

Live Foxconn

Issue 2 | June 2021

Petr Janoušek
**Life is about
overcoming
obstacles**

**Who cooks for us? Aramark!
Who have you met in the testing centre?
Summer with the scent of lavender**

FOXCONN



Lenka
Brychtová

Editor-in-Chief

Dear colleagues,

Summer is approaching, as are the holidays – for many the long-awaited time to go away, take it easy and relax. In this edition of our magazine we present several ideas for how to spend your free time. Browse through the Have Fun section and find out how to enjoy “Summer with the scent of lavender”. Our tips on spending a fragrant holiday on a lavender farm here in the Czech Republic are sure to appeal to more than one romantic.

As the weather turns summery we are delighted to see how the company is easing up on the restrictions and how life is starting to get back to normal. The time has come to look back at how the pandemic affected our working lives. Find out what 18 months with Covid have brought us in the Don't Miss section. We also need to thank all our colleagues who got involved in the fight against the pandemic beyond their working agenda and signed up as volunteers at our company testing centres. In the Foxconn Family section not only can you see how these centres work and what those volunteers do, but you'll also learn several interesting facts.

Also in this issue we present the continuation of our all-year-round competition. Enter and win one of three prizes once the final round of the competition is complete. You'll also automatically go through to the grand final round, which will be held at the beginning of next year with a draw for the five main prizes.

Wishing you plenty of rest and a very pleasant time off!

Obsah

- 4 **Competition: Win with Live Foxconn**
- 15 **More generous X-DAY: supporting disabled children**
- 18–19 **What have 18 months with Covid brought us?**
- 20–22 **Satisfaction survey: Focus on salaries**
- 24–25 **Keeping up with the Foxconn groups**
- 29 **Look out, a zebra!**
- 30–31 **Get to know us**
- 34 **Enjoy your leisure time with ActivePass**
- 38 **When you're not in a singing mood**

We've launched our new website!

Foxconn Czech Republic can now boast a new website. At foxconn.cz you can now find a presentation of the company that is modern, eye-catching and uses video. It shows how the elements of our corporate identity can be combined with dynamically loading new content in Czech and English.

The website not only looks modern and fresh; it is also optimised for all devices and browsers in use today. The site is designed to be responsive, meaning that it can be viewed with no difficulties on any laptop or desktop PC, as well as on smartphones and tablets. Emphasis has been placed on the graphic design, as well as on the site's clear and logical layout with up-to-date content. The new site presents our

company as a strong, stable and responsible employer in two regions. It also features information about our key businesses, our policy and rules for suppliers. The website provides contact information for suppliers and great care has been taken to create a subpage for job applicants seeking work at our company. ■

Text: **Pavel Kožený, PR and Communication**



Calendar of events for June, July, August and September 2021

28 June

Help Day volunteer event, supporting the **Child and Horse** association in **Miskovice near Kutná Hora**. The association was set up to provide hippotherapy, equestrian sport for children and ecological education. A total of 10 volunteers help out cleaning the stables and runs, and repairing and washing the fencing.

7 July

D group is launching production as part of the Anemoi project. The first wave will see work start on the production of ACCY printer accessories. And from 22 July we'll be starting to manufacture the printers themselves.

30 July

This is the closing date for **sending answers to our competition question** from this issue of our magazine, giving you the chance to win attractive prizes worth a total of 60,000 CZK!

1 July to 15 August

This is the date for personal meetings between IL employees and their superiors, with an evaluation of their performance and development targets within the framework of PMGM (Performance Management), phase T2.

7–15 August

Enjoy the 5th annual popular **Pardubice Sports Park in Na Špici park**, where Foxconn will of course be. Our company will be the general partner of the event for at least the next three years.

22 August (8.00)
to 23 August (4.00)

Regular shutdown of IT systems – complete unavailability of IT services provided by the Software Delivery and ICT departments.

First half of
September

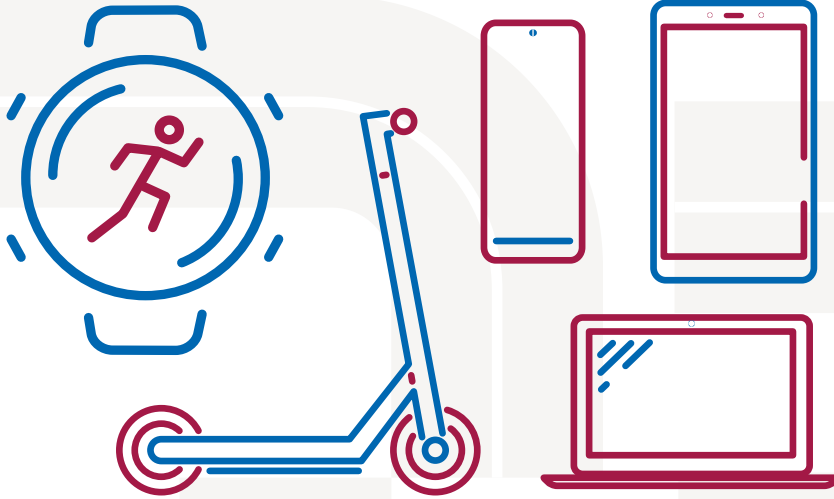
Help Day volunteer event: Our employees will be volunteering as part of the event **“A Fun Afternoon on the Farm, or Volunteers for Children”** at the Apolenka hippotherapy centre and riding school in Pardubice.

18 September

The popular children's event – **Children's Super Day at the Race Course in Pardubice**. And Foxconn will be there, as the main partner of the event. Come along and enjoy a day with the family.



Win prizes worth a total of 60,000 CZK with Live Foxconn



Topic of the 2nd round: Degrees

The first attempts to measure the temperature of the air were made back in mediaeval times by Hero of Alexandria, and these were followed up by a number of people. Attempts to build a device called a thermoscope were made by figures such as Galileo Galilei and the Duke of Tuscany, Ferdinand II. Measuring devices began to appear from the 16th century. In the mid-18th century the measurements were named after Anders Celsius. This Swedish scientist created a scale with one hundred degrees. On the original scale, however, you'd find boiling point at zero, while freezing point was then set at +100 degrees. It was turned around to the scale we have come to know by the scientist Carl von Linné.

And, as soon as something can be measured, it can also be compared. Thanks to this we now know that the coldest ever day in our country's history was on 11th February 1929. In Litvínovice near České Budějovice the thermometers recorded a temperature of -42.2 degrees Celsius. That year, blizzards, snowdrifts

and an unprecedented winter paralysed rail traffic and the Vltava was covered with a metre-thick layer of ice. The whole of Europe was shivering in the frosts. The canals in Venice turned into skating rinks and at Šibenik in Croatia, even the sea froze over.

Many of us, on the other hand, will remember the highest temperature every recorded in this country. In Dobřichovice near Prague the thermometers showed 40.4 degrees Celsius on 20th August 2012. However, you'd find it even more sweltering in the hottest place on Earth. In Death Valley the 1913 record still stands, when scientists recorded 56.7 degrees Celsius.

And degrees are related to the question for the 2nd round of our all-year competition: **Do you know the optimal temperature for lavender to spend the winter?**

We'll give you a hint! Have fun looking for those purple-and-blue fields and the answer will be as close as this summer. ■

How to compete

Send us your answer using the form at www.foxconn.cz/competition by **30th July 2021**.

From all the correct answers we'll draw three winners, who will receive some useful household supplies after the end of the 2nd round of the competition. They will also go through to the final round, in which a draw will be held to find the winners of the five main prizes at the beginning of 2022. The number of rounds you enter from the total of 4 during the year is how many times your name will appear in the grand final draw. Enter all the rounds and multiply your chance of winning!

Rules

Entry in the competition is free and voluntary. The competition is open only to Foxconn employees, who can only enter each round of the competition once.

By sending in your competition answer you consent to allow us to process your personal data and undertake to comply with the competition rules. Those rules and information on the processing of personal data can be found on Foxportal: Department / PR and Communication / Documents and templates for download and at www.foxconn.cz/competition.

Our nose is to blame

Some people think of it constantly. Others don't notice it during the day and take it as a habit. We're talking about food. What about you? Do you look forward to when you can head off to lunch? Or do you just wolf down what's in front of you and then move on to the next activity?

Whatever the case – food is an inseparable part of each of our lives. Even though wise Hippocrates did once declare: “Eat to live. Don't live to eat”, this would be a boring code to live by. After all, the world of food is fascinating in so many respects. Don't believe us? So here are a few examples... ■



It's our nose that makes food taste the way it does. Our brain distinguishes up to 90 % of tastes from smells. People who have lost their sense of smell don't appreciate the taste of food. Just remember the film Šakalí léta (Big Beat)...



Ancient Rome experienced its golden age when the best sauces were being cooked. One of the best chefs was Apicius, who wrote the oldest preserved European cookbook and became famous for his sauces.



The first preserved records of sweet treats come from Egypt from the year 1400 B.C. Back then, people used to prepare sweet tiger nuts, which were sticky balls made from honey, dates, sesame seeds and almonds.



Honey is the only natural food that never goes off. It has been proven to last 3,000 years. And this long shelf life is shared by all products that contain it – such as gingerbread.



Chocolate was used as a currency. The ancient Mayans never invented coins and therefore used cocoa beans as currency. They were even accepted by the Spanish conquistadors. Unlike metal coins, the Mayan cocoa currency had a short lifespan, which did not pay off for civilization.



People used to think that tomatoes had healing powers. Physicians therefore used them to make medicines to treat digestive problems. And it was these medicines that led to the creation of mass-produced ketchup.



The first taste of food grown entirely in space was enjoyed by American NASA astronauts on 10th August 2015. The crew was served up a plate of lettuce, which had taken 33 days to grow under LEDs on the International Space Station.

Who cooks for us? **Aramark!**

Providing high-quality yet affordable all-day catering for all our employees is one of the most important benefits offered by Foxconn since it first began here in the Czech Republic. As we care about your satisfaction, Foxconn has taken on a completely new catering supplier, Aramark.



