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Lenka
Brychtová

Editor-in-Chief

Dear Colleagues,

We are currently experiencing a period that none of us has experienced before. The new coronavirus has paralyzed the functioning of almost every part of the world and we are adapting our daily lives to the measures announced by the government and by our company in order to minimize the effects of this exceptional situation.

In Foxconn we are addressing this topic with the utmost seriousness and we are introducing a number of measures designed not only to mitigate the impact on our business, but especially to protect the health of us all – our employees, their families, our customers, and the community in which we operate. In this issue of our magazine, we only marginally touch the topic of coronavirus in the articles of the Executive Directors of our divisions. The situation is evolving every day, so it is necessary to use more flexible means to communicate with our colleagues than our magazine. Therefore, as usual, you will find information about the “normal” life in our company. In addition, we have worked out a number of relaxation topics for you, which I believe many of us will appreciate at this time.

I wish you mainly sound health and steady nerves.

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The beginning matters

Foxconn will be one of the partners of the Statutory City of Pardubice project called "The Beginning Matters" which was created on the initiative of the local Community Planning working group. The project aims to highlight the importance of the emotional bonds between parents and their children, as the children's healthy development from the early years significantly influences the quality of their whole life.

The campaign will focus not only on clients of social services or vulnerable families, but also on ordinary families and the general public. Five spots will draw attention to the unfavourable life situations which a child in the family may be exposed to, and for example the East Bohemian Theatre Pardubice or the Czech Chamber Philharmonic Orchestra Pardubice will be involved in the realization. The working names of the spots (Party, Telephoning Mother, Drunk Father, Quarrelling Parents, and Money Is Not Everything) fully describe their plot content and what the particular child is exposed to in the family. Therefore, each spot will be filmed in such a way that the camera captures the plot from the perspective of the child's eyes. After the spots are published, the city wants to start a public discussion on this topic through an interactive web and Facebook page.

Comprehensive information on the particular issue, including contacts to experts and organizations dealing with it, will be available there as well. ■

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

Negative attendance is good news!

Since 1 January a new attendance system has been introduced for IL employees. Although we call it negative, it is not bad news. Quite the contrary! The system gives employees bigger flexibility based on the trust that all team members work best as they can.

Work results are the most important for us, so it doesn't matter if you need to go to some authority and then you finish your work in the evening. Or if you stay longer at work, you can leave earlier the next day, but if you need to work overtime, you will not lose this option. Thus, a frantic rush to the reader due to rounding time of fifteen minutes is over.

When you are at work by default, this time is automatically loaded into the system - even without marking your arrival and departure.

"This is the best step the company has taken for its employees since I joined it. The work is done in the same way, but it is dependent on the goals of teams and individuals instead of monitoring attendance," said Vladimír Sochor, Sourcing Supervisor. The new system is also evaluated positively by Facility Manager Alan Heltzel, Project Coordinator Vojtěch Babka, and Program Account Manager Lenka Dohnalová, our colleagues from different divisions who are already part of the new system. Because this is a novelty, we are currently starting to implement it for colleagues who do not work on shifts. We will regularly evaluate everything and consider further extensions. Do you want to know more? Ask your HR Business Partner. ■

Text: **Pavčina Šprachtová**, HR Business Partnering Lead





Drinking coffee can help

The coffee machine in Big Office served a good purpose. All the money that we managed to collect for the whole year of 2019 was given as a Christmas present to the Primary School and Practical School Svítání in Pardubice. Thanks to coffee lovers, the organization received a total amount of 43,953 CZK. ■

Text: **Petra Kubičková, GS**

Regular IT system shutdown

IT services provided by Software Delivery and ICT departments will be completely unavailable to all Foxconn companies as follows:

- ✔ **Week 20**
 from **Sunday 17. 5. 2020 – 8:00 a.m.**
 to **Monday 18. 5. 2020 – 4:00 a.m.**

- ✔ **Week 33**
 from **Sunday 16. 8. 2020 – 8:00 a.m.**
 to **Monday 17. 8. 2020 – 4:00 a.m.**

- ✔ **Week 46**
 from **Sunday 15. 11. – 8:00 a.m.**
 to **Monday 16. 11. – 4:00 a.m.**

