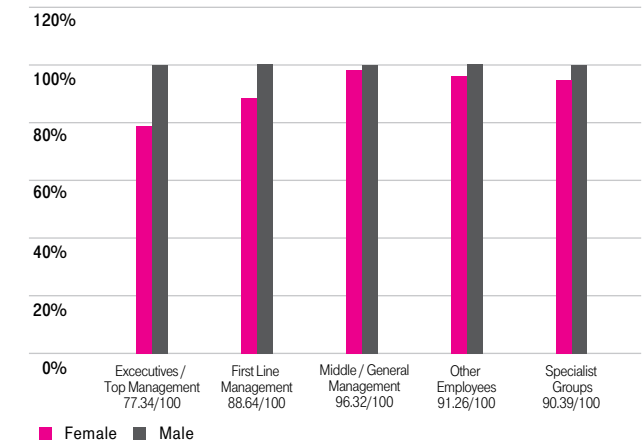


#### RATIO OF WOMEN IN MEMBER COMPANIES ✓

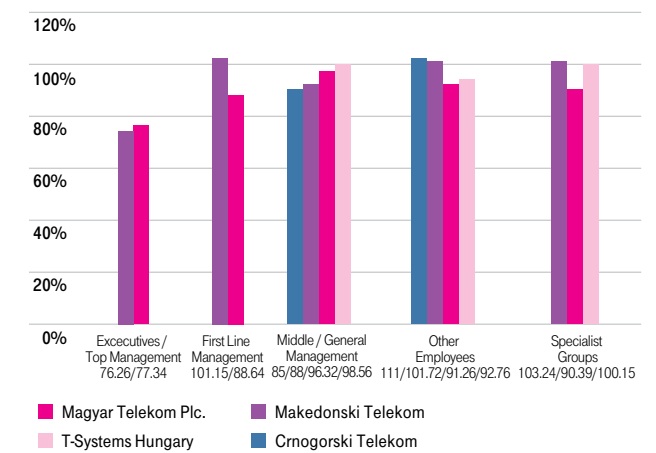


T-Systems Hungary Plc. employs 203 persons above the age of 50, two of them still working for the company after their retirement. Our new content service experts at Telekom New Media Plc. were specifically selected from fresh graduates to expand our employee base. Upon Telekom's invitation Annamária Tari, a renowned expert on the topic of the co-existence of different generations, gave a presentation to our colleagues on the importance of cooperation between different age groups.

#### BASE WAGE COMPARISON BY JOB GRADES AND GENDER MAGYAR TELEKOM GROUP, 2016 ✓



#### PROPORTION OF BASE WAGES OF FEMALE EMPLOYEES COMPARED TO THE BASE WAGES OF MALE EMPLOYEES (100%) BROKEN DOWN TO JOB CATEGORIES, MAGYAR TELEKOM GROUP 2016 ✓



Magyar Telekom, as a company committed to provide equal opportunities to its employees, finds it especially important to harmonize wages and to terminate unjust wage gaps. Our tiered wage system, built on the Hay methodology, serves the above purpose. Our remuneration system is fully transparent thus our base wage tables and the relevant policies are available for all employees.

Based on our experience there is still some discrepancy in the proportionate base wage of male and female employees, however, since the implementation of our equal opportunities measures our gender wage-gap reduction processes show an improving trend. Independent from the gender of employees the base wage may vary on the basis of the employee's individual performance, overall readiness to work, their achievements and attitude. In order to bridge potential gaps we pay special attention to avoid unjust discrepancies between the wages of colleagues doing similar jobs and that potential differences should solely be based on their performance and achievements.

In line with the characteristics of our industry if we focus on the gender-wage gap at the level of particular activities the discrepancy is much smaller and in some cases the trend even reverses. In positions that are better paid in the market we experience a tendency of having more male employees than female. If we compare equal job levels this may distort proportions. We still experience gender stereotypes attached to specific positions to affect the career choices of our applicants. As an example the majority of applications for call-center positions come from female professionals, while the IT related positions are still more attractive to male applicants.

In order to strengthen our commitment set forth in our **Corporate Sustainability Strategy** we defined various policies and charters and joined several initiatives that secure equal opportunities among our employees:

Magyar Telekom's **Social Charter** rejects all forms of discrimination at the workplace and expressly facilitates equal opportunities and diversity among its employees with utmost respect to the cultural and legal environment.

