

Live

FOXCONN

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Kutná Hora • Pardubice

March 2019

Interview

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A word from the editor



Dear colleagues,

Looking at the content of this year's first issue one motto comes to mind, one which links many of the themes in the current issue: "Foxconn helps".

It is no secret that in its socially beneficial activities our company focuses particularly on the main regions in which it operates – i.e. the regions of Pardubice and Kutná Hora. The Top Topics section shows that it is active in these regions in many different ways, from supporting projects implemented by the town or other partners, to which it has long provided financial and non-financial assistance. However, we focus more on an activity that last year evoked some intense emotions and launched a wave of solidarity – our charity competition X-Day. This was first held in fall last year and we are delighted that this year too we can look forward to a number of beneficial projects that Foxconn again supports financially through this event. The second annual X-Day competition is soon to be announced, so it's time to look back at last year's event, remember the winners and find out more about how some of them have used their contributions. I took this opportunity and spent a very pleasant hour interviewing our colleague Honza, who has been able to make his dream come true thanks to X-Day.

Spring and Easter are symbols not only of rebirth, but also of safety and new hope... Take a look around and think who you could offer a glimmer of hope, either through our charity competition, or by helping out yourselves.

Have a beautiful spring!

Lenka Brychtová, Head Editor

How we're doing

Are you interested in how our division stands as regards business development, projects, major changes and interesting divisional activities? This year we will be publishing a regular section presenting the view of our three Executive Directors – Nicky Monaghan, Allan Keown and Stephen McKenna. We'll be finding out how they rate activities currently under way and also their outlook for the upcoming quarter.

NICKY MONAGHAN

Vice-president and Executive Director of D Group

Personal Computing business update

At the time this article was written we have been dealing with irregular working hours and volatility experienced by our employees during the opening two months of Y2019 (January + February).

We want to take this opportunity to explain to you all that the background to this volatility, and the number 1 reason for our low order fulfillment was NOT driven by low market demand BUT rather by shortages in the supply chain – specifically the worldwide shortage of processors.

The main consequence for our employees has been irregular working patterns, more cancelled shifts than normal and very few weekend working hours; we also realize that some of our

colleagues felt uncertain or insecure about our future during this time.

The fact is that since last year we have received more orders than we have been able to fulfill with the material available, and we want to assure our employees that the order backlog is expected to rollover to March, when we will see new supply of material and higher than normal production levels again. The message from our customers is that overall business remains healthy and stable, our customer is working very closely with suppliers to improve the delivery of key components in the coming months and although it may take some time to fully recover, with some further volatility in the second calendar quarter (April, May, June), we expect the situation to stabilize in the second half of 2019.



Our newest business, with good potential for growth, has gone through the integration phase and continues to mature as part of the Foxconn family. The past year has been very dynamic; we have successfully ramped up production and learned what manufacturing medical devices involves.

In the meantime, the company keeps working on a series of positive optimization, improvement and new business projects, to maintain our long-term relationship with existing customers. Here are a few examples:

1. We are very happy to set up & start the kitting of HP branded monitors from the Pardubice Campus. This has been a challenging project, planned during the second half of 2018, to transfer the kitting location and and ramp up in a short period of time. We would like to take this opportunity to thank the team members involved who delivered targeted productivity levels during the first

month. I hope this is seen as positive by our employees, as it represents an area of business growth to replace some of the business/products/volume downturn we saw during 2017-2018.

2. Another area we are working on is digital transformation in our business and specifically the roadmap for Hardware + Software Automation & Business intelligence tools under the theme of "Educate to Innovate". The Pardubice factory remains part of the wider network of Foxconn factories, and our engineers are engaged in weekly conference calls to share the best practices for automation solutions with the mutual aim of deploying more and more solutions in the coming months to benefit both IDL & DL employees.

At the same time we continue to collect and store more and more data outputs from production processes every day so as to analyse critical performance trends, and make better and more informed decisions in real-time.

3. In the area of new business development, we have been approached by a number of Technology/Electronics companies interested in exploring opportunities for the future. We want to express to our employees that it is always our intention to bring long-term, sustainable business to Pardubice, an opportunity we are able to deliver on within our capability and resource constraints and while also providing a return on our investment.

We need our employees to understand that in order to be successful in new business

development we must maintain a common desire to provide excellent customer service and keep improving all our processes.

Medical Device business update

Our newest business, with good potential for growth, has gone through the integration phase and continues to mature as part of the Foxconn family. The past year has been very dynamic; we have successfully ramped up production, learned what manufacturing medical devices involves, with new tough quality standards and expectations, and have successfully relocated to new, bigger premises to facilitate growth in the coming period.

We like to take this opportunity to thank those who have worked on this project and continue to demonstrate the necessary customer values, service and professional attitude with the aim of building long-term relationships.

A few milestones and achievements so far.

1. Products manufactured in Pardubice have helped improve the quality of life of 40,000 medical customers or patients
2. Foxconn Pardubice has successfully passed demanding quality audits for the production of medical devices (ISO 13485)
3. As of February, 2019, after one full year of hard work, Foxconn Pardubice has been certified for FDA registration, allowing us to ship products to the USA

These examples of dedication & team work, with a proactive approach are exactly why our customers choose Foxconn. A big thanks is due to every single individual working on the medical device project!

ALLAN KEOWN Vice-President and CEO of G Group

In first two months all our businesses have been very busy. In our DCN business we transferred a significant number of products from Houston and began shipping them in volume during the last quarter. It was a significant effort to get all these products qualified and ramp up production at the same time.

In NWE we are introducing three new customers, which is really challenging our team as we get to understand each of their specific requirements. In Cisco we are moving some production back on site to utilize our available space and we are also working on a transformation project called OPTIMUS, which we believe will bring significant improvements to our current internal logistics and manufacturing processes.



Outside the G Group business I am very pleased to see the progress our new central HR team is making, with the successful launch of the myFox HCM system, and I have been privileged to see the work the HCM team have done on both the Recruitment and compensation & benefits modules. This functionality will be introduced this year and will significantly expand the scope of the myFox system.

Finally, Software Delivery continues to make real progress. The fundamental way we engineer and deliver software to support our businesses continues to change and in the coming months you will hear more about a new platform called ORION. ORION will touch upon many areas of our business and I believe it will be transformational in providing you, our users, with the software tools to do our jobs more effectively.

NWE will be challenged with growing volumes as the new customers go into a ramp-up

Outside the G Group business I am very pleased to see the progress our new central HR team is making, with the successful launch of the myFox HCM system.

phase. In DCN we will continue with the transition of our SAN portfolio of products from Houston as we move the Director Class products to Pardubice. When this is completed, we will be the only site globally manufacturing

SAN. DCN operations will also be the first area in which we run our shopfloor control system on a web client instead of a traditional PC and operating system. This change may seem small but it will have significant implications for our manufacturing infrastructure in the future.

In the coming months I am most excited about a project which is being lead by Romana Dockalova from SWD. The project is to transform our business administration systems. We all get very frustrated about completing forms and getting them signed, which this project will try to eliminate as much as possible. I am also looking forward to implementing parts of the OPTIMUS project in our Cisco business.

There is so much going on in all areas of our business. It is really exciting to see the progress we are making. Hopefully the coming months will prove to everyone that we are making significant progress in transforming our business.

STEPHEN MCKENNA **Vice-President and CEO of F Group**

It has been a very eventful time in Kutná Hora since the last edition of the magazine. From a business perspective we will see a significant increase in orders from our customers through this year with opportu-

In April we will see the first stage of our automation projects being deployed in production. These include an automated inspection solution, some small robots to move material, and an 'intelligent loader' to place heavy units on the line and into trolleys.

nities to gain even more business going into 2020. We have been running a couple of major projects to enable the increased business. The projects (named 'Polaris' and sERP) are quite complex and challenging and have been running for one year now in different phases. We

have a few more months to go, but so far we have managed everything very well and our customer is happy. This is mainly due to the huge effort from our teams from all departments and the brilliant support provided by the SWD team. I would like to take this opportunity to thank everyone for the hard work and sacrifices that people have made to get us to where we are now. Times like this always remind me of what an awesome team we have.

On the development side we also have some exciting things going on. In April we will see the first stage of our automation projects being deployed in production. These include an automated inspection solution, some small robots to move material, and an 'intelligent loader' to place heavy units on the line and into trolleys. The solutions are designed to improve the quality of product that we ship to the customer, and to provide a safer and more comfortable environment for our employees. We will be sharing more details and providing a progress update in the next issue of the magazine.

Lastly, I'm very pleased to be able to share some exciting news on the employee environment improvement program. On April 1st we will open the first newly designed break area in production. The team have been very creative in developing a very cool concept with a 'Caribbean' theme and many nice features for people to enjoy during their breaks. I'm personally very excited to see how it will look when it is finally completed. The next phase in this program is to re-design and improve the external



break area at the back of the building. The concept is completed and the area will be ready for us to enjoy during the summer. This is an ongoing program and the next areas for improvement will be decided based on feedback from employees.

Thanks once again for everyone's hard work and effort to ensure our continued success here in Kutná Hora. If anyone has any questions for me, feel free to stop me in the corridor or the canteen any time.