Enjoy your free Sundays! No production or computers will be running! ■

Text: **SWD Field Engineering Team**

Foxconn as a #good neighbour

Thanks to Foxconn, five primary schools in Pardubice received a total amount of 150,000 CZK for the purchase of teaching aids for children whose native language is not Czech. These children often come to Pardubice to join their working parents as part of the so-called “family reunification.” “Foxconn tries to be a good neighbour and help where the region needs it. Integrating pupils from abroad is as crucial to us as it is to the city. We are a company that produces the world’s leading digital products and solutions, and therefore we are trying to equip local schools with technology that will make it easier for children to integrate,” said Pavel Kožený, PR and Communication Manager at Foxconn. The city hall managed to identify five primary schools where there are most children with a language barrier. Thus, the purchased aids such as educational tablets, speech games, and communication aids will be used to the maximum. The following schools have been engaged in the project: ZŠ Bratraců Veverkových, ZŠ Štefánikova, ZŠ Benešovo náměstí, ZŠ Erno Košťála, and ZŠ Závodu míru. ■

Text: **Radmila Čukatová, PR and Communication**



New modules will be added to MyFOX

Also this year we continue improving MyFOX! Thanks to the cooperation of our HRIS and HR teams, the portal will soon be extended with new modules. The Performance & Goal Management module (PMGM) is currently being implemented and tested, with a complete launch at the turn of April and May. Since around the second half of February, workshops are already underway, during which the Training and Development Team introduce this new



innovation to all leading employees. We are also working on the educational module (LMS), which will offer online and attendance courses, creating your own courses and their evaluation not only from employees but also from managers. Thanks to this MyFOX will bring you a whole series of simplifications and improvements to the processes you encounter every day. ■

Text: **Pavína Novotná**, HR IS Team



A video representing all of us

If you noticed cameras and lights on Foxconn campus, then be aware that it was not a news crew. It was a film-making team that was creating the official B2B Foxconn video for us for six months. It will serve not only to our current and potential customers, but also to present our company externally. What does the four minute long video describe? All three divisions and their services, as well as our corporate know-how and team spirit. Filming took place in all areas of Foxconn in Pardubice, Kutná Hora, and Drozdice, and many of you took part in it. Thank you very much and we hope that you are satisfied with your performance. The video will be used mainly for business purposes. However, if you want to see it as well, feel free to find it on social media of Foxconn Czech Republic – on Facebook, Twitter, and LinkedIn. ■

Text: **Lucie Frydrychová**, PR and Communication

We are glowing!

Last Christmas a 3D illuminated sign and 2D panels crowned the project of navigation to our company and the visibility of the Foxconn brand in Pardubice. While other people were decorating and lighting their Christmas tree, we decided for a different and smart way. The team of PR and Communication together with Facility Management decorated our roof with a 3D sign that will remain there throughout the whole year. Everyone will find us and even in case they get lost, the 2D illuminated panels on the sides of the P1 building will help them navigate. ■

Text: **Radmila Čukatová**, PR and Communication



Be the world leader in Manufacturing & Supply Chain Operations by delivering an excellent experience to our employees, customers and partners alike.



DEVELOP
Technology



DEVELOP
Processes



DEVELOP
Citizenship



DEVELOP
People

What are our mission and values?

Every organization has a reason for its existence - its WHY. This is usually called a mission. And the ideal idea of fulfilling this mission is usually referred to as a vision. Their task is to unite and inspire the employees of the company and reach out to those for whom the company exists in order to meet their needs.

Foxconn has always had its mission, vision, and values. Now is the right time to review them. "Foxconn is a huge company that has got three divisions and two factories in the Czech Republic. And we have realized that our visions and values were sometimes confusing in the past and lacked integration," reveals the Vice President and Executive Director Nicky Monaghan and he adds: "Managers and employees sometimes had no idea which vision was valid. Is it the one promoted by the headquarters or that one for which my division stands? Similar ambiguities have been confirmed by the feedback we received in the satisfaction survey."

Executive Directors of our divisions in the Czech Republic Nicky Monaghan,

Stephen McKenna, and Allan Keown, together with their teams, thought about the long-term goals of the company as well as about the competitive pressure in the region. The result is a vision common to the whole company and four values (or pillars) whose concepts differ only in small details depending on the needs of each division.