However, when presenting our new catering supplier, we first need to go back right to the beginning. In 2019 our company held a satisfaction survey, which showed that 97 % of our employees were unhappy with the size of the portions they received and the quality of the ingredients used in the company's canteens. As your satisfaction is important to us, we decided to select a new catering supplier. And the quality of the ingredients and larger portion sizes were the main criteria in the selection process.

Why Aramark

We are delighted to welcome Aramark to Foxconn. The company, which has operated in the catering field since 1936, will soon be celebrating its 30th anniversary here in the Czech Republic. Its principal clients, besides many others

such as Škoda Auto and the Army of the Czech Republic, include a number of hospitals and public institutions. For many years now Aramark has also worked with some renowned expert nutritional specialists and chefs and its employees regularly undergo training in new skills. We are glad that we too can now enjoy the services offered by Aramark, which have won a number of prestigious awards.

Checking the quality of all meals

What's required for food to meet the stringent hygiene conditions stipulated for the storage and consumption of foodstuffs? Most of all, a professional approach involving the quality of the services provided being regularly assessed by both Aramark and Foxconn. Therefore, every day the people responsible check to ensure that all the

meals served are in line with the recipes, are prepared using high-quality and approved ingredients and, when served, the dishes correspond to what's listed on the menu. For this reason meal orders, temperature, the weight of meat and side dishes and many other parameters are monitored on a regular basis. All this information is then carefully evaluated.

Let us know how you like the food

The most important thing of all is our employees' overall impression of the meals and how they are happy with the quality. So, we appreciate your feedback – either through the voting terminal, sent to the people in charge of catering or given in person to the Aramark manager, who is available at all serving times. Your comments and suggestions will be carefully analysed



and the information from the voting terminal is used as one of the bases for preparing future menus. For these purposes catering committees are organised several times a year in Foxconn, where representatives from all the divisions openly discuss the standard of catering. And we strive to take any new requirements you propose into account.

Even so, if you have been served a meal in the canteen that does not meet the basic requirements – temperature, weight, or whatever – you should promptly report it to a member of the Aramark staff, as the firm is ready to deal with any claim immediately. If your complaint is justified, you are of course immediately entitled to a new meal.

Price changes – why has this happened?

As you might have noticed, the price of meals has increased as the quality of the ingredients and service has

improved. Prices have remained the same in Foxconn for 8 years now, yet the price of ingredients has risen considerably since then. In order for us to be able to offer you the quality you deserve, we've had to increase the price of meals. However, in the satisfaction survey as many as 81 % of employees stated that they would be willing to pay an extra 20 CZK if the catering were improved. And we definitely haven't increased prices beyond that.

What changes has the new supplier brought? Interior and new technologies

The serving areas now have a new layout and branding. The coffee, the screen above the serving counter and the PIZZA oven are also all different. And Kutná Hora also now has new bar counters.

Range of meals

The change to portion sizes will minimise the amount of unused

ingredients and unserved meals. It will now be easier to estimate the numbers of meals prepared and served.

New faces

Aramark has 30 employees in Pardubice and 26 in Kutná Hora. The staff have completed the training and placement phase, so each employee now has their regular workplace.

Want to know more?

Detailed information about the prices and weights of meals can be found in the canteen and on Foxportal. You can also find a list of allergens, frequently asked questions and the contact details of the person in charge of catering.

Catering is an area which involves everyone in its final form. So, we're looking forward to all your suggestions and comments. And bon appetit! ■

Text: **Barbora Lukešová, Romana Hašlerová and Petra Kubičková, HR team**



Your “faves”

You’re sure to have noticed the voting devices by the place where you leave your meal trays in the two canteens in Pardubice and Kutná Hora. Since mid-May you’ve been able to use them to rate the meal you’ve just eaten. What have we learned from them?

Both devices, as well as the Aramark internal system, provide us not only with data about your meal preferences, but also tell us how satisfied you are with particular dishes. Even though we only had 14 days’ worth of data when this article was written, we can still present several interesting facts and figures.

TOP 5 according to the number of portions eaten

What meals have been the most successful and have been ordered the most often?

1. Pork schnitzel with potatoes
2. Fried cod with mashed potatoes
3. Asian pulled pork baguette
4. Spaghetti Bolognese
5. Cheese pancakes with dill dip

Top-rated meals

We were also interested in what you thought of the individual meals. The top-rated meals proved to be those in the premium range under the name Bowl or Gourmet. The meals were graded like at school – from 1 to 5, with 1 being the best.

From your responses we also know that you enjoy the mashed potatoes made entirely from fresh potatoes, as well as the bread and potato dumplings made right here in the kitchen.

Take a look at a few cases:

- ▶ Greek bowl (from 15 May / rating 1.9)
- ▶ Roast beef, chimichuri salsa, roasted grenaille (from 25 May / rating 1.3)
- ▶ Arabic bowl (from 18 May / rating 1.3)
- ▶ Scandinavian bowl (from 20 May / rating 1.6)
- ▶ South American pork neck steak in BBQ marinade, jasmine rice (from 21 May / rating 1.8)
- ▶ Turkey schnitzel in panko breadcrumbs (from 26 May / rating 1.6)

From your responses we also know that you enjoy the mashed potatoes



made entirely from fresh potatoes, as well as the bread and potato dumplings made right here in the kitchen. Many of you also praised the authentic taste of the soups, which is down to the fact that the broth is made from bones, meat and vegetables.

Your ratings are regularly assessed and taken into account when preparing the individual dishes. So, don’t hesitate to keep on voting. Every bit of feedback counts! ■

Text: **Lenka Brychtová, PR and Communication, and Jiří Jaroš, Aramark Regional Director**

Betting on freshness and local suppliers

In May we became the new company catering provider for Foxconn. Have you tasted our food yet? Our priorities in Aramark are fresh ingredients, proven local suppliers and collaboration with leading experts. This is why our services are sought after by prestigious clients ranging from multinational firms to hospitals and public institutions. And Foxconn is now one of them.



Gastro trips

Variety is important in flavours. And we serve it up in an entertaining form. Our menu regularly includes themed concepts such as retro cuisine, a taste of the exotic or meals inspired by famous films. So, not only can you enjoy a good meal, you can also broaden your horizons!

What you can choose from

We're sure you'll always find something to suit your tastes on our menu. Whether you love traditional Czech cuisine, Italian pizza and pasta,

Did you know that when using local products your carbon footprint is reduced by up to 30 %?

like to try something new, or prefer vegetarian dishes, we have plenty to offer. The Premium range of meals is prepared by our team using less available or more expensive

ingredients. Working together with the leading Czech nutritional expert Petr Havlíček we've developed a healthier concept, called Vitalfood. And as part of the Flying Chefs program you can see guest chefs from countries such as India or Japan in action.

From a Czech farm straight onto your plate

The products of Czech farmers are presented by the Farma project, as part of which we collaborate with farmers from all over the Czech Republic. So, from May to November you'll have vegetables and fruit from local farms on your plate. You can look forward to Czech cauliflower, cabbage, peppers, kohlrabi and more.

Are you interested in the ingredients used to prepare your lunch? Then you should definitely take a look at www.cestanatalir.cz. You'll find articles on the benefits of fresh food, interesting stories about family farms, recipes using seasonal ingredients and much more! ■

We're looking forward to seeing you in the two Foxconn company canteens.



Text: Petr Benda, Marketing Manager, Aramark

The king and his daughters, or How it looks in our kitchen

The hands of the clock are relentlessly approaching the hour. The uniforms are on, the caps are in place, the screens with the menu are switched on, and it's time to go! The hustle and bustle starts in the Foxconn Kutná Hora canteen as the clock strikes ten in the morning. The time has come to serve lunches for more than 1000 employees.



The working day started much earlier, however, for the head chef and his team of ladies. While at around five in the morning most of us are still fast asleep or making our bleary-eyed way to the bathroom, it's all go in the kitchen. A meeting is starting to discuss the plan for the day – how the ingredients are looking, what's to be cooked, in what quantities, who's responsible for what and things that can't be forgotten. Once the tasks have been handed out, it's time to get cooking. And like the hidden charm of a cacophonous rock concert, the kitchen

slowly begins to resound with the noise of pots and pans and other professional machines and appliances with tongue-twisting names. And, it also starts to smell incredibly good. All 20 employees work together as a well-coordinated team. After all, everything has to be ready by quarter to nine. Why so early? The cooked meals have to be revealed in all their glory – like real movie stars going to a photo shoot. They say that we eat with our eyes. And it's always easier to choose from a menu when you can see what you'll be eating. This means you

don't have to sneak a glance at the half-eaten steak on your colleague's plate on your way to the counter, but can take your time and see it properly on the screens.

Before it starts

At 9.25 the head chef summons everyone for a meeting. There's nothing to be lost by repetition, and so it's important to go over how the meals will be served. This is obviously nothing new for some people; they're perfectly familiar with their work. But the kitchen must be an

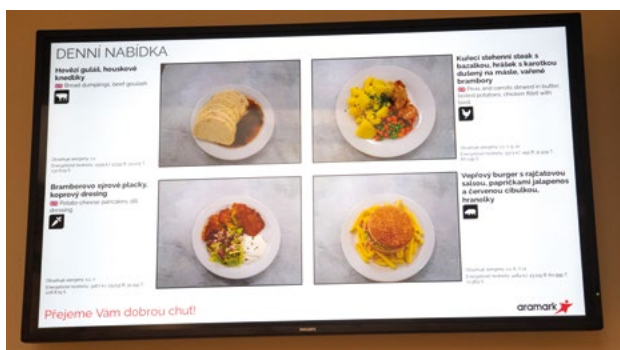
orderly and tidy place. If you've seen at least one episode of Yes, Boss!, you're well aware of this. But there's no comparison with the orderliness here in the kitchen in Foxconn, which has been run by Aramark since May. There's no need to shout at anyone or tell them off for doing something wrong. This kitchen is 100% professional and tightly run. If you've got the feeling that you have to keep to a thousand and one rules at work, you can double that number in the kitchen. It's not just

and a bite to eat, there's no chance of that here. Everyone has just a few minutes to change out of their cooking gear and into a clean serving uniform. This switching of uniforms is something that Aramark places great emphasis on – a clean and neat employee is a reflection not only on the Kutná Hora kitchen, but also on the dining experience as a whole. And then the time comes – serving starts. "This is the same every day," says head chef Milan Jiroš, adding: "We serve up the

5 minutes to wait for your pizza to cook. And just 30 seconds for a baguette. Admit it, wouldn't you like to have a machine like that at home?