Magyar Telekom Group respects the principle of applying collective bargaining based wages in accordance with the given country's minimum wages, as required and guaranteed by the relevant labor law and legislation.

[http://www.telekom.hu/static-tr/sw/file/Social\\_Charter.pdf](http://www.telekom.hu/static-tr/sw/file/Social_Charter.pdf)

On the Equal Opportunities Principles (January 1, 2016 - December 31, 2020) of Magyar Telekom Plc. and T-Systems Hungary Plc.

1. Enforcement of requirements pertaining to equal treatment and the prohibition of differentiation
2. Equitable and flexible treatment, diversity
3. Respect for human dignity, securing healthy and safe working environment
4. Partnership, cooperation
5. Social Solidarity

In the course of the implementation of the Equal Opportunities Plan for the period of 2016-2020 the employers especially plan to take measures to improve the situation of the following employee target groups:

- a. Women,
- b. Employees with a family, in particular those who:
  - Raise three or more children under 18 years of age
  - Raise their children alone
  - Raise disabled children, and
  - Employees who care for a permanently ill family member
- c. Employees on maternity leave or childcare benefit (GYES/GYED),
- d. Disabled employees or whose ability to work has deteriorated
- e. Career entrants
- f. Employees above the age of 50
- g. Female employees in leadership positions

The increase of the ratio of women in leadership is an objective set by Deutsche Telekom AD that – along with enhancing the diversity of the management - is of commercial benefit, as plenty of recent studies point to it.

[http://www.telekom.hu/static-tr/sw/file/Magyar\\_Telekom\\_Eselyegyenlosegi\\_Terv\\_2016\\_2020\\_en.pdf](http://www.telekom.hu/static-tr/sw/file/Magyar_Telekom_Eselyegyenlosegi_Terv_2016_2020_en.pdf)

- Our **Diversity Policy** embraces the economic usefulness of diversity and our business activities are performed in accordance with the EU's anti-discrimination principles: [http://www.telekom.hu/about\\_us/society\\_and\\_environment/society/equal\\_opportunities](http://www.telekom.hu/about_us/society_and_environment/society/equal_opportunities)

- **Women's quota – more women at the top**

As a **member of Deutsche Telekom Group** the objective in 2010 was to increase the proportion of female managers to 30% by 2020. Based on the Y2015 report the ratio of female managers increased from 19% to 25%.

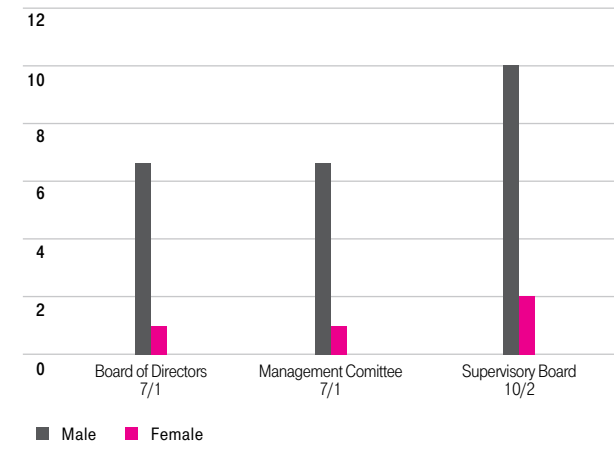
[http://www.cr-report.telekom.com/site16/sites/default/files/pdf/cr\\_en\\_2015\\_dt\\_final.pdf](http://www.cr-report.telekom.com/site16/sites/default/files/pdf/cr_en_2015_dt_final.pdf)

<http://www.cr-report.telekom.com/site16/employees/diversity-and-equal-opportunities>