What is the vision of Foxconn?

We want to be the world leader in production and supply chain management by providing great experience to our employees, customers, and partners. Being the world leader is not an easy target. You must not only exceed your competitors' standards, but also set the

bar that others are trying to catch up with. Therefore, our employees are our top priority. Only with the support of all team members we can achieve something sustainable. Thus we try to make Foxconn a company that people are proud of. But that would not have been possible without our customers. Therefore we must put them at the very centre of what we do.

The pillars that we stand on

In addition to the mission and vision, each company has defined values that reflect the main principles and rules of the organization. They show about HOW the company fulfils its mission and vision. Foxconn has selected the following four values:

1



Develop technology

Although our employees need different technologies for their work, they have one thing in common. It must be at the highest level. Only in this

manner we can be more effective in implementing automation, digitization, and business intelligence processes. Thanks to this we will simplify production processes on the line and repetitive office tasks, eliminate unnecessary administration, speed up approval processes, and enable to process a variety of data in order to make better decisions.

2



Develop processes

Customer requirements constantly evolve. In order to protect our margin and our own competitiveness, we must continuously seek

ways to improve efficiency in all areas of our business. We eliminate unnecessary steps in individual processes, which brings many benefits not only for our customers but also for us. However, we must always ensure that changes are beneficial to both parties.



Develop citizenship

We strive to be a good neighbour and part of the society in which we operate. Therefore we want to make a positive contribution to the

cities and regions where our plants are located. We will continue to behave responsibly to the environment and take the initiative to reduce our carbon footprint. We will seek sustainable solutions and develop strong partnerships with local associations, schools, and organizations.



Develop people

We all want to know that we have the opportunity to grow. Individual development of employees is therefore an indispensable part of work

motivation. If we want to maintain our position of the world leader, we must have competent and capable employees. Only motivated employees can move us forward. We all need to look for new challenges and improve our skills. The task of team leaders, managers, and directors is therefore to seek out talent and develop the potential of us all.

Try to remember them

Ask yourself how you can improve the processes you work with. Are you willing to provide a constructive proposal and would you agree to deploy it with suppliers? Would you like to get feedback and improve your processes? Look around and look for ideas and new technologies. Consider your professional goals and work with

your superior to achieve them. Think about your impact on the community and engage in activities that have a positive impact on the environment around us.

There is still a long way to go, but we firmly believe that you will soon get used to Foxconn values and visions. We tried to make them easy to

understand, but still they should provide as much as possible useful advice and guidance. Try to remember them... ■

Text: Nicky Monaghan, Vice President and Executive Head of D Group and Loic Maillot, Business Administration Manager

How Foxconn values are perceived by an eminent expert – Vladimír Tuka, Master Certified Coach and the founder of the educational company NeuroLeadership?

What is your impression about Foxconn values?

They seem to respond to the current key challenges. They show how to keep technology at the service of people, for their benefit, and to meet their needs. At the same time, they reveal how to prevent technology from ruling over people. The lack and increasing scarcity of resources leads us to treat them wisely, efficiently, and gently to people, society, nature, and the entire planet. Social responsibility ranks high on the minds and in actions of everyone. But it is the people and their communities that must be in the spotlight. Organizations around the world are therefore placing

increasing emphasis on the human side of their activities. Anything they do should always be beneficial to people. Specifically, for example, by enabling them to develop and improve further.

Have you got any recommendations on how to integrate these values into our everyday life?

The future belongs to companies whose culture combines corporate and technological development with human development. They put people back at the centre of attention and enable them to experience feelings of appreciation, respect, and meaningfulness in their work. And I am convinced that this



approach will pay off. It is important to note, however, that we must be able to live our values, mission, and vision in common reality. Only then they reach their fulfilment. Without everyone doing his/her best, they will only remain untapped potential. ■

Photo: **NeuroLeadership s.r.o. archive**
www.neuroleadership.cz



**Vlastimil
Báča:**

Sport has always been part of me

He says he loves Pardubice and would never change anything. Although thanks to his hobby this native of Ústí nad Orlicí travelled around the world, his heart remains only in one city. There he can find everything he needs for his life - sports halls, culture, and peace. And also the largest player base of one young sport where Vlastimil Báča is the president of its association. Get acquainted with teqball...