The traffic park has been refurbished after forty years thanks to Foxconn

The new traffic park at the Kutná Hora Children's Home brought a great end to last year for nursery and elementary school children, users of the children's home and the general public. The park has been completely refurbished, with Foxconn Technology Kutná Hora donating 500 thousand crowns to help fund the project. It will open in the spring, and will hold district traffic competitions as well as other events. At the opening of the site Stephen McKenna, director of the Kutná Hora plant, promised to take the children on a bike ride as soon as the weather warmed up enough.



MAYOR OF KUTNÁ HORA JOSEF VIKTORA (RIGHT) AND FOXCONN REPRESENTATIVES – STEPHEN MCKENNA AND JITKA KRATOCHVÍLOVÁ – OPENING THE TRAFFIC PARK FOR CHILDREN



The half-a-million-crown grant for the reconstruction of the park was provided by our company Foxconn Technology; the remaining more than 300 thousand had to be funded from the municipal treasury. "This is a great project and a great initiative. I am very grateful to the sponsor, Foxconn, which has contributed considerable funds towards the refurbishment work. This is proof of the excellent and continuing cooperation between the company and the town. Foxconn is the biggest employer in Kutná Hora and I am delighted that the company's employees and management take an interest in what goes on in Kutná Hora and regularly help to make the town a better place," said **Josef Viktora**, the town's mayor. In response, **Stephen McKenna** commented: "I am very happy that our factory is part of this beautiful town. As Mr Viktora has said, we have very good and friendly relations with the town and we intend for this to continue."

Radmila Čukátová, PR and Communication
Source: Kutohorskelisty.cz



X-DAY: A chance for your dreams and needs

Have you got a great idea, a dream on your bucket list or have found yourself in a difficult life situation? Your wishes and dreams could become a reality thanks to the X-Day charity competition. If you didn't manage to register for it last year, don't despair. You have the chance this year.



ŠÍŠA CUP – CHARITY BALL HOCKEY TOURNAMENT IN KUTNÁ HORA

Last year Foxconn came up with the X-Day charity event, a three-round competition with the best projects competing in the final. The only condition for entering was that the project had to be related to the Pardubice or Kutná Hora regions, as the main Foxconn regions. Last year our company split 400 thousand crowns between the winners. The same sum will go to the winners this year, too. A summary of last year's event – the winning projects and the amount of money provided – can be found at www.foxconn.cz/x-day.

We are delighted that our contribution has funded or at least partially supported a whole range of amazing projects and events, implemented both by individuals and by charitable organizations. There is not enough space here to list all those great activities, so here are details of just a few of them.

MONOSKI FOR OUR WHEELCHAIR-BOUND COLLEAGUE

Martina Opavová and her Monoski project for our wheelchair-bound colleague impressed our company's management so much that it decided to contribute 100 thousand crowns above and beyond the competition. If you're interested in the details, check out our interview with Honza Streula, together with a commentary by Martina Opavová (p. 14).

dren, and they really seem to enjoy it and it clearly makes sense to devote time to young people. A good sum of money was raised from the auction, enabling us to provide Nikolka with funds to help her start in adult life," said the organizer.

TALKING TOGETHER

The Talking Together project in Pardubice



ŠÍŠA CUP – SOME MONEY WILL GO TO NIKOLKA WHEN SHE REACHES 18

ŠÍŠA CUP

Radek Hruška and his project Šiša Cup won a total of 48 thousand crowns for Kutná Hora. Some of the money from the tournament will go to Nikolka when she reaches 18. Nikolka's dad recently died of epilepsy. The Šiša Cup is a charity ball hockey tournament held in Kutná Hora. The competition organizer Radek Hruška was delighted with how last year turned out. "I was also surprised by the amount of interest shown by chil-

from the Tamtam Children's Hearing Center was also a success. This won 60 thousand crowns in the competition, which it invested in a weekend stay for families with children up to 18 years of age, with one family member with a hearing impairment. The stay took place at the beginning of March and provided the families with a diverse and interesting program of events, enabling everyone to enjoy get-togethers, communication

THE TAMTAM CHILDREN'S HEARING CENTER RECEIVED 60 THOUSAND CROWNS IN THE COMPETITION





EQUIPMENT FOR THE TRAINING KITCHEN FOR CLIENTS OF THE SOCIAL REHABILITATION SERVICE

development, communication Olympics, relaxation and lots of other fun activities.

EQUIPMENT FOR THE TRAINING KITCHEN

The Family Integration Center also used the funds it received to kit out its training kitchen for clients of social rehabilitation services for people with ASD (autism spectrum disorders) and social activation services for families with children with ASD in Pardubice. Around 20 clients and families with children with this disorder showed interest in learning to cook.

CHAIRS FOR GRAND FUN

Another organization to receive funding was Grandiózní Kulturníček in the Grand shopping mall in Pardubice, which was entered in the competition by our employee Václav Mareček. It was awarded 5 thousand crowns for entering, and used it to buy 10 quality metal upholstered chairs. Visitors to the



culture center now no longer need to worry that the chairs will collapse under them, like the original plastic chairs used to do. *"We're a group of enthusiasts aiming to offer people of all ages interesting ways to spend their free time in the Pardubice region, in the form of sports, cultural and educational events. All these activities are open to the general public and anyone can join in, both individuals and groups,"* explains Václav Mareček.

The competition also featured two **wild cards**, which were voted through to the final by people on the social networks. The wild card for the Pardubice region went to Radka Chmelařová with her project National Brass Orchestra – representation of Czech music and the region at the world conference. For Kutná Hora the card went to Silvie Pavlíčková Vajgllová with her project Kutná Hora Animal Protection League.

Lenka Brychtová and Lucie Frydrychová
PR and Communication



GRANDIÓZNÍ KULTURÁČEK IN THE GRAND SHOPPING MALL IN PARDUBICE PURCHASED TEN QUALITY UPHOLSTERED CHAIRS FOR 5 THOUSAND CROWNS

Announcing the next year of the competition!

Got an idea for an interesting project? You can start thinking one up now... We'll let you know the date of the announcement of the competition and the exact rules for entering very soon! Keep an eye on Foxportal, the noticeboards and our website. And it is now clear that the grand presentation of the projects before a panel of experts will take place on Saturday 22nd June in the Dacický House in Kutná Hora. The person to contact if you have any questions is **Lenka Miksová**, PR and Communication.

Big changes in store for Zámeček and the surrounding area

Foxconn Pardubice has supported the town's project to renovate the Zámeček Memorial. The place where the Nazis executed Czech citizens in 1942, including those from the razed village of Ležáky, will undergo some major changes by spring 2020. The Me-

morial will undergo general renovation – the town will build new access paths and parking areas, to which our company has contributed a donation of a total of half a million crowns.

Radmila Čukatová
PR and Communication



Reconstruction and modernization of the Zámeček Memorial

The aim of the project is to build a dignified place of remembrance, which will remind current and future generations of the events associated with the war and the Nazi crimes in the Pardubice region. The town selected the new look of the Memorial in an architectural competition. Work is currently in full swing on the project to obtain the joint planning and construction decisions. The new Memorial will be opened in 2020.

Source: pardubice.eu

We have defended our second place in the Exporter of the Year competition

At the end of last year the Kaiserstein Palace in Prague hosted the 24th annual traditional **Exporter of the Year** competition. The overall winner and Exporter of the Year of 2018 was ŠKODA AUTO, followed by our company defending its second place and with AGROFERT coming third, like last year.

Our company was represented at the evening ceremony by our financial director Jan Antonín, who was also presented with this beautiful prize. The event was co-organized by the Chamber of Commerce of the Czech Republic, the Middle Entrepreneurship Body and the Association for Business Support in the Czech Republic.

Lenka Brychtová, PR and Communication



THE AWARD WAS PRESENTED TO FINANCIAL DIRECTOR JAN ANTONÍN

A good employer, a good neighbor

Foxconn strives to be not only a good employer, but also a good neighbor. It has therefore decided to donate ÁMOS Vision touchscreens to the students of several schools in the regions. The device also shows short educational and entertainment clips, which are aimed at preventing bullying and drug addiction.

The screen was first tested by students of Kutná Hora Higher Vocational School and Secondary Industrial School. "Foxconn makes cutting edge global digital products and solutions and this is a way of equipping local schools with technologies that will help them to be more efficient," said Jitka Kratochvílová, Chief Compliance and Development Officer.

Radmila Čukatová, PR and Communication

RICHARD PRAJSLER (OPERATOR OF THE ÁMOS VISION SYSTEM), RADMILA ČUKATOVÁ (FOXCONN), JOSEF TREML (DIRECTOR OF KUTNÁ HORA HIGHER VOCATIONAL SCHOOL AND SECONDARY INDUSTRIAL SCHOOL) AND LENKA MIKSOVÁ (FOXCONN)



Foxconn will be visible!

The PR and Communication team together with the Facility Management department is implementing a new project in Pardubice, which will make it easier to navigate to the plant and raise the profile of the Foxconn brand. This means that updated signs will be added around the town and the campus

itself will be wreathed in new signage on the buildings, gatehouses and warehouses. On top of all this, the site will feature flags, illuminated advertising panels (CLV – City Light Vitrine) with navigation maps, and selected halls will be display illuminated signs.

Radmila Čukatová, PR and Communication



NEW FEATURES TO BRIGHTEN UP THE FOXCONN GROUNDS

MAP OF THE PARDUBICE PLANT WITH THE NEW SIGNAGE



What happens if... a wall falls down in production?