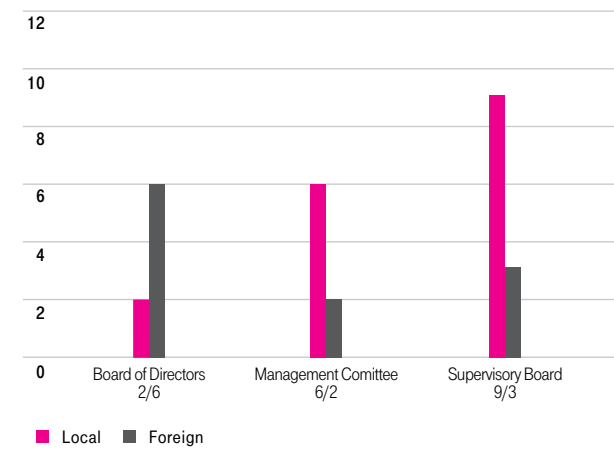
- On May 6, 2009 our Company joined the **UN Global Compact** initiative and took part in the realization of its 10 principles in the areas of working conditions, environment protection and anti-corruption. Our measures to ensure equal opportunities for male and female employees are consistently taken in the spirit of the following **Global Agreement Principles**:

- (1) Support and respect the protection of internationally proclaimed human rights
- (2) Make sure that they are not complicit in human rights abuses
- (4) Elimination of all forms of forced or compulsory labor
- (6) The elimination of discrimination in respect of employment and occupation

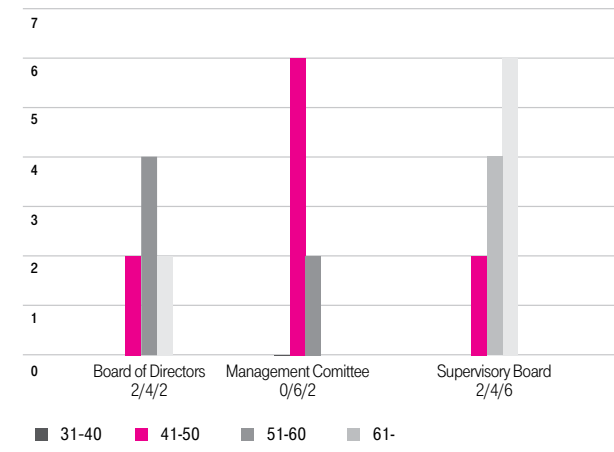
#### GENDER MIX OF MAGYAR TELEKOM GROUP MANAGEMENT BODIES IN 2016 ✓



#### BREAKDOWN OF THE MEMBERS OF MAGYAR TELEKOM GROUP MANAGEMENT BODIES BY ORIGIN IN 2016 ✓



#### AGE BREAKDOWN OF MAGYAR TELEKOM GROUP MANAGEMENT BODIES IN 2016 ✓



In 2016 Magyar Telekom continued to take part in the "Girls' Day" international initiative. Within the frame of the program various information programs were offered for girls from several secondary schools at the Telekom and T-Systems headquarters. The "Girls' Day" is an interactive, open day, organized on the same day in all countries of the European Union, when girls interested in technical sciences can spend a day at a leading technical company or university laboratory. Participants may meet women who are successful in the field of research or engineering sciences.

**Crnogorski Telekom** actively promotes equal opportunities and applies this principle in each and every phase of the employment life cycle. Equal opportunities are fully supported by the following Company regulations: Company Directive on Recruitment and Selection, Code of Conduct, Company Directive on Employee Relation, etc.

Visible examples of that approach can be seen at the public media (job advertisements/vacant positions) and company website, where we clearly emphasize Crnogorski Telekom as an equal opportunity employer.

Having in mind that Crnogorski Telekom is perceived among the young population as the most attractive employer, we have 13% of older population among our workforce, from the age structure above 50 which is slightly less comparing with 2015 when it was 15%.

Official records about possible disabilities in case of existing or new employees are not required by Company regulations neither by local labor legislation.

Valid Company Directive on Employee Relations has been approved by EMB in December 2015. Information for employees on prohibition of mobbing becomes integral part of this Directive. This Directive is also used as the tool for validation of the principles defined by Social Charter of Deutsche Telekom AG and valid for the entire Group.

#### Child labor

As a socially responsible company Telekom is committed to eliminate child labor. Since 2010 we regularly monitor the headcount under the age of 18. Based on our database Magyar Telekom Plc. did not employ any employee under the age of 18 in 2016.

#### Forced and compulsory labor

Employment at Magyar Telekom Group is compliant with the principles laid down in international treaties against forced and compulsory labor. Magyar Telekom Group member companies comply with the respective country's laws and other regulations on the prohibition of forced labor. Magyar Telekom Group member companies process and control the employees' identification documents—in line with the respective country's data protection laws—solely to the extent and period necessary for the employment and determination of the employees' benefits.