When did you first hear about teqball?

It's been about two years since I discovered teqball. I was browsing on youtube and accidentally came across a video where a famous Brazilian football player Ronaldinho was kicking the ball on a strangely crooked table. I had no idea what it was, but I really liked it. So I started searching and found out that this sport originated three years ago in Hungary and it is called teqball. I was excited. Even so much that I met its authors and I founded the Czech Teqball Association together with my colleagues. And since then, I devote all my free time to it.

What made you so interested in it?

Teqball is very easy on equipment. All you need is a ball and a table that can be built de facto anywhere. It is also interesting as it helps to develop an incredible number of different skills - from working with the ball, speed of reactions, to improving motor skills. And you practice your head. Because you have to touch different parts of your body constantly, never twice the same. You must therefore remember your attacks and continually think about the tactics of the game. And the best players can read the opponent's game, not just play the ball. In addition, teqball is very easy to learn, as shown

by the project of the International Federation. It approached a pensioner, a disabled lady, a mother of two children, and a transgender player, and during one month they were taught to play teqball.

Where can we play teqball in the Czech Republic?

There are currently five locations. Of course we have one in Pardubice and another in Suchdol near Kutná Hora. So if my colleagues from Foxconn or their kids want to try it, just call us. Teqball can be started at the age of 11. And believe me, whoever tries it leaves excited. The amazing thing about a curved table is that the ball always goes against you, so you have to be able to speed up, slow down, and be always ready. Last year we toured the whole country - we took part in the Sports Park Pardubice as well. And everyone to whom we lent the balloon didn't want to leave the table anymore. The attractiveness of teqball can be proved by the fact that it is played also by Neymar, Lionel Messi, and other football stars of today.

What would you like teqball to achieve?

I would like to see it at the Olympics, where I would like to send the Czech

team as well. Because our potential is huge. We have 15 members registered in the association and other 40 people train with us regularly and go to tournaments. We have players from 14 to 70 years old and we are happy for that. Teqball is the fastest growing sport that has conquered almost the whole world. Therefore, in 12 years it could really appear at the Olympics. For example, the African and Asian Committees have already recognized it as an Olympic sport, but it is still necessary to convince Europe. It will not be easy, because it has much stricter conditions. But I believe that teqball will appear at the Olympics one day!

But you already take part in big events such as the World Cup ...

When I was given the opportunity to create a team for the World Cup in France in 2018, nobody knew teqball in the Czech Republic. Therefore, almost anonymously, I was looking for people through social media to pay a ticket and go to the championship with me. I might have seemed quite humorous, but I convinced two boys with whom we were successful with almost no preparation. The boys trained on a concrete ping-pong table in the park and still finished ninth of 40 countries. But the preparation for the last year's championship in Budapest was completely different. We organized a camp where we could choose the best players. This is an amazing progress. I enjoy beautiful adventures with teqball. And everyone who joins us can experience them too.

What adventures for example?

Thanks to teqball I personally met football legends like Ronaldinho, Pires, Gallase, or Puyola. In the Czech Republic we played for example with Tomáš Souček, Gebre Selassie, and others. We trained with Sparta, Olomouc, or Mladá Boleslav. It is like living your dream. ■

Vlastimil Báča

He has always had a positive attitude to computers. No wonder that he graduated in computer science and his professional journey led him to Foxconn where he has been working as a Quality Engineer in the CNSBG division since February 2018. He improves processes, monitors product quality, and he seeks corrective actions if errors are detected. "Currently we are sampling parts for new customers. Imagine a line that produces several thousands of different parts. When a problem occurs, such as deformation, our people detect it. And they start to figure out why it happened. Thanks to this process we can find a solution to ensure that the situation does not happen again."

Text: Gaja Koláčková, COT media

Satisfaction survey. What is new?

During the meetings that we held in November we promised you that in the coming year we would focus on the solutions based on the satisfaction survey. We have a clear goal - we want Foxconn to be the place where you want to work. That is why we do everything we can to make you satisfied and looking forward to work.