What the FEMS Manufacturing crisis team experienced in the middle of February was like a scene from an action movie. Members of the crisis team were called upon to urgently gather in the meeting room, without knowing what was awaiting them. Everyone must have breathed a sigh of relief when they found out that the event under the cover name "Silent Destruction", during which they had to respond to the incident of a wall falling on production in Hall M, was just an emergency readiness drill.

This was not a real situation, but a special drill for the crisis team, which is held every year. This time the team had to deal with a situation that hypothetically occurred in production in the New Hall. The task was roughly as follows: "While replacing the backup power supply that supported the plasterboard wall in the server room, that wall collapsed into Hall B. The domino effect caused another wall to collapse, into production in Hall M. As a result, two people were injured, the server room and data connection were partially damaged, a large amount of dust was generated and material and products were damaged."

WHEN THE GOING GETS TOUGH

Safety first! That was the basic reaction of the

team members. "First of all provide first aid to those injured and move the other employees to a safe place!" The next step was to inform employees, after which shifts and production were aborted, the server room and data connection were restored and, last but not least, the wall was rebuilt. Obviously, the incident also had to be investigated by the relevant authorities and the halls had to be made safe. Finally, the team members assessed the causes that resulted in the incident as well as the shortcomings found while dealing with the situation.

Thanks go to all the members of the crisis team for their cooperation, initiative and provision and acknowledgement of feedback. Once again, we have proved that we are ready for any crisis.

Veronika Křížová, EHS team



A LITTLE THEORY

The key to effectively coping with a crisis situation is to have strategies prepared that, in the event of an emergency, help to mitigate the adverse consequences and ensure that they do not get worse. The sources of risk are regularly evaluated and incorporated into the crisis plan. In the event of an emergency it is essential that crisis teams are in place and professionally trained. During this training the crisis teams undergo crisis readiness drills every year, during which emphasis is placed on cooperation in dealing with the situation, sharing information and ascertaining and resolving any shortcomings. And what do we actually mean by an emergency? Such situations could include a fire, explosion, power outage, natural disaster, epidemics, etc.

News in the world of GDPR

By now everyone must be aware that in May last year the new European **General Data Protection Regulation (GDPR)** entered into force.



A lot of changes, steps and processes have been implemented in our company since then, to help us ensure that personal data are processed in accordance with the European legislation. However, we still have a lot of work ahead of us.

The main task in the coming months is to carry out the GDPR audit. This focuses particularly on compliance with the internal regulations issued within our company in connection with the GDPR. The audit checks our compliance with the rules for the processing of personal data, the principle of minimization and security when processing personal data and respect for the rights of data subjects, i.e. employees.

We will be assessing the results of the audit and if we find any shortcomings, we will take steps to rectify them.

Tomáš Dvořák
GDPR specialist, Compliance team

A ban on discrimination, working hours, overtime? This is all covered in the new Work Rules

We would like to inform you that new **Work Rules** will be in place from the beginning of April. These apply not only to our full-time employees, but also to the employees of suppliers and subcontractors at our site.

This document defines the rights and obligations of employees and the employer (e.g. maximum weekly working hours, holiday entitlement and the rules for taking holiday, as well as how to file suggestions or complaints, including anonymous ones).

Here we present a brief list of some of the most important points that you'll find in the new Work Rules. The full version can be found on Foxportal or is available from the Compliance department.

- Holiday entitlement has been changed, and now amounts to five weeks per calendar year.
- The new Work Rules now allow employees to also send their suggestions, comments or complaints electronically – by email to podnet@foxconn.cz, using the web form at <http://www.foxconn.cz/czech/kontakt/podnety/> or on Foxportal in the section **Questions and Suggestions**. This can also be used to file anonymous comments or complaints.

- If employees feel that their rights not only under their employment contract but also in other areas are not being properly respected, or if they witness any violation of the employer's Code of Conduct, in addition to their superior or department manager, they may now also contact the Compliance team.
- Another important change is that biometric signatures can now be used.

Other changes can be found in the full version of the new Work Rules; if you have any questions, don't hesitate to contact us.

Tomáš Dvořák
GDPR specialist, Compliance team

The Helpdesk is now operating out of new premises

Monday 28th January saw the grand opening of the new facilities for the ICT Helpdesk, which has moved from building C1 to building C17 (formerly CNSBG HR). This event was attended by Nicky Monaghan, Allan Keown, Juraj Horváth, Marián Stulák, Kateřina Kounická and of course our colleagues from the Helpdesk and other members of the ICT department.

ABOUT THE HELPDESK

The work of the Helpdesk is very wide-ranging, from ensuring the smooth running of end stations (the installation and setup of PCs and laptops, installation of additional software, generating the certificates), through user support (unlocking accounts, account creation, administration of VPN accounts, dealing with problems logging into the domain, access to remote network resources), the installation of various peripherals (printers, scanners), the provision of computer services (PCs, notebooks, printers, toner replenishment) to the operation of end station authentication management tools in a secure network environment.



“Our company’s management strategy is to provide the appropriate working conditions for its employees. The ICT department is housed in un-

suitable premises formerly occupied by the state enterprise Tesla, which are still in their original condition. It has therefore been decided to com-

pletely relocate the ICT department from building C1 to an environment better suited to the needs of the department and its customers. The first phase involves the Helpdesk,” says Juraj Horváth, ICT manager, describing the reasons for the move.

The preparations for the move took approximately a month. The priority was to ensure that this process would not affect Helpdesk users and that the move would not have an impact on the quality of the services provided.

Lenka Brychtová, PR and Communication

The best lights can be found in building M11

At the end of last year and the beginning of this one we completely replaced the lighting in the middle hall and hard-tooling area of the NWE L5 division (building M11). The outdated lights have been replaced with LED lights, which even automatically adapt the lighting intensity to the current light conditions.

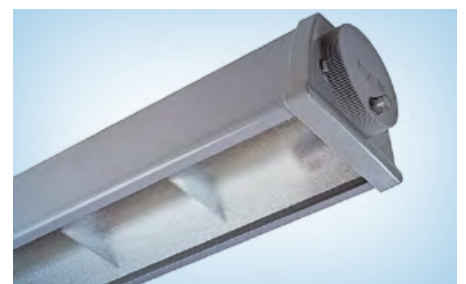
Not many could guess that it took 1 700 lights to illuminate these areas. All these outdated discharge and fluorescent lights have been replaced by 460 modern LED-based lights. However, the newly installed lights consume up to 75 percent less energy while providing comparable lighting intensity. It is also worth mentioning the installation of the advanced lighting intensity control system. This allows each of the 460 lights to be controlled separately, while sensors have been installed to constantly monitor daylight intensity and regulate the intensity of the artificial lighting accordingly. This provides maxi-

mum operational efficiency and further savings on electricity consumption.

All this work was carried out while the manufacturing division was in full operation and, thanks to the enthusiasm and cooperation of everyone involved, the entire process went smoothly. After the major investments into L5 manufacturing technology implemented in previous years, major investments have now been made in the building itself.

We will be applying the findings acquired during the operation of the new technology in other parts of our company’s site in the future.

Čestmír Kulišek, Facility Management



TWO NEW TYPES OF LIGHTING:
THE SQUARE TYPE (TOP PHOTO) IS USED IN THE HARD-TOOLING AREA, WHILE THE RECTANGULAR ONE (BOTTOM PHOTO) LIGHTS THE MIDDLE HALL

The Compliance Team is here for you!

Still not sure about what the Compliance Team actually does and how it can help you? Then let us fix that by answering these questions.

The word “Compliance” translates as “soulad” or “shoda” in Czech, although unfortunately neither of these Czech options would work for the department name. That is why we have decided to use the English name, which our employees will certainly get used to.

The basic purpose of our Compliance Team is to ensure that as an employer Foxconn complies not only with the Czech legislation, but also the EU standards and all the rules of the RBA Code of Conduct (Responsible Business Alliance), of which we are a member.

As a socially responsible company we want

to defend and advocate all the rights of our employees and proactively hear them out, including dealing with their suggestions or complaints. We also want to protect our employees’ safety, protect the environment and act in an ethical and transparent manner in everything we do. The same applies to our suppliers working here with us and who have their employees amongst us. The other activities we are responsible for include caring for our foreign employees and arranging for visas and invitation letters. We also work with the local community, including non-profit organizations, and help one another out wherever necessary.

PARTNER FOR RESOLVING YOUR COMPLAINTS

If you have a suggestion or complaint, besides contacting your superior, you can also take it to a representative of the Compliance Team, who will be happy to help you. You can contact us either directly (in person, by telephone or by email), or via our website at <http://www.foxconn.cz/czech/kontakty/podnety/> or through Foxportal in the Questions section, or by mailing us at podnet@foxconn.cz. You can also place your suggestion in the suggestions box. While dealing with your matter we guarantee that we will take a professional approach, with discretion and protecting your identity, if necessary.

Is something troubling you or you need help? Contact us, we really are hear for you!

Radka Svobodová, Compliance Manager

Eva PODZIMKOVÁ Compliance Supervisor

- Management of the team that recruits staff from outside the EU and subsequent care for foreign employees
- Dealing with the suggestions and complaints of foreign employees, proactive collection of feedback, auditing, communication with authorities and the community, etc.