In 2016 no complaints were reported to relevant authorities against Magyar Telekom Group's affiliates in the context of forced labor, and no proceedings or investigations were launched against the Company in this regard.

### Freedom of association and collective bargaining

Magyar Telekom Group has acknowledged the freedom of association and the right for collective bargaining in its **Social Charter**. Magyar Telekom strives to maintain a dialogue and cooperation with employee representation bodies in the spirit of openness and trust. The Social Charter and the long-standing relationship between Magyar Telekom's management and the employee representation bodies are the guarantee that the relevant rights are observed. Some 100% of the Group's employees in Hungary, 95% in Macedonia and 100% in Montenegro work under the scope of collective bargaining agreement. Additionally, all employees in Macedonia are governed by a general collective agreement of the private sector, so with these employees the ratio of employees covered by collective agreement is 100% in Macedonia.

## 5.2 INVOLVEMENT OF EMPLOYEES

### Mobile Market

The Mobile Market visited the company's headquarters first in December 2014 where the employees could buy agricultural products directly from the farmers. As the initiative received a very positive feedback from the employees, we have continued with the events in support of buying local products from local farmers. In 2016 employees could buy fresh farm-food in two company sites and the T-Systems headquarter.

### Earth Hour

Magyar Telekom has been actively participating in the WWF initiative since 2008. On March 19, 2016 between 8:30 PM and 9:30 PM the employees turned off the lights in Telekom shops and properties.



Magyar Telekom joined the initiative Earth Hour in 2016 too

### TeleBike

The employees of the company can use TeleBikes from March 30 until October 30, in the springtime there is a longer availability of the bikes from 7:30 AM to 6:30 PM. In 2016 the bikes were used on 5965 occasions between Telekom office buildings traveling a distance of 10 683 kilometers thereby preventing the emission of 2035 kilograms of CO<sub>2</sub>.



TeleBike

### We presented the awards of the hello holnap! point collection campaign

Each year we organize the hello holnap! point collection campaign where employees may participate in sustainability activities and receive points in return. In the point collection period between 1 April, 2015 and 31 March, 2016 a total of 1017 employees took part in the activities and collected 2321 points. The most active participants were awarded. Lajos Szatmári was placed third with 31 points, the second was Zsuzsanna Móri with 33 points and the most active hello holnap! member in 2015 was Attila Szabó who collected 49 points. Members of the Management Committee awarded the winners with Csepel bicycle vouchers on May 17th.



Awardees of the hello holnap! point collection campaign

### Exhibition and Creative Family Day in Telekom

Our partner, Autistic Art Foundation organized an exhibition with a selection from the works of artists living with autism and works of selected Hungarian contemporary artists. The exhibition took place between 17-24 October in Telekom headquarter, Budapest. On 22th October employees and their families could join to a creative day and experience an interactive guided tour as part of the exhibition.

### Move Telekom! Sports and Family Day

Following our traditions we have organized our corporate Sports and Family event 'Move Telekom!' in 2016 as well. A day full of sports and excitement for our colleagues and their family members. The participants could challenge themselves in family sports competitions, and try new ways of exercising their bodies. The children were entertained by amusing and colorful programs at the Gyermekliget-Park, and the playful adults could also hang out and play on a digital playground. We have also paid attention to healthcare and prevention on the event, providing opportunities for melanoma screening and various health condition tests. Colleagues in need of a chill-out could register for a massage. In 2016 we had 1882 adults and 1143 children moving together.



Move Telekom! Sports and Family Day

### Telekom Volunteer Day

Magyar Telekom and its member company T-Systems Hungary organized a volunteer day on October 15, 2016. More than 1,000 employees of the Group and their family members participated in the nationwide action that resulted in the renewal and maintenance of 29 locations. We have cleaned the close vicinity and green areas around of numerous Telekom sites, several public areas, as well as kindergartens, schools, social institutions and parks of residency centers of people living with disabilities. Associates of the Group mainly planted trees and shrubs in the frame of the event, but they also groomed the environment and carried out maintenance works. By the end of the day we have increased the number of trees and shrubs



We planted 500 tree on the Telekom Volunteer Day

of the country by more than a thousand plants, and our virtual forest **hello holnap! pagony** also became larger. Through a mobile application anyone could upload a picture of their planted tree to the virtual forest of Magyar Telekom. The Group also intended to dedicate this event to the celebration of the significant milestone of becoming a 100% carbon neutral company. In the 2016-2020 sustainability strategy the Group's objective is to further increase the contribution to the society: the Group plans to contribute about 50 thousand dedicated volunteer hours end of 2020.