22-hour cycle

After an hour or so the first wave of diners is starting to recede. The last few latecomers are still making up their mind about lunch, but by half-past eleven the bustle in the kitchen and the dining area has died down. The premises have to be disinfected. The only employees



about hygiene, but also about portion size, which the staff not only need to know, but have it etched into their memory. That's the only way you can serve up the right amount quickly and without having to think. "With some 250–300 portions they're never all going to be exactly the same, but my colleagues are experienced enough by now, so they're almost all close to the ideal," says head chef Milan Jiroš.

It's all go

But back to the kitchen. While we might start thinking of a bit of a break

meals, and I try to check everything from where I'm standing. I tell myself that I'm a kind of runner, racing around and lending a hand wherever it's needed." In the meantime, the canteen is starting to fill up with hungry diners, who are grabbing a tray and choosing what they fancy today. Will it be steak, or hamburger? Some people opt for the meat-free version. But, the eyes of the hungry diners are on two machines – the pizza oven and the baguette oven. The first of these in particular is a big hit – and no wonder, when it takes no more than

present at the safety staff, who circle around by the entrances with strict expressions, rather like alsatians guarding a vault. And the head chef and his assistants finally have time for a well-deserved breather. It's been tough, but there's still lots more work to be done. This was just the first of several serving rounds awaiting them today. After all, the kitchen operates 22 hours a day – it doesn't close until 01.00 a.m., by which time we are tucked up comfortably in bed. ■

Text: Gaja Koláčková, COT media

Petr Janoušek: Life's about overcoming obstacles

When you enjoy your work, it's fun. And after 23 years in the field chef Petr Janoušek really does enjoy cooking! He also enjoys managing and running the kitchen in Foxconn Pardubice, a job which involves a series of challenges. What is different about cooking 900 portions of food every day and what would he recommend employees to try?

So what should employees definitely try?

In Pardubice we've started preparing meat that is roasted overnight. That means it roasts for a full 16 hours, making it tender and beautifully juicy. At the moment, for example, I'm preparing beef neck, which we will be serving on mushrooms with cream sauce and Carlsbad dumplings. It's a great meal, so I'd be very pleased if everyone were to try it.

What do you think about your meals being rated on a daily basis?

Ratings are very subjective. We all know that. People might be having a bad day, or perhaps something hasn't gone well for them, and that can all easily be reflected in the rating. I therefore try to improve people's day through food. When I used to work in restaurants and an annoyed guest came in for a meal, I'd always say to the serving staff: "Wait until he's eaten! You'll see how he changes." And in 90 % of cases, after his meal that person would start smiling and be in a better mood. Obviously we don't ignore ratings; they are a certain indicator – such as about what meals

employees enjoy the most. Chefs also need motivation in order to cook well, but in the kitchen we ourselves know when a meal has turned out well. I taste it, too. And if it's good, that's the way it is, regardless of what rating it gets.

How is company catering different from cooking in restaurants?

Primarily in terms of the quantities. The actual cooking process is the same. You do it with love and you want to offer people the best – it's just that there are a lot more portions. So, the actual team is a bit more important with company catering. The work has to be better organised and the team has to work well together. Here in Pardubice I have nine people working under me, who alternate on morning and night shifts. That's another reason that organisation is so important – so that people don't have to spend the whole day in the kitchen. We all need some time to get away from work and relax. And we also have to think about how the food looks. After all, people also eat with their eyes, so they appreciate a variety of colours. That's why we have screens showing our menus and we take photos of the meals every day.

Do you have the chance to influence the menu in any way?

Aramark is a big firm, so the menu is set on a central basis and we have the same meals in Pardubice and in Kutná Hora. As chefs, we don't have any say in the menu, although I am sure that in the future we will also get to contribute our ideas to what goes on the menu. But it's set up well at the moment. Every day we offer healthy food, more vegetables and larger portions. There's also a much wider choice, so I'm happy with it in this respect.

What type of cuisine do you most enjoy cooking?

I really enjoy modern Czech cuisine. Modern in the sense that they are classic Czech dishes, but served up on the plate a little differently to how we're used to. And then there's Asian cuisine – Thai, to be precise. I discovered that when we were on our honeymoon in Thailand and was impressed by the incredible diversity of flavours.

What actually led you to become a chef?

I'd always wanted to be a hairdresser or a painter – not like a decorator, but an artist. Being a chef was my third



choice. I enjoy creating something... Then I thought to myself that people will always want to eat, so eventually I decided to take up cooking, as it offered a job security. And, looking back, I can say that I did the right thing. I still enjoy my work, and it's even a hobby of mine. When I have a free day, I cook up something tasty and take pictures. I like sharing my meals on Facebook and Instagram. When something turns out well, I want the world to see it.



Petr Janoušek

Head of the Pardubice kitchen since mid-May 2021. He comes from the town of Nasavrky in the foothills of the Iron Mountains. After stints as a chef in various Czech towns, where he gained not only culinary experience but also kitchen management skills, he and his wife and six-month daughter recently found a home in nearby Kostěnice.

How long have you been cooking?

Since 1998. I started my apprenticeship in a roadhouse in Slatiňany, where I spent 2 years and probably picked up most of what I know about cooking. That's because there I had to cook according to set recipes and I tried absolutely everything. In my third year I then cooked dinner in a restaurant in Trhová Kamenice. This made me more independent and I had more responsibility. After finishing my studies I went on to try lots of things – cooking on a cruise ship, in restaurants, in modern catering operations... I also worked with the famous chef Jan Kvasnička at Karlstein. That is probably when I gained most experience in the work – not only cooking, but also running a kitchen and managerial skills. After some time, however, I and my wife wanted to move back to be closer to family. And by chance I got the opportunity to open a hotel in Holice, which is not far from Pardubice. It was a great challenge for me. I went around the building site with a helmet on and

I put my team together, which I headed for 5 years.

Have you got a dream in life?

One day I'd like to have my own small bistro, which I'd run with my wife. I'd like to have our faithful clientele, guests who would keep coming back to the bistro for its friendly atmosphere. Everyone would know one another and would be more like friends than guests. I'd like to offer just a few meals preparing using fresh, quality ingredients. It wouldn't have any particular style or theme. Basically, I'd like to cook whatever comes into my head in the morning. And mainly using seasonal ingredients.

What else do you enjoy besides cooking?

In my spare time I like riding my scooter. At the moment I just have a underpowered 125, which I call the "pioneer". But it's a great way to feel the breeze on your face. In the future I'd definitely like to get something more powerful. I've always liked enduro

bikes, which you can ride cross-country or in the forest. I like travelling too, so that would be perfect for it.

If you like travelling, which countries have you enjoyed visiting?

I definitely had the most amazing time in Thailand, but it was too crowded for my tastes. That's why I probably liked it more in British Columbia, where we canoed down three rivers. That was a fantastic experience. Canada is famous for its incredible scenery and the local people are really nice, kind and respectful. They live there alone in the forest surrounded by nothing but nature. That would really appeal to me, too.

What motivates you in life?

My family. Thanks to them I strive to keep on getting better. And besides them, I'm also motivated by life itself. I'm always looking for ways to better myself and move forwards. This means I'm always motivated by whatever I happen to be doing at that given moment. What's more, I'm an optimist, so even though I might have a dream that I haven't managed to completely accomplish, I don't let it get me down. When life puts obstacles in your way, you have to overcome them and keep moving on. And that obstacle must make you stronger every time. That's my approach to life. ■

Text: Gaja Koláčková, COT media

More generous X-DAY: supporting disabled children

The biggest charity event, Foxconn X-DAY, is even more generous than usual this time. A record number of applicants from various fields signed up for this year's event and one special group was made up of disabled children. As the panel of judges was unable to decide which of the stories was most worthy of support, Foxconn gave out 50,000 CZK amongst all the disabled children above and beyond the scope of the competition.



I want to get on my feet

Fourteen-year-old Nicky Novotný fell ill four years ago and since then has been in a wheelchair, diagnosed with a spinal cord infarction. He is fighting the illness by doing exercises and his health is improving. Thanks to costly treatment abroad Nicky is now able to walk short distances only by using crutches. The aim is for Nicky to be able to put his wheelchair aside completely. Funding from Foxconn will help achieve this, especially for injection therapy in Egypt, Slovakia and in Klimkovice Sanatorium.

Physiotherapy for Miška

Eleven-year-old Michalka Hlaváčková is struggling with health problems that first appeared when she was just six months old. Miška understands, but is unable to speak. She cannot walk, cannot sit without support and uses a special wheelchair to move around. She suffers from epileptic fits, twitches and insomnia. One great hope for improvement is a special therapeutic

program, which offers the chance that Miška will be able to sit up, speak, use her hands and, with time, perhaps even take a few steps. The more physiotherapy she does, the more progress she can make. However, just one week of this physiotherapy costs 20,000 CZK. The money from Foxconn will be used to pay part of the cost of her physiotherapy in 2021.

Little steps for Erička

Erika Beranová was born a healthy baby, but stopped moving after she was vaccinated. Since then she has travelled to Slovakia several times with her family to exercise. However, due to the high cost of the treatment, her family has no funds left for any other aids. Foxconn has therefore donated money to help buy a special chair, which is adjustable. It supports the child's torso, meaning that with a little table she can eat or do other activities. The funds from Foxconn will help purchase this chair.

Sledge for Miša

This year we also supported thirteen-year-old Miša, who is a huge ice hockey fan, but because of her disability hasn't actually been able to play. But that'll soon change thanks to Foxconn! And Miša will be able to ride out onto the ice with her new sledge hockey gear.