Radka SVOBODOVÁ Compliance Manager

- Management and development of the Compliance Team
- Management of internal and external audits, strategic planning, communication with authorities, the community and professional organizations, dealing with employees’ complaints (escalations), etc.

Olha MARKOVA Compliance Specialist

- Recruitment from Ukraine, adaptation and subsequent care of Ukrainian employees
- Dealing with their suggestions and complaints, proactive collection of feedback, etc.

Šárka ŠEDAJOVÁ Compliance Administrator

- Visas for business trips abroad to be taken by our employees, invitation letters for visitors
- Care for English-speaking employees, etc.

Tomáš DVOŘÁK Compliance Consultant

- New member of the Compliance Team
- Labor-law consultancy, GDPR ad.



Myanga BAZARJAV Compliance Specialist

- Recruitment from Mongolia and Ukraine, adaptation and subsequent care for these nationality groups
- Dealing with the suggestions and complaints of our Mongolian and Ukrainian colleagues, proactive collection of feedback, etc.

Zolza BAJAROVÁ Compliance Administrator

- Dealing with the routine needs of our Mongolian colleagues, proactive collection of feedback, etc.

MICHAELA HORNÝŠOVÁ Compliance Consultant

- Dealing with the suggestions and complaints of our Czech- or English-speaking employees, proactive collection of feedback from our employees, auditing, etc.

Mariana MOCANU Compliance Specialist

- Care for all Romanian-speaking employees and English-speaking employees in Kutná Hora, proactive collection of feedback
- Visas for business trips to be taken by our employees in Kutná Hora, etc.

DATART VIP

Besides the VIP program in the Euronics and KASA.cz e-shops we now present another attractive benefit. As Foxconn group employees you can now start gaining large discounts on all electrical appliances and goods in the DATART e-shop as a VIP customer. And in addition, you have the chance to win a voucher worth up to 25 thousand crowns!

Foxconn group employees can now buy goods at the DATART internet store as VIP clients for considerably lower prices. All you need to get these discounts is a unique code, which you can find on Foxportal or on the company noticeboards.

What's more, lots will be drawn on the purchases made by our employees in the VIP program, with the winners getting the value of their purchase back as a gift voucher, worth up to 25 thousand crowns!

HOW TO BECOME A VIP CUSTOMER AND ENTER THE COMPETITION?

- Visit www.DATART.cz/vip and register.
- Enter your **VIP unique code** (available on Foxportal and the company noticeboards).
- As soon as you have registered the prices will be converted to VIP prices.
- Shop under your own VIP account.

The competition is open until 30 April 2019!



*Lenka Křičenská
Compensation and Benefits team*

Don't lose out on money unnecessarily, or Saving pays off

By not taking out supplementary pension insurance or supplementary pension savings you are missing out on a considerable sum of money every year. So, make the most of our employee benefit – contribution to supplementary pension insurance.

Let's look at its advantages using an example equation for an employee with a gross salary of 30,000 CZK:

- after one year of employment the employee is entitled to a contribution from the employer amounting to 1 % of the salary (300 CZK per month),

- from 3 to 6 years to 2 % of the salary (600 CZK per month),
- after 6 years 2.5 % of the salary (750 CZK per month).

The contribution is increased automatically, while the employee's contribution is at least 100 crowns per month. If the employee were to

contribute 300 CZK or more, he or she would also receive from the state a state contribution amounting to 90 to 230 CZK per month.

In the event of an unexpected financial or life situation, the contribution can be stopped. Or, if at least 2 years have been paid on a contract, the contract can be terminated and you can be refunded 100 % of the current value of your own contribution and 85 % of the current value of the employer's contribution plus interest.

*Michaela Holická
Compensation and Benefits*

Time	Contributed by employer	Contributed by employee	Total on contract
1 year	3,600 CZK	1,200 CZK	4,851 CZK
2 years	3,600 CZK	1,200 CZK	9,816 CZK
3 years	7,200 CZK	1,200 CZK	18,535 CZK
4 years	7,200 CZK	1,200 CZK	27,459 CZK
5 years	7,200 CZK	1,200 CZK	36,591 CZK
6 years	9,000 CZK	1,200 CZK	47,756 CZK

* 3% expected appreciation

More information is available from the Human Resources department, or contact **FINCENTRUM**, the partner of the Foxconn group for financial benefits.

- PARDUBICE: **Lukáš Prachař**
+420 605 969 477
lukas.prachar@fincentrum.com
- KUTNÁ HORA: **Stanislav Pauš**
+420 777 650 458
stanislav.paus@fincentrum.com
- CENTRÁLA FINCENTRUM:
800 99 00 99
servis@fincentrum.com

On life with a handicap full of small and great pleasures

It all started with the desire to make someone's dream come true. And also with a lot of perseverance, even persistence, and most of all plenty of humanity. Thanks to this, during last year's X-Day charity competition Martina Opavová managed to raise 100 thousand crowns for her colleague Honza to enable him to buy a monoski – a downhill ski for handicapped sportspeople. I chatted to our colleague Honza Strcula about the competition, sport and also life in a wheelchair. And of course I also spoke to Martina, who made it all happen.

Honza, you were the “star” of last year’s X-Day competition. How surprised were you when you found about the 100 thousand crowns that your colleague Martina had won for you in the competition?

One day Martina told me that she had signed up for the X-Day competition and asked whether I needed anything. After a long talk, it occurred to me that I'd really appreciate a new monoski. Martina got hold of this idea, entered the competition and won! Naturally, I was very moved, it was fantastic. I'm delighted that I received the money for the monoski and was able to buy it at the end of last year. It's an amazing experience, and really can't be compared with the older model – the suspension, the feeling from the ride, everything.

Am I right in thinking that you're a good team at work?

We're a good team in the financial department, we help each other out and organize social events together – the theatre, wine cellars. A few of my colleagues and I go cycling during the week.

You joined our company in June last year and I should say that you were part of the trainee program. Why did you choose Foxconn?

It's hard to find a firm that is able to employ wheelchair users. Most firms are not prepared for that. They don't have a barrier-free environment, suitable lifts, etc. They're also sometimes afraid to employ wheelchair users. I have not experienced any of these problems in Foxconn and was surprised how easily everything went.

Can you tell me something about your injury? What happened?

When I was twenty I was in a car crash, and suffered a fractured spine. I was conscious all the time and knew that I couldn't move, let alone get out of the car. It was pretty bad...

What was it like those first days after the accident, when it was clear that you'd end up in a wheelchair?

You close yourself off, you don't want to do anything, but that's natural. These things tend to go the same way for everyone in this situation, they're something you have to go through.

Could you tell me more about it, please? What do people go through in these situations?

First of all you think that everything is over, that you'll just stay shut up at home, not doing anything, with your family having to look after you. But then you start to come into contact with other people; I personally was helped enormously by the Paraple Center (an organization that supports people paralyzed after a spinal cord in-



JAN STRCULA

jury and their families, editor's note). After an injury it is important to learn to take care of yourself, to be independent. This means hygiene, getting dressed, getting a car with hand controls, so you can be mobile and not be dependent on others. The wheelchair has to be lightweight, so that you don't strain your arms, as those will be replacing your legs for the rest of your life. It's then time for physio, to strengthen what muscles you have left – your arms, back muscles. And then it's time for the next phase – getting back into normal life, looking for a job, self-realization, leisure time, some hobbies. A disabled person does become reconciled to the new situation over time; it's often a far harsher blow for the disabled person's family than for the person himself.

Regardless of how everyone felt, just purchasing the necessary aids that you've mentioned must have been hugely expensive...

It certainly was. Alterations need to be made to the house, in my case involving the installation of a staircase platform. If the toilet or bathroom is too small, the partition walls have to be demolished. Sometimes a new shower stall has to be fitted, and handles have to be added to the toilet. The bed has to be raised to fifty centimeters. What is good, however, is that the state or various foundations contribute towards a lot of things. I have been helped a lot by Konto Bariéry or the Syner foundation, so it can be done.

It seems that you know a lot about helping people with handicaps. Does this mean that you've been directly involved in an organization?

I spent some time working in Paraplet, as a computer trainer. I taught wheelchair users how





HONZA ON HIS NEW MONOSKI

to use a computer – Word, Excel, internet. Twice I've ridden in a handbike race, 2222 km/111 hours as a member of the Skládačka team. This is a charity race, the aim of which is to raise money from sponsors for the team patron, who uses it either to buy compensatory aids or a therapeutic stay. Since 2015 I have been a Good Angel and contribute to a foundation that primarily helps children with cancer. There was a time when I needed help and support, so now I'm at least trying to pass that on.

Your colleagues call you the most active member of the team – you do sport regularly, and even compete. What did sport mean to you before your injury and what does it mean today?

I did a lot of sport before my injury, but then I completely gave up on it for two or three years. And then one day at Paraplet I discovered the handbike. I thought it looked great and decided to

give it a try. So I went with Paraplet to Třeboň on a cycling course and really liked it. I got my own handbike and now I ride a lot in my free time, sometimes with other colleagues from work. I winter I go cross-country monoskiing and now with my new monoski I am also enjoying downhill skiing. On top of all this I play basketball and go swimming. The only problem is that you always have to have someone else along with you and so it depends on whether my friends have time. In any case, sport is a form of release for me. You forget your personal and work worries, clear the cobwebs from your head and enjoy the adrenalin.