To begin with, let us remind you of the four areas we are addressing in accordance with this commitment:

- ▶ **Career planning** – we enable you to grow professionally,
- ▶ **Atmosphere** – we support a good atmosphere in our company,
- ▶ **Working conditions** – we improve the environment and the conditions in which you work,
- ▶ **Wages** – we make sure that you understand the reward you receive for your work and feel motivated thanks to it.

While some activities are already visible now, you can look forward to many more during the year. Where did we start?

In January, project groups made up of HR and BU representatives met to reflect on what is really important. In February, the individual activities were worked out more specifically into action plans.

We are very grateful for the support of our Executive Directors – Nicky Monaghan, Stephen McKenna, and Allan Keown who have made a commitment to listen to you at regular meetings. How do they look like?

D Group – Coffee Talk

In November, the first of a series of informal meetings, so-called Coffee Talks with the Executive Director of D Group Nicky Monaghan took place. Employees can meet with Nicky for good coffee and ask various questions. As a result, they can learn first-hand what is happening and what is planned in Foxconn. Since November five meetings have been held, attended by 33 employees. And what is their feedback? Very positive reactions came from all of them. Nicky appreciates the openness of colleagues, their interest in the company and their initiatives to bring proposals for improvement. Our colleagues attending the talks appreciate the pleasant open atmosphere and the opportunity to absorb Foxconn's vision and strategy right from the "most competent person".

F Group – Stephen meets newcomers

Similarly, the Executive Director of F Group, Stephen McKenna meets his colleagues. As he says, it is important to talk to people about what could

make them happier. He started his morning coffee meetings with newcomers. Thus, colleagues who have a "fresh point of view" can compare and realize what makes Foxconn unique. As part of these informal meetings, new colleagues were able to learn about the company's vision and share their views and experience with Foxconn openly. As a result, internal problems in one department have already been highlighted and the importance of reviewing the catering supplier has been confirmed. Even though the newcomers' opinion is important, Stephen does not forget about the other employees. Now, the most experienced of you can look forward to the invitation. We are looking forward to your suggestions!

G Group – Skip levels

Even for Allan Keown, Executive Director of G Group, senior management meetings with employees is the most important step when setting up mutual communication within the company. And what did he tell us about the event? "It is a great opportunity for me to meet employees, familiarize them



Visualization of the new reception in Kutná Hora



Relax and training zone at Hall B



Coffee Talk with Nicky Monaghan



with our plans, and respond directly to their questions. By obtaining this information directly from the source, we can more easily avoid misunderstandings. I was pleased by the number of questions that were raised at the meetings. They show that our employees have invaluable experience and knowledge of our customers and our entire business. I really enjoyed these meetings."

Improving the working environment

The most visible innovations that can be seen as a result of the satisfaction survey are activities related to improving the working environment. No wonder as their goal is to transform the areas you go through every day. What have we improved and changed over the last quarter?

The environment that surrounds us

In December, a new Working Environment project was launched to

improve the working environment in Pardubice and Kutná Hora. It is sponsored by Nicky Monaghan and the team includes representatives of employees of all divisions (D, G, and F). The project will set priorities, on the basis of which we will start a gradual change of our environment. Some of the team results are listed below.

Possibility to relax in Hall B in Pardubice

At the end of last year, the first relaxation and training zone was opened in production areas in Hall B and the new equipment was designed and assembled by the employees themselves. It is them who can relax and improve their break with coffee or tea, which was not possible in the production area before. Therefore we are pleased that we have received positive feedback from our employees. We would like to thank once again everyone who participated in its creation. In addition to resting, the zone also serves for regular and initial training.

Be online

Last autumn, a new canteen including the biggest relaxation zone was opened in the Pardubice plant. You can now enjoy free internet access in this representative room as well. The name of the Wi-Fi network is Pce-FreeWifi and the password for access is displayed in the canteen - on the notice boards in the large relax zone. But be careful - it will be changed regularly every six months.