Para-dressage – Tereza and Erin

Tereza Dubcová is a gifted fourteen-year-old horse rider, with ambitions to complete in the Paralympic Games one day. She has been around horses since she was four, when she started hippotherapy, and eventually worked her way up to become the youngest para-dressage rider in the Czech Republic. The only thing that is holding her back is the lack of funding. This donation from Foxconn will help her prepare for the upcoming riding season. ■

Text: **Jakub Skyva, PR and Communication**

Ozone generators for a vaccination centre and hospital

Once again this year Foxconn is a partner for hospital staff in Kutná Hora. At the end of March our company was able to flexibly respond to the acute lack of respirators and also provided the hospital with considerable support in the form of ozone generators.



By donating 20 ozone generators Foxconn will be lightening some of the workload of the staff and medics that are currently working in testing centres, for example. The equipment will also greatly help out in the newly opened centre in the Gallery of the Central Bohemian Region. It was here that the symbolic presentation of the ozone generators took place on Wednesday 5th May. "A year ago we received the first generators from Foxconn. Back then we had no idea that owing to the continuing pandemic and the expansion of our premises we'd welcome further assistance in the form of 20

new devices," said Petr Geřábek, director of Kutná Hora Hospital, in praise of the long-standing collaboration with Foxconn. Besides purchasing these generators, at the end of last year Foxconn also helped out the Barbora Home, for which it purchased a thermal camera. It has also long been involved in the transport of medical material and during the biggest shortage it donated several thousand respirators to various facilities. ■

Text: Pavel Kožený, PR and Communication

Ozone (O₃)

is able to disinfect a wide range of water and air pollutants. It works to kill fungi, bacteria and viruses. However, because it rapidly decomposes spontaneously when in contact with oxygen, it cannot be stored and must be prepared on site in ozone generators.

Hundreds of respirators for organisations in Pardubice

The town of Pardubice handed out 3,000 respirators from Foxconn to four schools and medical facilities. The protective equipment went to places that receive no supplies from the state.

The elementary art school in Havlíčkova ulice received 900 respirators, and the same number was given to the elementary art school in Lonkova ulice. Others were donated to non-state medical facilities – 700 respirators went to the Lentilka Integration Nursery and Rehabilitation Centre and 500 respirators were given to Ratolest, an organisation that provides care and curative physiotherapy for children. "Thank you to Foxconn for this support. We are helping out in those very facilities that the state forgot when distributing protective aids," said Deputy Mayor for Education Jakub Rychtecký. Our company has plenty of supplies, so we were glad to donate respirators to where they were needed. ■

Text: Pavel Kožený, PR and Communication



We enjoy helping out

Even in recent months we've still been busy helping others. Thanks to our colleagues from D Group we had the opportunity to donate 18 older laptops to children from disadvantaged families, to make distance learning easier for them. The equipment went to four organisations in Pardubice that work closely with this target group.



For the animals

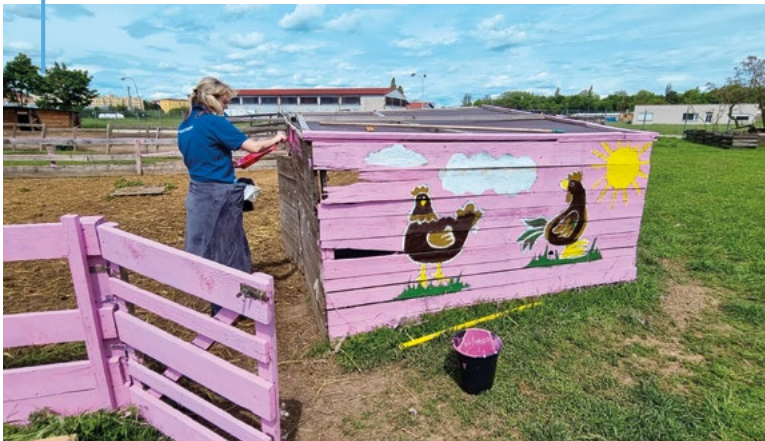
Then, in May, 7 of our employees participated in the Spring Improvements to the Fairy-tale Garden event organised by the Šumák association, which helps abused and abandoned animals and promotes a sustainable lifestyle. We really enjoyed this day that we spent together painting the fencing for the animals.

For live

And May also brought new members to the "Foxconn" family of blood donors.

We are delighted that 42 new people signed up in response to our call as part of World Health Day. This result confirms that we really enjoy helping others. So, in May a total of four donation days were held at the hospitals in Čáslav and Pardubice. We hope that our colleagues will continue in this good cause and will help to further increase the number of blood donations from Foxconn employees. Many thanks to all volunteers and colleagues from D Group. ■

Text: Radka Svobodová, Compliance Office





What have 18 months with Covid brought us?

More than a year ago many things changed. One day the entire world seemed to come to a stop and health became the priority for us all. Yet we faced up to this new challenge with determination – not to reduce the quality of our services, not to disappoint our customers and particularly to keep our employees safe. So, for many of us, our homes became our offices. What did we learn as Foxconn during that time and what positive things have home office work brought us?

Home office was officially introduced in Foxconn on 13 March 2020. Between then and April 2021 we all spent an incredible 896,796 hours there altogether! During that time 1,321 employees tried it at least once. While some teams worked completely from home, others took turns in two groups, which did not meet each other. This year we spent the most home office hours in March. Every day an average of 581 employees worked from home, spending a total of 111,902 hours on their tasks.

Online meetings

However, we soon began to miss meeting our colleagues in the office, getting together over a coffee in the kitchen, normal conversations about what we did at the weekend, or simply saying some very common sentences: “Sorry, I’ve booked this meeting room”. So, we decided to establish contact with the team and colleagues throughout the company, at least online. For a team to work properly it is important not only to have a common goal, but also good relations, a sense of

community and communication, which doesn’t just have to centre around work.

How it went working from home

“In the SWD team we used Confluence, one of our platforms, via which we shared photos from our holidays and from our home offices. During the course of the year we also used to share experience of how to keep motivated when working from home. And one of the most interesting experiences, which we enjoyed with our vice-presidents,

For a team to work properly it is important not only to have a common goal, but also good relations, a sense of community and communication, which doesn't just have to centre around work.



was an online wine-tasting session. And when Christmas came and we knew we wouldn't be able to meet in person, we organised a virtual Christmas party," says Tereza Bartošková from SWD, describing how things went remotely.

Remote connection

At Foxconn we mostly used a VPN remote connection for working from home. In mid-April this year 1,254 employees had a VPN enabled, roughly four times the number a year before. Besides the fact that the capacity of this connection had to be increased as so many employees switched to home office, the permitted connection length also had to be extended. And another provider was added via the T-Mobile internet connection – Edera.

Online training

The activities of the training and development team have also had to go virtual – including soft skills training and workshops. However, this meant that

colleagues from Kutná Hora and Pardubice could also attend, including female co-workers with children, who don't have much time to spare. In this regard we've also enjoyed great success with the online education platforms Udemy and Seduo, which offer a wide range of different training courses, and were able to partially make up for the lack of attendance courses. External training suppliers also gradually adapted to the situation, customising their products for Foxconn and the online environment. This means that we now offer anyone interested the option to choose whether to take training courses online or, now, in person. In addition, we have moved some internal hard skills training courses to the virtual environment, such as training in the EISOD or Jira systems. And the use of our training module in myFOX has increased much more, too.

What feedback have we received from the actual participants? It's all been

positive! Everyone praised how well the online training went using interactive tools. "I thought the online workshop was excellent. It wasn't boring or monotonous, as I had feared. Just the opposite, in fact. Working in online groups and using those interesting tools was a nice change," said one of the course participants.

We're ready

Let's admit that the above activities can never replace the offices, kitchenettes and events held in the workplace. However, in recent months they've helped us to maintain that all-important team spirit. Do, we can't deny that thanks to them we're much stronger and wiser than we were a year ago. And we're ready for whatever new challenges might arise. Are you going to join us in facing them? ■

Text: Tereza Bartošková, Kateřina Imlaufová, Vojtěch Babka, Milan Víšek, Jan Chaloupka



Satisfaction survey: Focus on salaries

Although the first half of the year was affected by the coronavirus situation, that didn't stop us seeking ways and means of moving things forwards. So, within our project groups we organised meetings where we summarised successful activities, revised action plans and defined priorities for the coming months.

Our activities are still based on 4 main pillars:

- ▶ Career planning – offering you the potential to grow.
- ▶ Atmosphere – supporting the atmosphere in the company.
- ▶ Working conditions – improving the conditions in which you work.
- ▶ Salary assessment – making sure that you understand the salary you receive and feel motivated by it.

Salary adjustments

During the last few months we've seen what are obviously the biggest changes in salary assessments. Collective bargaining resulted in an increase in salaries for DL employees, by an average of 3.6 %. At the same time, roughly 400 DL employees working at the basic tariff have seen this class increased by 1 level. The aim was recognise the demands of their work and make the system consistent across all divisions, so that our employees are paid the same for similar work.

A pay rise was also negotiated for IL employees, at an average of 2.25 %. This now corresponds with the latest salary surveys and the average rate of increase on the labour market in the Czech Republic for 2021. Moreover,

One of our aims is for all our employees to understand how their salary is calculated, what affects it and what the individual components that comprise it are.

everything has been negotiated with regard to the expected economic trend and the situation on the market.

Do you understand your salary?

One of our aims is for all our employees to understand how their salary is calculated, what affects it and what the individual components that comprise it are. This might not be completely clear, especially for foreign employees. Therefore, at D group we are preparing pilot training for DL employees, focused on explaining salaries, pay slips and also on the shift planning system, holiday leave and what to do in the event of incapacity for work. We are looking forward to starting this training and in the future will be expanding it to other divisions.

Hard skills for managers

We also take managers into account in our activities. Besides the leadership programs, which are held at various levels of management, we are also working on ensuring that new managers have all the information they need to lead their team. They can obtain this information through e-learning and attendance training courses with an instructor, focusing on key skills and expertise. During these courses managers learn more about the rules and principles of remuneration, for instance, as well as the basics of labour law, employee recruitment and the evaluation system. Existing managers may also sign up for the individual parts of the training and development program.