### Sustainability survey among employees

In 2016 our employees were surveyed for the sixth time on sustainability issues. The survey is performed in November each year and this year 64% of the respondents answered that Telekom is a leading company in the field of sustainability. The 82% of respondents are proud that sustainability is a value at Telekom. The awareness on sustainability is currently at a level of 86% (79% in 2015) within the company.

### It is good to give! charity cookie market

As part of the World Volunteer Day initiative, on December 5, several Magyar Telekom office buildings have welcomed our



It is good to give! cookie campaign

"It is good to give!" charity cookie market. Employees of the company and the members of the Sustainability Media Club were selling homemade cookies in the office buildings. The income was donated to the Autistic Art – Smile Foundation thus buyers supported autistic young people and their art therapy. Several thousands of employees purchased cookies from 230 colleagues and donated to the charity. A total of HUF 1.7 million was raised in 15 venues for the fund that was supplemented by the company to a total of HUF 5 million.

#### Volunteer work during Advent

During the busy Advent period in 2016, our back-office employees could take the opportunity to experience the challenges of their front-end colleagues by offering their volunteer hours to support the work of customer-contact professionals, working in our stores, at our call-centers or the Network Service Directorate. 209 Telekom volunteers had thus the chance to engage in customer related services that is at the core of our company activity.

We have increased the sense of social responsibility of our employees through volunteer events. Throughout the year we have organized 9 charity team buildings with the participation of 462 employees. In Budapest and around the country Telekom organized 21 blood donation events where a total of 611 employees have offered their contributions as blood donors. In 2016 a total of 1500 ✓ Magyar Telekom volunteers have dedicated 11 412 ✓ working hours for a worthy cause. With these programs we provided 56.3 ✓ million HUF worth of theoretical contribution to the society.

Within the framework of T-Systems Hungary's KIR environmental awareness-raising program the following projects were implemented in 2016:

- Uploading blogposts in Zöld (Green) blog to familiarize the topics of environmental protection and sustainable development, and to call the attention of colleagues for programs aiming environment protection. 17 blog posts were published all together in 2016.
- Each employee received a voucher of HUF 1000 to purchase of a tree-plant in order to contribute to our efforts to fight climate change by planting a tree. We gave away additional 106 tree-plants to our 52 SME and 45 big customers.
- A PPT presentation was running on the monitors of Reception and corridors connected to the "Earth Hour". We informed the colleagues about the global initiative, and how their individual contribution could add to the movement against climate change in our intranet articles and on the blog.

More than 80% of Crnogorski Telekom employees have access to selective waste collection. Thanks to this initiative, during 2016, 1498 kg of paper, 21kg of plastic and 5kg of cans were collected and recycled.

- Every year, the company joins the global campaign "Earth hour" and invites its employees to participate and give contribution to sustainability.
- In 2016 the company continued to organize blood donor activities. In cooperation with the Montenegrin Centre for Blood Transfusion, our employees donated blood and helped to raise awareness of this important social issue. CT joined the action, "And summer is the giving season!" bearing in mind that the blood supply in the summer months decreased and that a voluntary action can significantly contribute to the efforts of the Department to maintain the necessary reserves of blood.
- Also, during 2016, employees organized three charity initiatives, in order to support people in need. Employees collected food on the occasion of the International Family Day. The collected goods were given to the Red Cross in Podgorica, which distributed it to families in need.
- In April 2016, on the occasion of International Book day, employees organized collection of books for School library in Bioče. Within traditional New Year party, employees organized Charity lottery and collected funds for reconstruction of Children's Chemo-oncology Clinic in Podgorica.

For information about the volunteer involvement and social responsibility of our employees at **Makedonski Telekom see Chapter 6. Corporate Citizenship part 6.2. Our Employees and Social Responsibility.**