I think that people who have had to cope with an extremely difficult situation in life and don't let it completely get them down come out of it stronger and wiser, with a different set of values. How has it been with you?

It's certainly made me stronger. And the most important thing for me is my health. When a person is healthy, they can also be happy. You have to learn to love yourself first, find happiness



in that and then it just grows. There's also no point in comparing yourself with someone or stylizing yourself into something. One has to be authentic, true to oneself.

So you now feel completely different to how you did before the accident?

I used to be convinced that I was right and that my point of view was the correct one. Nowadays I am well aware that everyone can see things in their own way. I also have to say that I used to be really selfish. And me asking someone for help, for instance, that was out of the question. After an injury you quickly learn to say "please". It seems to me that generally people wait for big things to come into their life once or twice a year that will make them happy. I believe that every day can be good and that we can easily find happiness in small, everyday things.

Thank you for the interview.

Lenka Brychtová, PR and Communication



MARTINA OPAŘOVÁ

And what does fighter Martina have to say about it?

"I saw a poster for X-Day in the canteen, where it said something like 'want to make a dream come true...', and so I was thinking whose dream I wanted to fulfill. Back then Honzin had been working for us for a couple of months and I liked how nothing was a problem for him. He always had something going and did a lot of sport. I thought he might want a new bike, as he went in for competitions. So I asked him and he said he appreciated the thought, but that he had a good bike. So I asked what else he might want. Nothing, he said. He was happy how he was. Yet that didn't put me off. After bothering my superior about it for some time, I managed to get him to admit that his dream was to go downhill skiing on a monoski, but on a real one, for sportsmen. I was amazed how much a monoski like that cost, and that got me going even more. We can earn enough for some decent skis easier than Honza can for a good monoski. So I gave it a try," says Martina, describing how she first got fired up by the idea.

She then describes how the X-Day competition went: "I have to say how impressed I was by that day. The other competitors – most of them were representatives of some voluntary organization or other – had some amazing and interesting projects. I was really moved by it. I admired them and envied them that they could see how beneficial their work was. So even before I spoke I was impressed by the projects of the other people. And so I expressed all my emotions from that day to the panel of judges: how I admire everyone else and why I was there, that I took my hat off to Honzin, who really didn't make a big deal about his wheelchair and instead always kept active with something... and that I'd like to treat him to that downhill slope. I was a little bit concerned that if I won something, I'd be 'taking something away' from the others. However, an amazing thing happened. Before the results of the first round were announced I realized that our management had decided that I would get the money for Honzin outside the competition and wouldn't have to go through to the second round. What can I say? I cried like a baby! I'm still so happy that it worked out. Honzin has his monoski and I didn't feel that I'd taken anything away from the others – it was money on top."

And what is Martina's message for others? Don't be afraid to try and sign up for next year's competition: "It costs nothing to try – that's what I told Honzin at the beginning and it worked!"

JAN STRCULA

Honza comes from Košťálov in the Podkrkonoší region and before he moved to Pardubice around a year ago, he used to live and work in Nová Paka. He likes the Pardubice region as it is flat, which suits him when riding his handbike, i.e. a hand-powered bike. He is a graduate of the University of Finance and Administration – Enterprise Management and Enterprise Finance. He has worked in Foxconn since June 2018 in the finance department, where his work primarily focuses on tax.

Sport is one of his biggest hobbies – handbike riding, cross-country skiing and downhill monoskiing, basketball, swimming. He likes going to the cinema and theatre. After a severe car crash Honza has been in a wheelchair for more than 20 years now.

15th Foxconn Ball in the style of Bohemian Rhapsody

This year's ball was held on the theme of the most popular film in movie history since 1995 – Bohemian Rhapsody, the story of Queen!

PERFORMANCE BY PRAGUE QUEEN



On Saturday 9th March some 450 visitors got together at the Congress Center in the Atrium Palác, to hit the dance floor. The evening was accompanied by the multi-genre B-dance BAND playing hits from the sixties through the eighties to the hot tunes of today. The evening began with a Bohemian Rhapsody show – a demonstration of Latin-American dance inspired by Freddie Mercury from the dance group TAK DANCE KROK.

Visitors had the chance to compete in a Freddie knowledge quiz to win drinks vouchers for the Alcohol Laboratory and Mary Kay cosmetics vouchers. The high point of the evening was the eagerly anticipated performance by Prague Queen. The professional singer impersonating Freddie, who got the voice just right, took us all back to the time when Queen played to huge crowds in sell-out stadiums all over the world. The dance floor was packed and

B-DANCE BAND



QUEEN-STYLE PHOTO STUDIO



everyone really enjoyed Freddie's performance.

Everyone had a great time with the music and dancing all evening. A slightly different dance style was offered by the dance ensemble Hybrids crew, with their performance of Queen Electric Boogie. The finalists of the Talentmánie TV show and many times winners not only in the Czech Republic amazed everyone with their Electric Boogie-style dance show. A few brave people from the audience joined in with the show and tried this dance style for themselves.

During the evening there were some unconventional drinks from Freddie's Alcohol Laboratory. The ladies had the chance to enjoy a make-up session in the Mary Austin salon or people could have their faces immortalized as a caricature in the Freddie picture gallery. There was even a photo studio.

Naturally, the event featured the ever-popular tombola. Visitors had the chance to win an

FREDDIE KNOWLEDGE QUIZ



amazing 143 prizes, with lots drawn on the stage for the five main prizes – an iPhone XR mobile phone, a trip of one's choice worth 10 thousand crowns, a Thomson LED TV, a gaming console and a Lenovo YOGA tablet.

WINNER OF THE 1ST PLACE IN OUR TOMBOLA



To sum up? Everyone danced, had fun, had a laugh and enjoyed the event! The ball was a great success and we're delighted to have been part of it.

*Martina Nepimachová
PR and Communication*

DANCE PERFORMANCE BY QUEEN ELECTRIC BOOGIE



VISITORS TO THE BALL HAD A FANTASTIC TIME



Travel the world in a week?

In Pardubice you can!

Ever wanted to learn to cook Vietnamese food? Know how to dance the samba or what Latin-American art looks like? Want to do some sport while also getting to know the culture of different countries around the world? If the answer to any of these questions is yes, this event is for you!

From 10th – 15th May 2019 the **10th annual Multicultural Week** will be held in Pardubice, with many places around the town offering a lavish cultural, social and sporting program of events. Of course, Foxconn had to be there this year, too!

The week is organized by Europe Direct Pardubice. Besides the partners Most-Pro and the Center for the Support of the Integration of Foreign Nationals, as usual Foxconn has also contributed towards

PHOTO FROM LAST YEAR ▼ ▶



multi — KULTURNÍ TÝDEN

the event. The firm will not only be contributing the sum of 20 000 CZK, but also its presence. There will be lots of our colleagues on site, who will be involved in the event. In addition to Foxconn, three of Pardubice's faculties will also be participating. And so what can you look forward to?

The journey around the world will be launched with the traditional fair on Pernštýnské náměstí, with some captivating dance performances from various countries around the world. There will also be a Vietnamese culinary workshop, talks on the topic of Foreign Nationals vs. Fake news as well as volleyball and table tennis competitions. On Saturday you'll even get the chance to take a look at Latin America and its art. The icing on the cake will be a screening of Spanish, Peruvian and Mexican movies in cooperation with Centro Hispania.

In short, everyday you will have the chance to enjoy different adventures from all over the world. The aim is to provide various ways for foreign nationals to meet majority society and promote a shared community. Whether you're a local or a foreign national, you certainly won't get bored during Multicultural Week!

Get out of your comfort zone and enjoy a week packed with cultural diversity. For more information, including the detailed program of events, see: <http://www.europedirect.cz/aktuality/detail/8572>.

*Myanganbayar Bazarjav, Compliance team
Lucie Frydrychová, PR and Communication*

RECIPE



Mutton meatballs

Ingredients – 4 portions

400 g minced mutton, potato (1), 100 g white cabbage, 1 slice of bread, 1 egg, 1 onion, black pepper to season, whole cumin seeds, salt

Method

In a bowl mix the minced meat, finely grated potato, finely chopped white cabbage, bread

soaked in water, eggs, finely chopped onion, black pepper, cumin and salt. Use this mixture to make balls around 4 to 5 cm in diameter. Heat a small amount of oil in a pan and fry all the balls until they are golden-brown. Add 2 dl of boiling water and steam for around 10 minutes. Choose whatever you want to accompany them (rice, pasta, potatoes, fries, etc.).

Myanganbayar Bazarjav

Mongolian New Year

This festival is called “Tsagaan Sar” (White Moon). It is usually celebrated for three days at the end of January or in February. The dates are derived from the lunar calendar, like Easter is in the Czech Republic. The first day of the Mongolian New Year is the first day of the new moon of the first month in spring.

It is said that Tsagaan Sar is the day on which all Mongols were born and from this day all Mongols are one year older. On the evening before the New Year every family bids farewell to the year coming to an end. They don't welcome in the New Year at midnight, as we do in the Czech Republic, but early in the morning on the first day of the New Year. Everyone

dresses up in festive attire and give their best wishes first to the oldest people, and then to their neighbors.

This year the Mongolian New Year falls on 5th February. However, Foxconn's Mongolian employees got together two days earlier and on Sunday 3rd February they welcomed in the New Year with a performance and some traditional Mon-



TRADITIONAL MONGOLIAN WRESTLING

golian wrestling. As usual, our company donated some money towards the celebrations. As you can see from the photos, both adults and their children had a great time.