We regularly share news and the activities we are working on not only in Live Foxconn magazine, but also on Foxportal, under the section devoted to the Satisfaction Survey or in the Articles section. Keep checking us out, so you don't miss anything! ■



Průzkum spokojenosti
zaměstnanců

Text: **Kateřina Imlaufová, HR Specialist**

The changing face of the Working Environment

For more than a year now, as the main team responsible for the Working Environment program, we have been striving to raise standards so that you can enjoy an ever more pleasant working environment. We've come a long way since then and the time has now come to pass the tasks on to the new coordinator.

Recently the main team has been working on a process enabling it to systematically process all your comments and suggestions. This has led to the need to find a new guide through the area as a whole. This role will now be taken up by the HR department – specifically Pavlína Šprachtová, who will become the Working Environment Coordinator. She will gradually be keeping you informed about the above process, which you can expect to see introduced soon.

As the main team we'd therefore like to thank the implementation, key and divisional teams and everyone else involved with this program. Big thanks also go to the program guarantor Nicky Monaghan. We wish Pavlína Šprachtová all the best in her new role!

Besides this change, we also have a fair bit of news about projects still being handled by the main team. What progress have we made?



The toilets are finished

One long-term plan has been completed – 16 toilets (8 women's and 8 men's) have been refurbished in building P1. As part of this work we have also succeeded in building a new wheelchair-access toilet by the cloakrooms, where the M2C cloakroom by Nagano was originally situated. All the refurbished toilets are now up to our company's high standards.



The corridor by the Big Office has changed beyond recognition



The new meeting room in the Kutná Hora AWS division



Employees at the Outbound Logistics office now have new facilities

Reception in Pardubice

After Kutná Hora, the Pardubice plant also now has a new reception area. The reception now meets the requirements of the modern corporate environment and the standards of our company and is designed in the style of our corporate identity. We see the modern look and practicality as a step forward, not only for us, but also as a means of presenting the company to our visitors. We hope that you like the new reception area.

Corridor to the Big Office

Want a refresher on our company values, production milestones, the products we manufacture, or the importance of sorting waste? You can find all this information in the new corridor leading to the Big Office. And if all this information makes your head spin, you can take a rest on the company benches.

Reconstruction of the Outbound Logistics office

The Outbound Logistics office at the Kutná Hora plant has recently

undergone reconstruction. The main aim was to build facilities for employees where they can heat up or eat their own food and wash dishes. A partition inside the office has created a kitchenette, where the floor has been deep cleaned, the walls have been painted, the corporate identity is in place and the furniture has been changed accordingly. The office is now fully functional.

Meeting room at AWS

The motivation behind building a meeting room at the AWS division in Kutná Hora was to provide space for our colleagues from Test Engineering, who meet up here to resolve the implementation of new diagnostics and associated problems. The meeting room is thus part of their laboratory. Although it is now fully functional, it still doesn't have a name. Have you got any ideas for a name for our new meeting room? Send your suggestion to Jiří Sochor at jsochor@cz.foxconn.com.

Completion of the LEGO project

The year 2021 was a huge success as far as project history is concerned. This year the NWE manufacturing division completed the comprehensive LEGO project. The complete reconstruction of the manufacturing premises, including the manufacturing technologies, took a whole five years. And it is thanks to this systematic approach, where the individual parts of the project were stacked like a cube on a cube, that the world famous building block manufacturer lent its name to this project. The automated production, the modern working environment and the overall look have generated positive feedback throughout the entire manufacturing unit. It's not for nothing that they say work here is well rewarded. ■

Text: Main Working Environment team

Newly opened car park at Zámeček

The end of May this year saw the completion of the planned construction of the car park at the Zámeček site, with a total of 162 parking spaces, 2 of which are for disabled vehicles.



The construction of the car park also included modifications to the transformer station, which has received a new facade and roof. We took advantage of its capacity and position by the car park to build infrastructure for the future installation of 6 charging stations, which will be capable of charging up to 11 electric cars. For the sake of convenience a pavement has also been built along the north side of production hall Z2. This will be used not only to access the car park, but also to make it safer for pedestrians to move between the west and east sides of the site.

Entry and exit rules

The car park at the Zámeček site is solely for employees who work there permanently. The car park is entered and exited through the GATE 4 gatehouse. Upon entering, drivers are obliged to stop their vehicle in front of the entry barrier. The system automatically reads their licence plate and once approved, the vehicle is automatically admitted to the site. The vehicle may only contain the driver; employees who are passengers must exit the vehicle and enter the site in the standard manner through the gatehouse.

When leaving the car park, drivers are obliged to stop their vehicle in front of the gatehouse and allow their vehicle to be checked, after which they are permitted to leave. There are traffic signs regulating the movement of vehicles around the Zámeček site. The entrances to the car park are on the north and east side, while the exits are on the south side. All thoroughfares in the car park are one-way and traffic regulations apply. ■

Text: Filip Holanec, Facility Management department, and Petr Anton, Security team

The Polygon is getting greener

Last year, as part of the “Don’t be lazy and go green” scheme focused on improving the environment at the Pardubice site, we planned to plant several trees. And get you – our employees – involved in planting them out and brightening up the area. However, owing to the pandemic we had to postpone our plans to redevelop the area, but the right time is now here.

And the amount of interest you’ve shown is huge – surprisingly so. This has meant that the scheme has been put off until the pandemic restrictions are not as strict and you’ll be able to get involved without having to worry. So, at the moment we are intending to plant 20 trees in the Polygon site and in other places at the end of summer and in early autumn. In the future we then want to add more greenery, so each division will get the chance to plant “its tree”. To avoid any confusion, we’d like to ask the



This year’s plan is to plant 8 hornbeams, 9 cherry trees and 3 fir trees

individual divisions to choose a representative to communicate with us and plan possible planting dates. For further information please contact Ondřej Slavík from the EHS department. ■

Text: Ondřej Slavík, Team EHS team



Keeping up with the Foxconn Groups



Stephen McKenna

Vice-president and Executive Director of F Group



Keeping up

In the coming months you'll be seeing several major changes in the layout of the Middle Hall. The main reason for these is the installation of new lines, which will enable us to expand our assembly operations. The lines will be launched in the second half of this year. The Engineering teams are currently completing the final drafts of the changes and work will soon start on the installation of the lines.



Number of the quarter

Division Data Centre Networks (DCN), headed by Jacques Maries, is continuing to grow. It has two customers (Broadcom and Pure Storage) and the products we manufacture for them are very similar. They are high-performance storage facilities for data centres. We started doing business in this area back in 2008. Since then, we've seen more than 40% growth in some products and with Pure Storage we have succeeded in obtaining a contract for a new product, which we will be starting to make in the next few months. This has meant that in May our Pure

Storage operations were moved back to the original DCN premises in building Z1. This gives both customers space to grow further. Thank you to everyone who has played a part in this success and in keeping our customers satisfied.



Keeping up

When I think about the problems we've had to cope with in the last few months, it's incredible how well we're doing. The pandemic has hit our group hard. For three weeks we had to operate with limited capacities, as the global shortage of semiconductors affected our productivity and our ability to carry



Nicky Monaghan

Vice-president and Executive Director of D Group



Keeping up

I'd like to start by praising the efforts of the team preparing for the launch of printer production (the "Anemoi" project). The new few months will see the installation of the production facilities, pilot production and testing the IT setup. That's great news, as the project will help us to diversify the portfolio of products and services we offer to our main customer. The laser printer market is booming – it is growing twice as fast as the ink printer market. Individuals and companies are taking advantage of

 **We hear you**

The Covid-19 situation continues to improve and the vaccination program is well under way. As a result, we've started to change and ease up on certain measures that we introduced in the past. As you're sure to have noticed, we've gone back to using disposable face masks, which are more comfortable than respirators. Things are changing quickly, but we're ready for that, and I believe that in the next

few weeks and months we'll be able to get back to our normal work routine.

 **We are interested**

I personally am very interested in the declarations made by our head office concerning the Foxconn's development and partnerships in the automotive industry. This sector will be seeing some significant changes in the coming months, as how cars are designed and run becomes

ever more dependent on electronics and software. We can imagine the cars of the future as "smart-phones on wheels". So, it should come as no surprise to us that Foxconn will soon become an important player in the automotive industry. ■

out orders in time. Not to mention the ship that got stuck in the Suez Canal, holding up shipments from Asia! But we coped with everything well. The number of absences has fallen, our capacity has increased and we're ready to see supplies of material improve. Finally, we succeeded in fulfilling our quarterly plan well in advance and our customers were extremely pleased.

managed to refurbish is in DCN in building P3. Jacques Maries and his team are working on this, however, so the alterations will soon be complete. Although we'd like to welcome our colleagues back into the offices, we realise that the pandemic will have a long-lasting impact on how we work. so, we have created a scheme for working from home, which will affect the amount of time spent in the office. We estimate that only 80% of all IL employees will be in their offices at any one time. The reduction in the number of desks will enable us to make better use of the space for meetings.. ■



Allan Keown

Vice-president and Executive Director of G Group

 **We hear you**

We are continuing to improve our working environment. In G group the finishing touches are now being made to the Cisco Office. The only office we haven't yet

the efficiency these machines offer for large printing jobs. We hope that this vibrant and growing market will provide us with an opportunity for the long-term development of our group and will enable our employees to advance in their careers.

results will help us to understand how we can adapt and improve in order to go on achieving great results. As soon as we know more, we'll be keeping you informed and will be using your feedback to further improve our company's standing. After all, firms that focus on their "health" outstrip their competitors. And that's the goal we want to accomplish in line with our corporate vision.

decreasing in recent weeks while the number of vaccinations is increasing, we continue to appeal to our employees to take care. Although the current figures are the lowest since October 2020, they're still higher than last spring and summer. Owing to the new mutations of the virus there is still the risk of a fourth wave of the pandemic. So, please remain cautious and follow the hygiene and other rules for wearing respirators and social distancing. #StaySafe ■

 **We hear you**

I'd like to thank more than 250 employees of D Group, who took part in the Organizational Health Index (OHI) survey in April 2021. Your comments will now be analysed by an external firm. The

 **Our reminder**

As the number of people infected and hospitalised has been



Funovation Week is back!