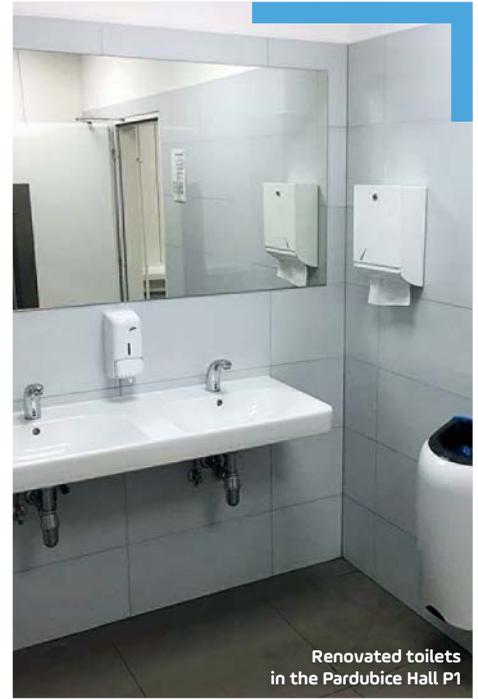
Kutná Hora plant will have a new canteen too

After a successful reconstruction in Pardubice, our team of architects and designers has moved to Kutná Hora where their task is to rebuild the canteen so that it has a uniform style corresponding to our corporate identity. Lovers of relaxation will also enjoy it. The new large relax zone will offer them comfortable and variable place for relax and free Wi-Fi. The ceremonial opening of the new premises will take place at the



Project group for „Wages“

Planned design of the new canteen in Kutná Hora



Renovated toilets in the Pardubice Hall P1

beginning of May. We hope you will enjoy not only your lunch break but also other free moments in the new canteen.

Reconstruction of the reception goes to the final

The entrance hall of the Kutná Hora plant is being modernized. After replacing the furniture and installing elements in accordance with our new corporate identity, the reception desk will be replaced by a brand new piece. The designers were inspired by lighted space and lightness, so the new counter is dominated by rounded shapes. Moreover, when designing it, the project team members had discussions with the most competent ones - receptionists and the security agency. What needs emerged from these discussions? In particular, the addition of new features such as cabinets for delivered packages, notebook storage, or mobile biometric signature drawer. In addition, the Foxconn logo will decorate the reception and it will

be displayed on the frosted glass in the reception header. And in the future, its colour backlight is expected. The reception often becomes the first or even the only contact for the visitor, so it is necessary to handle it in a very sensitive way.

New toilets shine in Pardubice

In cooperation with our contractor, complete renovation of toilets in Hall A and B was managed in the P1 building of the Pardubice plant in no more than three months. Despite a few minor defects and backlogs that the contractor has been continuously removing, the toilets are fully operational. But this is not the end of the renovation! At the end of January, the toilets in the corridor were closed and reopened for use less than two months later. Compared to the already refurbished toilets in Hall A and B, other facing has been used as well. And we hope you like it.

Replacing analogue phones

In Pardubice and Kutná Hora, the analogue desk phone replacement project was also completed. Why did this happen? The system was already outdated and there was a real risk of an unexpected accident. This would cause the outage of about 800 phone lines! Thanks to this exchange, we have obtained a clearer and unified management of telephone systems in both plants. In addition, modern IP phones deliver better call quality, caller ID display, and a log of calls. Last but not least, the telephone and video conferencing equipment was also integrated.

However, this is not the end of our activities. It is already planned to realize the Relaxation Zone in Hall A and many others. ■

Text: **Pavčina Šprachtová, Martina Rochlová, Irena Votavová, Kateřina Vyleťalová, Andrea Škorpilová, Petr Baše, Jakub Skyva, Michael Zajíc**

Modern parking in Zámeček campus

The parking spaces adjacent to the Zámeček Pardubice area, namely Zámeček West and Zámeček South parking lots will undergo more significant modifications in the coming year. They will result in a higher level of parking for our employees while maintaining the current number of parking places.



Nicky Monaghan and Viktor Sotona,
General Director of the company of ERA



**160 parking places
instead of the buildings
Z12 and Z13**

**Zámeček South
approximately 50
parking places to the city**

At the end of February, a contract was signed with the company of ERA into whose ownership the land of the current Zámeček West parking lot will be transferred. This company wants to build parking places for its employees

there. But before this happens, ERA will build at its own cost a new modern car park for Foxconn employees where the Z12 and Z13 buildings are now located. There will be about 160 parking spaces, which is similar to the current

number of car parks at Zámeček West. The access road along the Z1A and the adjacent parking spaces will remain the property of Foxconn. We expect to complete the new parking area in the course of 2021.