Myanganbayar Bazarjav



THE CELEBRATIONS OF THE MONGOLIAN NEW YEAR WERE ENJOYED BY EVERYONE OF ALL AGES

Thank you to our women

You might be surprised why we commemorated International Women's Day this year. The reason is simple – we want to thank all the women without whom Foxconn could never operate as it has done all these years in Pardubice and Kutná Hora.

Half of our employees are women. We are a firm that provides women with opportunities. However, what is more important – we are happy that women provide opportunities to us. That they see their work at Foxconn as a chance. That they have chosen to work with us.

A FLOWER FROM A MAN GIVES THE MOST PLEASURE

We prepared a surprise for our women in the form of beautiful brightly colored primroses. Many women were doubly surprised when they realized that they would be receiving flow-

ers from our top-ranking managers.

In Pardubice flowers were presented by Nicky Monaghan, Allan Keown, Stephen Murphy, Tomáš Bachorík, Marián Stulák, Emmanuel Jeffrey, Jiří Papakiriakos, Jiří Doležal, Loïc Maillot and Jacques Maries.

In Kutná Hora they were presented by Václav Potůček, Martin Rádl, David Smiga and Martin Outrata.

They all showed themselves to be perfect gentlemen and deserve a big thank-you.

*Martina Nepimachová
PR and Communication*



THE PRESENTATION OF FLOWERS IN PARDUBICE (LEFT PHOTO) AND KUTNÁ HORA (RIGHT PHOTO) WAS ENJOYED NOT ONLY BY OUR COLLEAGUES WHO RECEIVED THEM...

Recommend someone you know and receive much more than before

For some time now our employees in Pardubice and Kutná Hora have been helping to recruit new colleagues and doing a great job of it. They deserve a big thanks for this, of course, but also a financial bonus and something more on top. Last year's increase in the bonus to 10,000 CZK for each new employee you recommend was the first swallow of spring, with many more to follow and really spread their wings after 4th February 2019.

And what does this "spreading their wings" now really mean? If you are mentioned by a candidate in an interview – that's 200 CZK you have in the Cafeteria. Bring in the CV of a friend or acquaintance and we interview them – that's another 200 CZK in your pocket. But that's not all. You receive 200 CZK to the Cafeteria for every candidate that you recommend who is then interviewed, and for each one we will include you in a draw to win a shopping voucher worth 5 000 CZK! So, the more people you recommend, the better the chance you have of winning. The competition is open until 2nd August and we will be drawing one winner from each locality once every two months – i.e. at the beginning of April, June and August.

Naturally, for each employee that starts work for us, you'll still receive 10,000 CZK. For a recommendation to a managerial position you get as

much as 15,000 CZK. Now, however, the entire sum will be paid either to the Cafeteria or as part of your pay for the month following the end of the

**NEWS
IN THE EMPLOYEE
REFERRAL PROGRAM**

What can you get?

 10,000 CZK <small>after your friend's trial period (15,000 CZK for a managerial position)</small>	 200 CZK <small>in Cafeteria for you, if your friend participates in an interview</small>	 5,000 CZK <small>that's the value of the voucher for the purchase of goods you could win</small>
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trial period of the employee you have recommended – it's your choice.

Why a scheme like this?

Are recommended candidates so valuable? The answer is – yes! A recommended employee often already has an idea of what Foxconn offers and produces. They have people they know here, who can help them out when they start. That is important both for them and for us, as it gives us greater certainty that we can count on that person.

Another reason why the employee recommendation program is so important to us is the situation on the labor market. Although the recruitment department does all it can to attract new employees, every bit of extra help is welcome. This could mean simply mentioning us to friends and acquaintances over a beer or coffee. They then check out our website or come to see us for the recruitment hour on a Tuesday at two o'clock in Pardubice or on a Wednesday from one o'clock on our recruitment day in Kutná Hora. The more active ones will send or bring a friend's CV along to us at HR. However you recommend someone, we appreciate it enormously and would like to thank every one of our colleagues who makes the effort.

Join us and become a recruiter for a while. It's well worth it, as your reward will be more than just our warm and sincere thanks!

Marcel Dobrev, recruitment team

Want to change your personal data or look up a colleague? You can do all this and more in myFOX

Thanks to the new myFOX HR system you can now view and actually change your personal data or upload your photo. In a competition with myFOX you even had the chance to win a telephone. The system is constantly being developed and offers more and more interesting options.

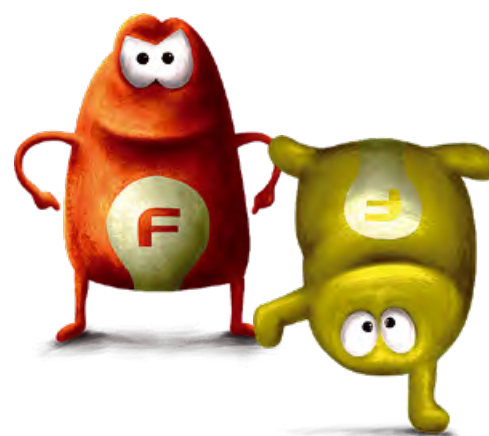
If you need to look up a colleague or just see where one of your colleagues works, check out myFOX. You can now browse and search for contact information and display the organizational

structure, throughout all our companies. You're also sure to appreciate the fact that we have linked myFOX to the payroll system, so your Jan-

uary and February wages and salaries will be paid out from data in myFOX. It's taken four months of testing and hard work, but everything has worked out and a big thanks to everyone involved.

In March we launched the recruitment module, with offers of work for internal and external candidates. There will be plenty to interest those seeking a change, as well as managerial staff looking for someone to join their team.

We are currently working on other modules, such as Remuneration and Education and Development. Teams from the Human Resources de-



partment are working to simplify the processes and set them up in myFOX, to make the system easy to work with and to help you where needed.

For news and tips on how to work with the system, see myfoxconn.cz.

Pavla Kilfeather and Pavel Halamiček



“Every one of us wants to come home from work healthy,” says our new EHS manager

At the beginning of this year our company was joined by **Petra Šmerdová**, to take over the important area of EHS, which includes work safety (BOZP), fire prevention (PO) and environmental protection.



PETRA ŠMERDOVÁ

Petra, you're an expert in your field. How would you rate the standard of health and safety and fire prevention in our company?

I would definitely say that Foxconn's strengths include its work safety system, internal audit system and its preventive approach.

Where would you like to take this area? What is your vision?

My aim is to gradually switch from the preventive work safety phase to the proactive phase. This means getting all employees involved in the topic of safety, sharing experience – best practice – between units and raising awareness of the importance of safe behavior in the workplace. We should each think not only of our own safety, but also that of others, whether we work in production or in an office. Every one of us wants to come home from work healthy, after all.

What will you and your team be focusing on first? What are your plans in the longer term?

We want to take a look at our processes

and systems, continue with those that work and change those that hold us up. We also need to remodel our “Safety First” project and get as many employees as possible involved. In the long term, we want to focus on safe behavior.

Finally, can you tell us something about yourself?

I'm the happy mother of two children, who are into ice-hockey. I like reading and going to the cinema and theater. I also enjoy running and hiking in the mountains.

Thank you for the interview.

Lenka Brychtová, PR and Communication

PETRA ŠMERDOVÁ

Petra Šmerdová joined our company as EHS Manager on 1st January 2019. She graduated from the University of West Bohemia, Faculty of Mechanical Engineering, with a degree in Technology and Management. She is an expert in risk prevention and is an internal auditor for ISO 9001, ISO 14001 and OHSAS 18001. Before joining our company she worked as EHS Manager at Phillip Morris International and Iveco Česká republika. She spends most of her free time with her children, and also enjoys sport, reading and culture.

We want to know your opinion

We take our commitment to provide our employees with the best possible working conditions seriously. We want everyone to feel good at work, throughout Foxconn. We have therefore decided to ascertain the opinions of those with the most information. Those who know about everything, large or small, that could be improved. We want to ask you!

An employee satisfaction survey will be conducted by the renowned research agency IPSOS, with which we are now working hard to prepare the survey. We will inform you well in advance of the exact date of the questionnaire survey. And we will be doing everything we can to ensure that every Foxconn employee has their say. The questionnaire will be com-

pletely anonymous, to give everyone the chance to express their opinion without having to worry.

We would like to ask you to take this opportunity, find a bit of time and, when we launch the survey, give us open answers to the questions in the questionnaire. We will use the results to improve working conditions and processes throughout the company.



With information from you it will be simpler and more effective to make a change for the better.

*Lenka Brychtová
PR and Communication*

Our Trainees have moved on to the second half of the program

During the first part of the program our Trainees attended a series of workshops aimed at developing their soft skills. In the second half of the Trainee Program they will then meet some interesting people and get to know more about how the various departments operate.

The workshops our Trainees have completed have been focused primarily on giving presentations and how to create a modern presentation. They received tips on how to hold the audience's attention and literally charm people with a modern and eye-catch-

ing presentation. They learned how to work on themselves to free themselves of nerves and stress. With their new knowledge and skills they were then ready to start their "department workshops", in which they present the work of their departments to the other Trainees.