After the forced break caused by the coronavirus pandemic, Funovation Week will be held again this year. While previous years, which resulted in a number of successful improvements and savings, involved the whole firm, students from Pardubice secondary school and university will now be joining the ranks.



Tereza Slavíková



Tomáš Nývlt



Pavlína Matějková



Radek Cerman



Tereza Bartošková



Milan Valda



Petra Havlíčková

This year's event will be prepared by a team of 7 people comprising representatives of the individual divisions from Pardubice and from Kutná Hora. Ideas for innovations or technologies that will simplify our work, save time or money or help to improve the atmosphere in the company or in the town will be implemented from 8th to 12th November 2021.

Previous Funovation events have resulted in lots of great improvements, which we have implemented across all Foxconn departments. Let's take a look back at some of them, together with their benefits.

Starting work is a piece of cake

- ▶ the start of work has been improved and simplified for new employees

- ▶ orientation in the company environment is now simpler
- ▶ getting to know Foxconn is now an entertaining experience
- ▶ modern presentation of the company
- ▶ employees adapt through a virtual environment

SAP Vendor Master Data Digitalisation & BOT

- ▶ up to 460 hours saved per year
- ▶ "paper-free" and environmentally-friendly approach
- ▶ there is no longer the need to chase down signatures
- ▶ avoidance of tax penalties

Financial reconciliation made easy!

- ▶ fully automated financial reconciliation of receivables

- ▶ reporting during the close of the period in SAP
- ▶ increased efficiency and control
- ▶ time saved due to the elimination of manual data entry

Bifrost

- ▶ saving time and streamlining the work of the engineering/test team
- ▶ reduction by 150 scans per rack
- ▶ optimisation of testing

Send us your proposals

Have you got an idea but are keeping it under wraps? Don't let it go to waste. You can now register your improvement suggestions at funovation.cz.foxconn.com.

We'll be telling you how Funovation Week 2021 went soon. ■

Text: Tereza Bartošková, organisational team



We've launched the Elisa customs system

March this year saw the launch of the Elisa customs application, which completely replaces the CAIS, which had been in use for 19 years. The new web information system now handles the complete customs declaration process for materials and final products.

The launch of Elisa was the completion of a long journey of development, which began 7 years ago and was more than complicated. After several unsuccessful attempts to develop a second generation CAIS application and the departure of some team members, the knowledge of what had been programmed in was lost. So, the process had to be started again from scratch. After a long time spent considering the matter, it was decided that we would use the assistance of an external firm for further development, a firm that not only has the necessary development capacity, but also expertise in the field and experience with customs.

Assistance from outside

We opted for our long-standing partner for customs services – PST SLC, which handled the development of the application and brought professional expertise in the customs declaration process and knowledge of our processes and needs. A team was then set up in Foxconn to oversee the

processes and transactions in SAP and the integration of the two systems and their hardware. And once again, this all started from scratch, with the new team facing the same sort of problems as the original one – i.e. team members leaving or being transferred. Those that stayed on can thus be proud of the final result – the deployment of Elisa in production.

We therefore bid farewell to the CAIS system, which had served us well for a good 19 years. During that time it was modified several times so as to meet the needs of our operations and remain flexible. Unlike Elisa, the CAIS was a “desktop application” programmed in Delphi, a language that is hardly ever used nowadays. So, there were limits to its development potential that we were no longer able to overcome. But it did a great job.

Long live Elisa

We hope that the new Elisa customs system will be at least as powerful as the CAIS. Thanks to the modern web

environment we would also be able to respond more flexibly to our customers' new operational needs. Likewise, we'll be able to implement any changes or efforts aimed at automation and reporting far more quickly. Within the framework of development we have also succeeded in improving certain activities and functionality – such as automatic intake into SAP and the mass transfer from economic regimes into free circulation.

We'd like to thank everyone involved in the development of Elisa. It's been hard, it's been long, but it's been a success! We've also learnt from this project. It has shown how important it is to keep detailed documentation, and that it is essential for not just one person to have knowledge of the process, but that it is shared throughout the team. Thank you for working those weekends and nights during the final phase of the project and for not letting failure be a consideration! ■

Text: Jiří Bečka, Logistics and Warehouse Manager

Sports Park will go ahead!

Foxconn is the general partner of the event for three years

The fifth annual popular event Pardubice Sports Park will be held from 7 to 15 August. As this event is so popular with the public, it has become a tradition, one that Foxconn has to be part of. Our company will therefore become the general partner of the event for at least the next three years.



“At this time more than ever we need to think about a healthy and active lifestyle. However, many companies don’t have the courage to commit themselves to this in the long term. We do,” said Nicky Monaghan, one of the

company’s vice-presidents, adding: “We want to support this unique sports event in our town and also further strengthen the cooperation we established with Pardubice Sports Park back in 2016.”

Once again the event will kick off with a program packed with fun and education, entitled Experience the City. Then the park will be overrun by gladiators. And the final weekend will be devoted to the popular You Can’t Escape the Colours run. “This year the Sports Park will again link up to Pardubice chateau, which will host one of the fixed sports grounds. Talks and workshops should also move to the refurbished chateau,” explained project manager Pavel Stara, who added: “New attractions will include scooter races and a demonstration of firefighting as a sport. After all, next year Pardubice will host the Czech Republic Sport Firefighting Championship.” ■

Text: **Pavel Kožený, PR and Communication**

Non-profit organisations have received 24 laptops

The coronavirus pandemic has meant that many activities have made the move to the online world. Training, administration, distance learning and other activities now take place in a virtual environment, not only in the private sector, but also in non-profit organisations. These, however, often lack the technology.

Foxconn has lent a helping hand to non-profit organisations in the Kutná Hora region and in the middle of April handed out 24 laptops. They were donated to volunteer firefighters, charities, social service organisations and the riding stables in Bykář and Miskovice. The symbolic handovers were attended by the manager of MAS Lipa pro venkov Radek Tvrdík and Kutná

Hora town councillor Josef Tremel, who is also the director of the partner industrial school. “I greatly appreciate the activities of firms who are lending a helping hand to organisations in the non-profit sector. They’re setting a fine example,” commented Josef Tremel.

Our company has supported organisations in the region for a long



time now. As part of the X-DAY competition we donated more than 400,000 CZK to a wide variety of projects, purchased a special thermalcamera for the Barbora Home and assists non-profit organisations with staffing. ■

Text: **Pavel Kožený and Jakub Skyyva, PR and Communication**

Look out, a zebra!

Protecting the lives of pedestrians on the roads and in the streets was the aim of the “Look out, a zebra!” campaign, which you might have seen in April in Pardubice and in Kutná Hora. The outdoor advertisement received support in the digital world, when the website www.pozorzebra.cz was created. And Foxconn also fed one zebra.



During Safety Month, which is April in the Czech Republic, advertising boards appeared on busy roads and by pedestrian crossings in both towns with the slogan “Slow down! Zebra approaching” and a picture of this exotic ungulate. This gave drivers a clear warning to slow down before a pedestrian crossing. The preventive campaign reached out to thousands of drivers and other road users. And what’s the result? “Even if we have prevented just one incident on a pedestrian crossing or on the road, this has been a hugely meaningful campaign. I myself have eased off on the gas and

This gave drivers a clear warning to slow down before a pedestrian crossing.

drive even more carefully,” said Foxconn PR and Communication Manager Pavel Kožený about the campaign.

Entertaining continuation

However, the campaign did not end with billboards and accompanying posts on the social networks. Foxconn also adopted one of the zebras living in

the Dvůr Králové Safari Park. By doing so, it helped the zoo when it, like so many other of these popular tourist attractions, were seeing a considerable downturn in their revenues. Visitors to www.pozorzebra.cz were then able to choose a name for the zebra and the person who came up with the best idea was rewarded with free tickets to the Dvůr Králové Safari Park. What name was our zebra given in the end? Fans on the social networks chose the name Žofka. And we’re looking forward to going to see her in person soon.■

Text: Pavel Kožený, PR and Communication



Teamwork is behind the success of any firm. That's the only way that a company can work like a well-oiled machine.

RSP Quality Assurance



History

At the beginning back in 2006 our team had just three members, which were based in Pardubice as that was where they produced HPE servers. However, production gradually increased, so in 2009 our team, which by then consisted of 25 people, moved to new and bigger premises in Kutná Hora. This meant that the quality department was there right at the launch of HP production in the Kutná Hora plant. I still didn't operate as a separate department, but was part of Engineering. And now all 138 of us are in charge of quality in three halls.



Main task

We are in charge of the quality of the products we manufacture, as well as all manufacturing processes. We monitor and evaluate internal and external indicators (KPI), by which we reduce the error rate. We collaborate, coordinate and head teams implementing corrective and preventive measures. And we are also in charge of ensuring that the ISO 9001 certification audits and all customer audits go smoothly.



Greatest success

Undoubtedly the 50% decrease in customer claims caused by manufacturing or engineering

non-conformities. This has also been a success thanks to the implementation of the FMEA, or failure mode and effects analysis. And we were very happy to meet the target set by the customer within the framework of PCA DPPM, which is one of the key quality indicators.



Motivation

We are energised by the positive atmosphere in the team, which is down to the good people we have, their personal and team approach and, last but not least, mutual support and assistance.



Funniest shared moment

After we often worked from home it took one of our colleagues a week to realise that our team had a new member. He was really surprised when he received an e-mail from someone he didn't know during a group conversation.



Greatest challenge

The Zero Defect policy, when the team had to focus on the comprehensive implementation of preventive measures associated with automation. It was hard not only for the Quality team, but also for the Engineering teams. However, by working together we came up with a number of effective solutions. ■



Petr Ceral



Libor Záhořík



Martin Cissé



Viktor Hašpica



Petra Čepková



Alena Johanová



Aleš Huml

Number of members:	138
Where it is based:	Quality is everywhere. However, we are mainly based in the North Hall in Kutná Hora
Head:	Petr Ceral (with Foxconn since 1 January 2020)
Longest-serving member:	Viktor Hašpica, with Foxconn since April 2002
Most recent member:	David Koubský, with Foxconn since May 2021

**And it's no different at Foxconn!
So, let's gradually introduce some of the teams that make up our Foxconn Family!**

CISCO (Production Management Specialists)



History
Our team was set up with the arrival of CISCO in 2003. Despite the rapid growth with new products coming in, gradual automation meant that the number of team members did not increase significantly. The arrival of business intelligence has greatly streamlined routine tasks. However, with the expansion of the agenda and the amount of data available, the demands placed on the individual team members have increased considerably – particularly as regards their analytical skills and ability to understand the data.