In connection with the project of the city, which is the reconstruction and modernization of the Zámeček Memorial, we have taken another helpful step towards Pardubice. We are transferring to the city the area which now houses the Zámeček South car park with a capacity of about 40 parking spaces. Parking for visitors to the aforementioned place will be newly built there. The adequate number of our employees will be allowed parking inside our premises. ■

Text: Čestmír Kulišek, Facility and EHS Manager

This year will be full of audits

This year, we will have a marathon of nearly two dozen audits. Are you asking why? External audits that are mostly requested by our customers verify that we comply with the requirements of Czech legislation and the RBA Code of Conduct. And proactively organized internal audits help us achieve our goals in the most effective way in accordance with the set rules and processes.

This way we prevent potential risks and findings during inspections or external audits which could result in fines or even loss of our customers. A properly performed internal audit provides information how to improve the quality or efficiency of the particular process. An integral part of every audit is also interviewing employees. During such interviews we monitor your satisfaction, knowledge of internal guidelines, or response in the event of an emergency. This helps

us identify potential shortcomings and then correct them. So, if we turn to you, we would like to ask for your maximum openness and sincerity. Only in this way we can improve and always be prepared for an audit or control of state authorities.

In addition, this year we plan about a dozen audits of our largest suppliers. Within these audits we check, for example, whether employees of suppliers work under comparable

conditions as our core employees. And we also focus on waste companies that our company uses because we want to protect and not harm the environment in which we operate.

Have you got a question about audits? Then feel free to contact us anytime, we will be happy to discuss everything with you. ■

Text: Radka Svobodová, Compliance Office

Good morning, Mexico

Do you know what Kutná Hora and Juarez have in common? Surely Foxconn. Therefore, within strengthening our relations, the cooperation between both plants in these towns was deepened at the turn of the year. During December and January several teams from Kutná Hora were sent to Mexico to help there, gain experience and know-how.



It continued in the New Year

In January, the second group of operators was sent to Mexico under the leadership of Michal Kasal (Industrial Engineer). This time the goal was to help in the warehouse and in the teardown. And the PMO representatives also came to share their experience. "Together we dealt with a comparison of planning processes in Juarez and Kutná Hora. As a result, we can improve processes from both the short-term and long-term strategic perspective," added Tomáš Neruda, PMO Manager. Lukáš Roztočil and David Smiga, Production Manager went to warehouses as well in order to work together on their optimal settings. They focused mainly on a different concept of the zone division and helped with the project of a new warehouse for the Option production.

What is the goal?

Especially bring processes and systems closer to both plants and share more experience. And the fact that interesting ideas can be found not only in production plants is also proved by the experience from the airport in El Paso. "At the airport we saw a simple and practical solution that could be used in our warehouse or production to ensure the sequence of orders," concluded Michal Kasal. ■

Text: **Kateřina Kounická, HR BP**

It started in December

In December, a team of operators led by the Production Manager Anton Andrejko went to Juarez to help process a large number of orders. Our colleagues were involved in Warehousing, OPT Production, and also Outbound Logistics. The aim of the 20-member group was to help increase capacity and meet customer requirements more quickly. "The area that we managed to improve during December was Outbound Logistics. Together we helped adjust the process and the system to ensure faster and smoother order processing," described Lukáš Roztočil, Warehouse and Logistics Manager.

Tomáš Batelka set off to Mexico as well. "We primarily dealt with the implementation of HPE S4 AMS in the region where we were comparing our solutions and looking for similarities and differences in the process. Furthermore, we focused on the implementation of Vega Project (Polaris in our country) and on system modifications that will



cover the entire HPE portfolio of products," he explained. But within exchanging experience other areas of RPA (Robotic Process Automation) and implementation of analytical tools Qlik Business Intelligence were not left aside under the leadership of Jurij Kudraň. Their goal was to speed up processes and also eliminate human errors. Thanks in this area belong to Robert Ďurica, Martin Karel, and Karel Horák. And in order to get inspiration from both sides, in January representatives of the FMX Qlik team came to Kutná Hora. What did they gain here? Experience and knowledge which they will use to create their own applications.