DEPARTMENT WORKSHOP LED BY ANDREA ŠKORPILOVÁ



TRAINEE EXCURSION TO PRODUCTION IN PARDUBICE

We also took several trips and excursions. Our Trainees toured the manufacturing premises in Pardubice and of course also visited Kutná Hora, where we had a look at the processes used to repair and produce servers.

In the second half of the program our Trainees will be meeting some well-known figures and taking internships in selected departments. We will continue to work on developing soft skills, in assertiveness and communication.

The end of the Trainee program will also bring new work challenges to be faced by our Trainees. And the Stress Management workshop will certainly not do anyone any harm. I'd like to take this opportunity to thank everyone involved in the Trainee program.

Hana Opočenská

Training and Development team

Collective bargaining in full swing

20th March 2019 saw the fifth meeting held as part of the collective bargaining between the employer and the trade union ZO OS Kovo Tesla Pardubice, which represents employees of Foxconn and Jusda Europe.

The main topics to be discussed include the now traditional increase in the basic wage and other remuneration components. Other topics include negotiations on modifying the bonus criteria and rules for the provision of the supplementary pension insurance contribution.

We will keep you informed of the development and particularly the results of the collective bargaining process. When the collective bargaining is complete the full version of the new collective agreement will be available to all employees on Foxportal, at the Human Resources department and also at the Compliance and Relations Development department.

Ladislav Matáňovič

Compensation and Benefits manager



We are improving the working environment

We spend a third of our time at work and so it is only natural that we want to feel good. The environment in which we work or relax while at work has a major influence on this feeling. The great news is that we are now implementing a series of activities aimed at improving the working environment.

should now be available to all employees who decided to spend their free moments outside in the fresh air. As you can see, the planned area shown in the preview is very different from how it looks now. Employees have plenty to look forward to!

*Kateřina Hamplová
Project Coordinator*



HOW THE OUTDOOR REST AREA LOOKS NOW...



... AND A PREVIEW OF HOW IT WILL LOOK IN THE FUTURE

TWO NEW RELAXATION AREAS IN KUTNÁ HORA

At the end of last year our colleagues in Kutná Hora launched a project entitled “Improving the working environment for employees”, as part of which they earmarked two areas that they have decided to significantly improve. These are a completely new relaxation room in the middle hall, which should be available to employees from February. The second project focused on the outdoor relaxation area, which replaces the current smoking area. This



HOW THE INDOOR REST AREA LOOKS NOW...



... AND ITS PLANNED CARIBBEAN-STYLE LOOK

MEETING POINTS

Meeting points? These are no longer just an idea, but reality! New meeting points were set up in the “Big Office” in Pardubice in December 2018. What are they for? These points should partially replace the meeting rooms, which tend to be fully booked. They should be used for meetings with smaller groups. However, they may also be used for afternoon tea or coffee. Employees no longer have to work at their desks, but can change position and work at the points – there’re no end to their potential.

How did the meeting points originate? Who thought it all up? Who created the design? Who came up with the decor? The meeting points were created as part of the BeBalaced project, which aims to improve the working environment for employees. The aim of the project is to provide inspiration and help make employees feel pleasant and comfortable at work. The design of the meeting points, including the décor, was thought up by the BeBalanced project team, with no help from outside. The team designed the points and had

them created on a low budget, thanks to the fact that no external services were used. And who put the meeting points together? The entire Big Office. The Big Office put together one big

team, which worked together to create the meeting points. They can now be used by employees from across the departments and divisions.

Andrea Škorpilová and Petra Šebková



COLLEAGUES FROM THE BIG OFFICE HAVE JOINED FORCES TO CREATE MEETING POINTS

OPENING OF THE RELAXATION ZONE IN HALL D

The environment in Pardubice is also being improved in the production halls. One example of this is the refurbishment of the relaxation area in Hall D. Medical Devices Production Manager Vít Žďárský summarizes the activities implemented by the team: “During January and February we improved the relaxation area used by employees inside the production premises. We bought some comfortable upholstered benches and added some small design features. To help save the environment we have stopped using disposable plastic tumblers and have replaced them with glasses. This is also more economical; the glasses are washed by an external firm once a day. We have also encouraged waste sorting. We have installed containers for separating waste and have removed the original small bins for mixed waste. I am sure that these activities will help us to feel almost at home in the working environment.”

Martina Rochlová



THE REFURBISHED RELAXATION AREA IN HALL D



WE'VE SAID NO TO THE CLASSIC TRASH CANS! IN THE CORRIDOR WE NOW HAVE SHARED CONTAINERS ENABLING US TO EFFICIENTLY SORT WASTE. A BIG “BIO TOWER” HAS BEEN MADE FROM BINS HANDED IN TO US

WE'RE HELPING NATURE, REDUCING THE AMOUNT OF PLASTIC

Let us tell you about an idea that is proof that even relatively small things can help. Lukáš Zapadlo from the Sourcing department came up with a way of increasing the amount of waste that is sorted by reducing the number of bins in the offices. This idea soon caught on, on a voluntary basis, and a number of colleagues gradually gave up their office bins. With each bin that they brought in they helped to create what has become known as the “Bio Tower”, which has grown by the Big Office. You can now feel good in the knowledge that you have helped to reduce the amount of plastic that our company produces. Anyone of us can help! Thank you to everyone involved.

Andrea Škorpilová and Petra Šebková

CANTEENS PLAYING IN NEW COLORS

The areas each of spends a pleasant part of our day have also been brightened up. The canteens in both Pardubice and Kutná Hora have been refurbished, with the aim of providing our employ-

ees with a clean and modern design to the places they eat in. We are also discussing further improvements to the canteen areas in both plants, so we have plenty to look forward to.

Petra Kubíčková



THE NEW CANTEEN IN PARDUBICE...



... AND IN KUTNÁ HORA

PASSWORD: The modern-day necessity that complicates yet also protects “life”

The password is the most common form of authentication, which each of us uses on a daily basis to log into our bank account, our computer, email or e-shops. In our company users have to follow a clearly defined policy for choosing a secure password. However, in their private affairs they can choose any password they want. They then often opt for the simplest way when choosing a password, e.g. just letters with no digits or special characters. However, by doing so they run the risk of their password being discovered. Check out these few tried and tested tips for not only creating but also remembering a secure password.



HOW TO CREATE A PASSWORD

- A password should have at least 8 characters, but the longer it is, the better.
- It is best to use digits, upper and lower-case letters and special characters, e.g. ?, !, @, &. In fact it is advisable to avoid using even part of your username, date/year/place of birth or address, as well as details that are known or easily ascertainable from the registration data for the given service, social networks, etc.
- Do not use Czech accents or specific characters that could cause problems when switching the keyboard from CZ/ENG, e.g. Z and Y.
- If you use an authentication question, don't use ones where the answers can easily be revealed (e.g. the birth name of your father or your mother's maiden name).
- Avoid using the same passwords for all services, and definitely use a unique password for important services (e.g. in internet banking, etc.). If you use a lot of services/passwords, it's best to use a variety of different passwords and keep a record of them in an

app, for example (see below for recommendations), which unlocks with just one authentication.

- If a service offers the option, protect yourself with another verification factor – SMS, smart application, alternative email, etc.
- When changing your password do not simply add another sequential number/character (typically at the end of the password). In practice this is not a change, if someone else knows your original password.

RECOMMENDED PASSWORD CREATION TECHNIQUES

L33t jargon

In words replace some of the letters with numbers that look similar. A password like this is a combination of several types of character. Such as A = 4, E = 3, O = 0, I = 1 and when used in a password it looks like this: Seat = S34t.

Nursery rhyme or proverb

You can transform the Czech nursery rhyme “Raz dva tři, my jsme bratři” by using the first letters and words containing digits. So, Raz = 1, dva = 2, jsme = j. This will give you the password: “123mjb”. The Czech proverb “Dvakrát měř, jednou řež!” can be rewritten in the same way, giving you the password: “Dm,15!”, where the word “jednou” is replaced by “1” and, as “ř” is in the same position as “5” on the keyboard, that digit is used.

Password generator

At <https://www.generator-hesel.cz> you can select how complex a password you want to generate, i.e. whether it should contain digits,

upper/lower-case letters or special characters.

Other generator can be found at <http://www.converter.cz/passgen/pswdgen.php>, which creates several passwords at once and the user can choose which one they like the best and is easiest to remember.

Password management tools

If you have several access passwords that are hard to remember, it's a good idea to use a password manager. These managers can be installed on your device.

KeePass

This contains a password generator, with the option to set the strength of the password and the type of characters you want to use. If you use a special keyboard shortcut, it can also help you to enter your password in your browser.

Lukáš Samek, ICT

OUT OF INTEREST...

Most commonly cracked passwords	
1.	123456
2.	123456789
3.	password
4.	adobe123
5.	12345678

Number of characters in password	Time needed to crack password
4	1.5 hours
8	2.5 hours
12	121 years

In February the Foxconn Medical team celebrated a milestone event

In the December issue of our magazine we celebrated the first anniversary since production was launched and we continue with the positive news. The first piece of good news is that on 11th February we were registered with the FDA (Food and Drug Administration) according to Article 21 CFR. This is an important milestone for us, as we fulfilled the condition for sending products to the American market. So far we are the only company in the Foxconn group that has registered with the FDA.

Another major success is the expansion of the services we provide to the customer. From April we will be providing complete logistics for finished products, which was previously provided by the customer itself.