Order Management team, we have developed applications that use business intelligence, and these help not only us to make the right decisions, but other departments, too.



Motivation
When the work we put in yields positive results. And when our team works like a well-oiled machine, when everyone is pursuing a common goal.



Funniest shared moment
There are several funny moments practically every week. However, as with Cimrman's chemical anecdote H₂SO₅, only a very small circle of people get a laugh. We've also spent some enjoyable times together playing adventure mini-golf or online board games, with refreshments delivered to us at home. This gaming afternoon has replaced our traditional Christmas party.



Greatest challenge
The development and implementation of the "Work Order Closure Insights" project, which helps to reveal problematic areas when producing orders. Another challenge is the art of interpreting the available data, the volume of which has increased considerably since the implementation of Qlik. After all, we have to bear in mind that although tools help us to deal with situations faster and in real time, the responsibility for the outputs still lies with us.



Pavel Šálek



Jana Durcová



Marek Myška



Simona Petruchová



Main task
Correct and timely decision-making based on the available data and passing those on to the recipient in a constructive and substantive manner. We try to apply this principle in all our activities – from planning production and production capacities and the management of customer orders through to monitoring compliance with deadlines and communication with internal and external customers.



Greatest success
This last year has been a busy one, packed with challenges. Even so, we succeeded in meeting the customer's quarterly target, which is a great result and is due to the hard work put in by all the members of our division. We have managed to stabilize the team and, thanks to the other members of the

Number of members:	4
Where it is based:	CISCO Office, 1st floor of building P1 in Pardubice
Head:	Pavel Šálek (position held since March 2018)
Longest-serving member:	Pavel Šálek, with Foxconn since February 2013
Most recent member:	Marek Myška, with Foxconn since September 2020



Who have you met in the testing centre?

Your health is our priority. So, in March this year, in line with the government regulations, we proceeded to test all our employees. A total of 10 testing centres were thus set up in Foxconn, run by 165 volunteers from our staff.



what steps had to be taken,” said volunteer Jakub Svoboda from F group, describing one of the main tasks.



And most of them were motivated to help for the same reason. “As soon as I found out that we’d be testing our employees, I immediately signed up as a volunteer at the testing centre. At first I was a bit concerned about whether it would be difficult or even dangerous, but I soon found out that was not the case. You just need to follow all the hygiene rules and regulations associated with testing,” said Daniel Vavera of the DCN division, who took part as a volunteer.

Interesting figures

- ▶ Number of testing centres: 10 (4 for G group, 1 for F group and 5 for D group)
- ▶ Number of volunteers: 165 (20 from G group, 106 from F group and 39 from D group)
- ▶ Number of tests carried out from the launch of the testing centres at the beginning of March 2021 to the closing date for submissions to this issue: 49,000

Do your bit

All the volunteers were also united in their desire to move closer to the light at the end of the tunnel. “The constantly changing measures and restrictions were getting the whole world down. If blanket testing could help put the lid on this epidemic – I can’t think of a better reason for getting involved,” said, for instance, D group production specialist Žaneta Jaklová, adding: “And the best reward for us is every day that there are no infections amongst our staff.”

What tasks did the volunteers carry out?

The volunteers alternated in their roles – this enabled them to try out

everything involved in the whole testing process. First of all, they had to unpack every test and stick on a label with a code. Each employee tested then had to be paired in the system using the test number and their employee ID. If someone didn’t know how the test would be performed, a volunteer would explain the whole process and show how to carry out the test by themselves. “The test was then assessed and the result was entered into the system. If a test was positive, we contacted that employee’s superior and informed him

During the day the volunteers then had to get the equipment used to regularly disinfect the testing centre and then close and secure the centre once their work was finished for the day. “The entire testing process here was handled by production and warehouse employees. The process of setting up and actually conducting the tests then involved managers, supervisors, production specialists and production group leaders. This meant that the tests went smoothly and there was only minimal production downtime,” said Martina Rochlová about the testing in D group.

Impossible without you

We want to take this opportunity to say thank you very much to all the volunteers and coordinators involved who took turns in our testing centres, for the help, willingness and flexibility they showed above and beyond their own job duties. ■

Text: Irena Votavová, Martina Rochlová, Miroslava Kmošťáková and Jana Bilanská

Recommend a friend or acquaintance and work with your buddies!

The last few months have really not been ideal for informal get-togethers with friends. So, we're glad that you're still recommending your friends and acquaintances, meaning you can enjoy their company at work, too.

You get a 10,000 CZK bonus for each employee that stays on after the end of his or her trial period. This means you could earn yourself up to 80,000 CZK a year! And what's more, the current round of our competition is still open, so besides the bonus you get when someone you know joins Foxconn, you can also win other prizes. If a candidate you have recommended completes an interview, you receive 500 CZK towards meals and will also be entered in our competition, in which you can win a 5,000 CZK voucher to spend on goods.



The first winners have already received their vouchers, and we'll be drawing the next lucky winners at the end of May and July.

Since the start of this year you have already recommended 200 candidates and we've taken on around half of them. So, our "Foxconn" family continues to grow, thanks to you. ■

Text: **Markéta Nováková** and the Recruitment team

Sign, please...

You can now sign labour-law documents electronically. Just find a kiosk or computer with a signpad connected.

No more unnecessary queuing at the HR department. Labour-law documents are available to you 24 hours a day, 7 days a week. How can you find out that something needs to be signed? You'll receive a notification in myFOX, by e-mail, or you'll be informed by your superior. You can then read through the documents and sign them whenever it suits you. The entire process is

simple, quick and secure. You can then find your digitally-signed documents in myFOX.

For a precise guide on how to sign labour-law documents, see myfoxconn.cz/navody or the leaflet at the kiosk. ■

Text: **Alena Doušová** and **Martin Fritz**, HR team



Enjoy your leisure time with ActivePass

Thanks to our collaboration with Sodexo, this year you can enjoy lots of new company benefits, which we'll be presenting during the course of the year. And let's start with the ActivePass, which was re-launched from 1st June. What can you do with this kind of pre-paid leisure season ticket?



You can use the ActivePass not only for a number of sports, but also to visit exhibitions, museums, children's play areas, wellness centres, saunas, adrenaline activities and much more. Foxconn even adds something extra onto your employee card!

How it works

You can use your card every day free of charge, or for a small fee, for one admission to any contractual establishment. A list of these establishments and the activities they offer can be found at www.activepass.cz. The subscription is linked to your name and admission is only granted to the registered person. However, you can order 1 partner card for your friends and family. You can only get a partner card if you already have a valid employee card, or you can obtain both cards at the same time. You can get the card from the HR department or an assistant.

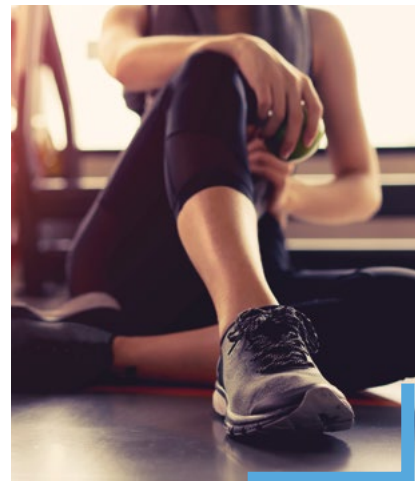
You yourself then decide on the length of your subscription – you can cancel it

or renew it whenever you want, always by the 15th calendar day of the month. You can also get one using points from the Cafeteria. Just note – this subscription is not extended automatically! If you want to continue using it, you have to place another order in the system. You'll be notified by e-mail when the end of your subscription is approaching. If you paid for your ActivePass online via a payment gateway, the system will remember your payment details and will therefore extend your pass automatically.

Can I combine payments?

Combination is not possible within a single payment. So, you need to choose whether you'll pay using points from the Cafeteria or via the payment

gateway. However, if a subscription paid for using points from the Cafeteria ends, you can make another order via the payment gateway. And vice-versa. But don't forget that payments made via the payment gateway are automatically extended – so first cancel that subscription before ordering the ActivePass using points. If you end the subscription, don't throw away your ActivePass card – if you decide to



renew the subscription at some time in the future, you'll be able to use that card again.

Information on how to pay using Cafeteria points can be found on Foxportal under Remuneration and Benefits. ■

Text: Lenka Břeňová, Remuneration and Benefits

ActivePass

Price of employee card:

350 CZK/month *

Price of partner card:

690 CZK/month

* the employer contributes 100 CZK; the full price is 450 CZK





Bhurji boiled eggs

Spiced boiled eggs, otherwise known as Anda Bhurji, are well known on the streets of northern and western India. As they're easy to prepare, taking no more than 15 minutes, they're the ideal dish for breakfast. Yet you can have them anytime. In my recipe I've used homemade masala spices, which make these eggs unique.



Ingredients

- ▶ 3 boiled eggs (or Paneer cheese, tofu or soya)
- ▶ a bit of butter and a teaspoon of vegetable oil
- ▶ green chilli peppers, ginger, garlic
- ▶ onion, tomatoes, pepper, carrot
- ▶ spices: red chilli, turmeric, coriander, black pepper and salt
- ▶ lemon juice

Method

Heat up the oil and butter in a pan. Add the onion and fry until it's translucent. Add the green chilli peppers, ginger and garlic. As soon as the onion turns golden, add the tomatoes and fry everything for another minute. Add coriander, turmeric and red chilli to suit your taste. Cook the mixture for three minutes, stirring constantly.

Then add the sliced and salted boiled eggs to the pan and mix everything well on a low heat. Finally, add a few drops of lemon juice and some fresh coriander and stir well for the last time. Serve hot with bread, tortilla or as a sandwich with slices of cheese. ■

Text: Arvind Mishra, SAP Supervisor

Puntuztej churga

Like Asian cuisine and fancy trying something new? Then try this Mongolian beef mixture with glass noodles. This simple, quick and tasty meal can be prepared in just 30 minutes and in just one pan. You can also switch the ingredients around, so it'll taste completely different each time.



Ingredients

- ▶ 200 g glass noodles
- ▶ 200 g beef
- ▶ 200 g cabbage
- ▶ 50 g Chinese mushrooms
- ▶ carrot
- ▶ 3 cloves of garlic
- ▶ spring onion
- ▶ soy sauce, salt, oil, pepper

Method

Place the noodles in a bowl, pour boiling water over them and leave

them to swell for around 10 minutes. Then cut the meat into thin pieces and peel the garlic. Add the chopped spring onion, cabbage, carrot and mushrooms to the noodles. Drain the noodles. Use kitchen scissors to cut them to the same length as the prepared vegetables.

Heat oil in a wok, add the meat and fry for 5 minutes, stirring constantly. Add salt and pepper to the meat and

remove it from the pan. In the remainder of the oil stir-fry all the vegetables with the crushed garlic. Put the meat back into the pan, add the noodles to the mixture and heat while stirring. Season to taste and add a few drops of soy sauce. ■

Author: Enkhtsetseg Batmunkh, service and assembly operator, CTP



Summer with the scent of lavender

What's the first thing you think of when you hear the word lavender? Its heady scent and eye-catching colour? Most of us will certainly be reminded of the Mediterranean or Provence in France. However, in recent years lavender has also become the symbol of summer in the Czech Republic, too – it thrives very well here as a perennial. Do you want to know where you can lose yourself in lavender here, how you can use it during the summer, and how to grow it at home?

When lavender is in full bloom, it's always an incredible sight. Its extraordinary scent and unique purple-and-blue flowers are the perfect ornament for any garden, balcony or veranda, particularly at the turn of June and July. That's because this wonderful herb loves warmth and sunlight. It arrived in Bohemia from the Mediterranean back in the 16th century, when it was brought home mostly by rich aristocrats from their travels around distant lands.

Yet it's very easy to grow it at home, and the less care you show it, the

better. Lavender just needs to be situated in a sunny spot and watered occasionally. And if you happen to forget, don't worry! Lavender will certainly cope better than if you were to water it too often. If you grow this perennial in the garden as a hedge or ornament along paths, you don't need to worry about it or even take it in for the winter – the cold and frost won't hurt it. Lavender in a pot will need to be moved inside, however. Not always into a heated room, but somewhere where the temperature will stay around 10 °C, so ideally on a glazed balcony or into an unheated passage by the door.

Why grow lavender?

Lavender is one of the most beautiful and fragrant medicinal herbs. However, it can do a lot more than just smell beautiful and look great. It can also heal the body and mind – the list of everything it can help with is practically endless. Yet lavender is most highly prized because it soothes, provides energy, refreshes, has antibacterial effects, repels insects and relieves headaches and muscle pain. In some people its scent can even help get rid of stress, nerves and depression, and also helps them fall asleep. They can put that old familiar cushion stuffed

with dried blossoms in their bed or spray their bedding with lavender extract, which is easy to buy or make. A lukewarm lavender infusion, for example, can relieve muscle cramps and has a beneficial effect on rheumatic diseases, lack of appetite and an upset stomach. It can help the stomach in other ways too – give it a try in the kitchen!

Sweet and savoury

In this country lavender has not been a common culinary ingredient since ancient times, like it has in France or in Italy. However, this is starting to



What you perhaps don't know about lavender...

- ▶ It got its name from the ancient Romans, who added it to relaxing baths. The name is derived from the Latin word lavare, which means "to bathe".
- ▶ At the end of the Middle Ages, it was referred to as the Mother of God's plant, as it was supposed to drive out obscene thoughts and demons and provide protection against the plague.
- ▶ Some species are self-igniting, as they contain a lot of volatile oils. During very hot weather, they can ignite, which sometimes happens in Australia, for example.

change as we see more of these purple flowers being cultivated. As its strong aroma is accompanied by a somewhat bitterish taste, we need to learn how to treat it properly. The purple sprigs can be used in salads, butter and barbecue marinades. It goes great with chicken, beef and fish. And

it's definitely worth trying it when making sweet dishes, such as cakes, ice creams, pancakes, jams or compotes. Be careful though – like thyme or rosemary, you only need a tiny pinch of lavender to get that rich taste. And don't forget that lavender syrup, either homemade or bought from a local farm, can be a great addition to the kitchen. It can add that absolutely perfect final touch to a refreshing mojito, roasted chicken or grilled Hermelin cheese. If you've not had lavender in your kitchen yet, it's certainly worth giving it a try and experimenting this summer.

Colourful fields in the Czech Republic

Would you like to lose yourself in those endless blue-and-purple fields at least once in your life, but don't fancy visiting Provence this year? Don't worry, you can make your dream come true almost right in your own backyard. In the Czech Republic there are several places you can visit to find lavender. If you look around, you might even find a field not far from you. And if not, there are still plenty of options – just search for lavender farms and choose the one that offers you the most.

The biggest fields in the Czech Republic, with 40,000 flowers and a manufactory, can be found in Lavender Valley near

the village of Chodoun, not far from Beroun. From June to October you can camp there, enjoy a picnic or even make your own lavender salt and sugar. At the Bezděkov Lavender Farm near Šumperk you can take a guided tour and see a themed exhibition, gallery and shop. And just a few kilometres further on – in Zábřeh – you can call in at the affiliated lavender café on the square. And, if you happen to be driving through Haná, you can enjoy a bit of that "Bezděkov fragrance" in the regional city of Olomouc, where there's a lavender bistro right opposite the beautiful astronomical clock. Yet the closest lavender farm you'll find is probably in Židovice in Central Bohemia. At the height of the season, when the fields are in full bloom, you can see a variety of lavender varieties, purchase lavender products or just relax there with the children and the family dog. Just note that the farm is only open to the public on selected open days, which you can find on the internet (search for the phrase "levandule pod Řípem"). If you find them, don't wait around – you can count the number of these days on one hand.

Will your summer be lavender-scented?

Text: Gaja Kolářková, COT media



When you're not in a singing mood

The summer months are a time for chilling out and enjoying the sunshine. How can you keep from getting down and stay in a good mood when you perhaps don't feel like singing in the morning, or if a longer-term plan hasn't worked out? It's not every day that we're in the mood for a carefree laugh. Yet it doesn't have to be too hard to banish the blues.



It happens to us all sometimes – you wake up in the morning in a bad mood, with no motivation to get started on anything, or totally lacking in energy or the desire to talk to anyone. It doesn't matter whether it's down to horrible weather on a day you've planned a trip, or because of some bad news. There would be nothing unusual about that. But when you've don't have anything unpleasant going on in your life, you should try to stay in a good mood. It makes life so much better than going around with a frown on your face. The essential thing therefore is to get rid of whatever spoils our mood, and take in more of what improves it.

Off to bed we go

And take things from the basics, in other words from the bed. Although hiding under the duvet is not recommended if you're in a foul mood, you can't get by without sleep. Plenty of rest is needed not only to allow the body to regenerate, but also for the production of serotonin, otherwise

Man is not a machine

If you really don't feel like singing and even little pleasures are unable to improve your mood, don't worry. Negative emotions are a part of life, too. So, it's important to work with them and have a "plan" for those times when they weigh heavy on us. And perhaps just give them a day or so to flow by. Have a good cry, get angry, and let those emotions fade away. Then calm your body and mind and breathe. Ideally in the sun and fresh air.

known as the happiness hormone. We'd find it much harder to laugh as much without it. Yet we can affect the production of serotonin – such as by getting seven hours' uninterrupted sleep. Many of us tend to prioritise everything else – work, fun, hobbies...

But that's a mistake! A good sleep is the basis of a healthy life.

Look at the world from a different perspective

It might sound like a cliché, but if it works – why not try it? We can find positive and negative sides to everything. So, focus on the good aspects and don't let the bad things get you down. Is it fine weather outside? Can you go for a stroll and treat yourself to an ice cream today? Planning to grill sausages at the weekend? Great – you have plenty to look forward to and you can draw on this positive energy in other activities, too. If you're facing a task that you're not looking forward to, think about what awaits you afterwards – perhaps a lavender soda at home in the fridge or an afternoon swim. Incidentally, swimming soothes the body – the water takes off that weight and helps to calm the mind.

Try a belly laugh

Behave in the way you would like to feel. Do you know that liberating feeling you get just before you laugh so hard that tears roll down your face and your muscles hurt? If you have the feeling that everything around you is bad, read a silly joke or have a laugh watching a funny video. According to experts, just the act of smiling or laughing activates the happiness centres in the brain. So, try to think of what usually picks your spirits up – open your favourite book, browse through the photos on your phone... Sometimes it's important to give your emotions a little help and push them in the right direction. ■

Text: Gaja Koláčková, COT media

Sudoku

							1	
	3							
7				5	9			
				3		4		1
6	8					7		
		2	7					6
	9							3
	1			2	4			
	2		3			5		4

7								8
	1		3				9	
		8				6		1
	5			6				
6					9	2		
		3	2					
	8				7			
	2				3		4	
	3	5	9	4				

								3
	6	4		5		1		
	8		3	4				7
	4		7				6	
				6		5		
					6	9		
2		1	4			3		
		5	9				2	

	5	7						4
			9		6			
		3						1
	3	5						
6				4		8		1
			8	2		5		
		1	7		9			
3								2
			1				9	4



SPORTOVNÍ PARK PARDUBICE

7.-15. SRPNA 2021



VSTUP ZDARMA!
SPORTUJ S HRACÍ
KARTOU!



| ZÁŽITKY | SPORTY | EXHIBICE | BĚHY |
| AUTOGRAMIÁDY | SCIENCE POINT | FREE STYLE ZONE |
| PREZENTACE SPORTOVNÍCH KLUBŮ |

 **PARK NA ŠPICI**

institucionální partneři:



generální partner:

FOXCONN

pořadatelé:



www.sportovnipark.cz



@SportovniParkPardubice