Two of the milestones for 2019 have already been completed!

And as for the third, on 20th February we sent the customer the 40,000th oxygen concentrator. In week 8 we achieved a weekly record in the number of units sent out and received our biggest order – 350 items. Volumes are increasing very nicely, and so far in January and February they have been 50 percent higher than in 2018. We will continue to meet our plan for 2019 and we are sure that we will be providing you with other good news soon.

Vít Žďárský

D Group medical devices production manager



CELEBRATING THE DISPATCH OF 40,000 OXYGEN CONCENTRATORS IN HALL D AND CREATION OF THE NEW RELAX ZONE

6 FLOWS of innovation

Have you been to the Big Office in the New Hall lately? If you have, you can't have missed our new artwork! The logos represent Foxconn's 6 flows for Innovation and cover People, Technology, Materials, Processes, Information and Money.

Together with our new innovation centre, the 6 flows of innovation are an important part of our strategy in 2019, which we call "educate to innovate". The world of technology is moving faster than we can keep up with sometimes, as is our business environment. It has become a banality to say that change is the only constant, and that you either drive it or fall victim to it. But there is often a misconception that innovation occurs

only in the mind of a few creative geniuses, the Steve Jobs and Elon Musks of this world. That is not true, and we believe everyone can be a thought leader in his or her own field, disrupt established practices and apply his or her expertise to developing new ways of working.

But sometimes we wonder how and where to apply our creativity - the 6 flows of innovation are here to help focus our minds, as individuals and as teams:

- How can we best engage and develop our people to meet the challenges of tomorrow?
- How can new technologies such as AI, BI, IIOT, automation etc. be used in our individual environments to make our jobs easier, faster, and less repetitive?
- How can we improve our material flows, minimise movements, improve inventory accuracy and reduce waste?
- How can we simplify our processes and remove those unnecessary steps which drive us all made and bring no value?
- How can we share and exploit data and turn it into useable information to help us make better and faster decisions?
- Finally, how can we better employ our capital and money to deliver better financial performance?

The 6 Flows initiative is a global Foxconn project which will allow all sites to share best practices and innovation. Will your ideas change the way we do business?

Loïc Maillot

Business Administration Manager, D Group

Foxconn's 6 flows for Innovation



Money



Information



Process



Material



Technology



People

Lockers for senior citizens

At the end of last year the L5 mechanical division decided to offer up its capacity to support a good cause. Thanks to the hard work of the engineering team as well as the financial support from the division management, just before Christmas the Dubina Retirement Home in Pardubice received five custom-made lockers.

Based on the needs of the home and drawing on their own experience designing various cabinets Petr Drahoš and his team prepared the final design of the lockers and sent them to production. The work was far from easy, with several comments being passed on the design, which was then modified and then drawn into a 3D model. Each of the lockers then went



IT WASN'T EASY TO MAKE THE LOCKERS, BUT THE RESULT IS WELL WORTH IT

through the process of laser cutting, bending, welding, painting and finally assembly. A total of 12 members of the engineering team played a part in completing the five double lockers.

We obtained funding for the implementation of this project from the management of CNSBG L5 and, thanks to the hard work put in by the entire team, we were able to successfully complete the project.

The five lockers were presented on 13th December 2018. Monika Kopecká, director of the Retirement Home, thanked us for the gift and praised our work. Enjoy the lockers!

Jana Chvátlová, Product Engineer



Our new Outbound Logistics manager is Lukáš Roztočil

On the first of March the Foxconn Technology division in Kutná Hora made some organizational changes at the UHX 906 Outbound Logistics center, which operates the warehouses and outbound logistics. It is now headed by **Lukáš Roztočil**.

Lukáš, who previously worked as warehouse manager at the Kutná Hora plant, took over the department from Michal Svoboda. We would like to take this opportunity to thank Michal for his excellent work and wishing him all the best in his new position.

Lukáš currently has an impressive 400 full time and agency employees on his team, spread throughout the Kutná Hora plant. He's not new to Foxconn, and has worked for the firm for eight years now. He started as process

technician, after which he became process engineer, then project manager, and after that warehouse manager.

His experience from these previous positions makes him ideal as warehouse and logistics manager, where he can draw on all the skills he has acquired in the past and effectively lead such a large team of people. We wish Lukáš all the best and great success in accomplishing his work goals.

Michaela Šváblová, Foxconn Technology



LUKÁŠ ROZTOČIL

SWD Funovation week

Have you heard about **Funovation Week**? You might have noticed the purple posters and chewing gum at reception. This was an event organized from 4th to 8th March by the Software Delivery department for the whole of Foxconn. The name Funovation Week was chosen as the event is a combination of Fun and Innovation.



ALL THE IDEAS ENTERED IN FUNOVATION WEEK THEN COMPETED WITH ONE ANOTHER TO FIND THE BEST PROJECT. THE FIRST PLACE WENT TO THE COMBINED FA AND SWD TEAM FOR THEIR PROJECT ENTITLED "FINANCIAL RECONCILIATION MADE EASY". TOP ROW, FROM LEFT: NICKY MONAGHAN, JIŘÍ JANOUŠEK, MICHAELA SUKDOLÁKOVÁ, PAVLÍNA BLAŽKOVÁ, BENNY BABY, JIŘÍ ŽABKA, EMMANUEL JEFREY; BOTTOM ROW, FROM LEFT: VERONIKA CHEK, ALEŠ PILAŘ

After the success of FedEx Day, we decided to give us all a chance to prove that we are an innovative company with some great ideas. And as it is difficult and almost impossible to create, test and implement these great ideas in just one day, it was obvious that we needed to extend FedEx Day to a couple of days. And so why not to a whole week? This led to the idea of Funovation Week. The aim was to create something useful for the company and our colleagues,

that would reduce our workload or make it easier, and that could be used to implemented in production immediately. We also wanted these projects to entertain us. We had the unique opportunity to try out and work on what we ourselves want.

A total of twenty projects were involved. These include Improvements to the Afox System, New Tools for eFox 4, the creation of the Spolujízda car-sharing application, Visualization of Manufacturing Processes in eFox, the Approval Matrix Process in SAP, Optimization of ICT/SWD Business Processes and Primary Draft Con-

figuration of Confluence for the legal department.

Funovation Week gave us the chance to break out of the routine and try something different. It was entirely up to us which project to choose, who would work with us and how we would achieve our objectives in order to deliver our innovation. The fun side of the event was helped along not only by some great people, but also by the gaming corner, a talk by Tomáš Studeník on the topic of innovation and many other surprises.

Michaela Klepalová, SWD Project Coordinator

INNOVATION ALL OVER THE WORLD

Innovations are celebrated every year in many cities around the world in Innovation Week. During this week people present the latest innovations in science, technology, mathematics and medicine. People get together at specialized talks, discuss various topics and promote innovative products and services. This is a great opportunity to make some good contacts and learn more about a wide variety of fields. We aim to create this Innovation Week here on a smaller scale and spice it up with a touch of entertainment in the form of Funovation Week. One week has already been held and we are now thinking of dates for further weeks of innovation.

SWD 2018 in retrospective and goals for 2019

As an individual, at the end of every year I take time to reflect on how my year has gone with regard to my planned goals. This is the same habit I introduced in Software Delivery. In agile/scrum culture it is called Retrospective, which means looking back at what happened during the previous period, what went well, what did not go well and planning improvements for the coming period. Try it in your personal life and experience a change, enjoying success and achieving your goals.

Areas that have gone well at SWD include Improved service quality, collaboration, proactivity and innovation. FedEx Day was a resounding success with SWD teams showing their great innovative abilities. We were also able to deliver more customer-mandated projects on time, on budget and by the planned deadlines than in the previous year. Our teams are more agile, self-organ-

ized, customer-focused and accountable than before.

Things that did not go well include our Web client project and the Jira deployment project, which was delayed although eventually finished. We did not manage to implement our strategic projects and actions fast enough. The ghost of the CAIS 2 project still continues to haunt us, but we will finally lay it to rest this year.

Our goals this year include but are not limited to the faster implementation of our strategic projects such as Orion and business process optimization. We are also focusing on Innovation, which makes Foxconn a better place



EMMANUEL JEFREY

to work, saves on costs and makes the business groups more profitable. Above all, we are working on constantly increasing our customer satisfaction.

As the director of SWD my focus will be on building a high-performing, highly innovative and motivated team. I will also be working with other Foxconn directors to improve the lives of our employees and make Foxconn the employer of choice not just in the Pardubice region but in the Czech Republic as a whole. If you want to learn more about our goals, feel free to contact me.

Emmanuel Jefrey, Software Delivery Director

Employee Events 2019

Have you already heard about the news regarding the employee events?

Which news? 🤔

We got inspired by the best things from Pardubice and Kutná Hora and decided to unite the events across the companies!

What is it exactly about?

The main event of the year will be **Foxfestival!**

Deary me! Foxfestival! 🙌 What else do you have there?

A lot of other interesting events such as: **Month of Health**, something for **Easter**, **Children's Day**, we will support **Movember** and experience **the show of St. Nicholas and the ball**.

All of it sounds great! Is there still anything new?

Yes – Loyalty System!

During the events, employees will be able to collect stamps for pre-determined activities and compete for an attractive price!

Awesome! Cannot wait for it! 😍

FOXCONN

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