Pardubice are already green

In the spring, the second phase of the „No pain, no gain“ initiative started. Therefore, we would like to remind you that you can participate in the project as well! For this year we have prepared planting in the area of Polygon. Behind the P3 building there will be newly grown hornbeams, oaks, and pines. We will also plant Japanese pagoda trees and Caucasian firs behind the P7 building. In addition to fir trees, the surroundings of the P9 and P10 warehouses will be enlivened by small-leaved lime trees. Near the area of the P1 relaxation zone, field maples will also appear. New platanus, malus, sakura, and black pine trees will be planted around the P4 building. At the high voltage substation P11, apple trees will be accompanied by summer oaks and catalpa bignonioides. And along the northern wall of P1, we will plant hornbeams and firs. The subsequent tree care will be our responsibility. Nevertheless, the most important responsibility rests on your shoulders, which is the planting itself. Do you want to join us? Contact the Facility Management department to find out the place and time. We will be looking forward to building a better working environment together. ■

Text: **Ondřej Slavík, Facility Management**



Proper heating helps not to waste

Heating flats or houses in winter costs something. Thus, most of us try to look for ways to save something. Foxconn is also striving to find solutions to reduce heat consumption and heating costs. These costs constitute 38% of the total consumption of the plant in Pardubice! Therefore, we have decided to install Heimeier thermostatic heads on radiators in common areas (corridors, cloakrooms, kitchens, or toilets). They are equipped with a liquid sensor with high accuracy and durability and they are secured against theft or tampering as well. The heads can be adjusted in the range of 1-5 and the level 3 was chosen for common areas, corresponding to the temperature of around 21 °C. Thanks to precise regulation, there is no overheating and unnecessary waste. Reducing the room temperature by 1 °C means a 6% reduction in heating costs. We have installed around 500 thermostatic heads in our buildings so far. If you use them as well, remember to open them to the highest level after the heating season. This will ensure their functionality next winter. ■

Text: **Pavel Bartizal, Facility Management**



Collecting mobiles makes sense

Last year we joined the collection of mobile phones and other electrical equipment again in Pardubice. Within the #GivingMobile campaign we collected more than 198 pieces and earned the certificate of a socially responsible company. The estimated average collection of mobile phones in the Czech Republic is around 3–6% and it is growing constantly thanks to companies like Foxconn. This collection has considerable environmental and charity benefits. Thanks to this activity we can support Jedlička's Institute and Schools. Therefore, do not hesitate to participate also this year. The transparent tube can be found at the reception of the P1 building in Pardubice. And our plant in Kutná Hora will get involved soon as well. ■



Text: **Petra Šmerdová, EHS**

Touch screen as a guide

The unique touch screen project is already fully serving visitors and employees of Foxconn. The screen located at the reception of our plant in Kutná Hora runs on its own system and this special internal program was developed by our employee Michal Cetkovský.



The Touch Screen TV Project was created as part of the improvement of the working environment in connection with the realization of the new Caribbean relaxation room, the outdoor FoxPark and the modernization of the reception. At the same time, this screen is part of the Fox TV project, where it is

connected to televisions in the canteen, reception, and halls. All these channels are controlled from one place and one system is used for it. The screen allows visitors to look into the heart of Foxconn. After a few clicks, it reveals the entire factory building and provides the name of almost every room. It not

only introduces the products or safety rules to the visitors, but also describes the activities that our company does for the local community within CSR projects. The touch screen has become an assistant for all employees who welcome partners, customers, or visitors to Foxconn. Regularly it is also the first acquaintance with the company for students from partner schools on excursions. According to Michal Cetkovský, the current form of its administration is user-friendly, easy to edit, and ready to be linked to the database. It is therefore possible that the Touch Screen TV project will move to Pardubice as well. ■

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

Helping in the USA

At the beginning of last October two Foxconn employees – Petr Hasík and Ivana Parusová – embarked on a 12-day business trip to the USA. What was its goal? To help HPE plant that is located in the suburbs of Chippewa Falls in Wisconsin.

Although the departure from Prague Airport was not in the best weather conditions, the flight across the Atlantic was already calm. After arriving in Minneapolis, we were happy to be able to finally stretch our legs when looking for a car rental. Although we were a bit afraid of driving on another continent, with each mile our concerns diminished. We found out that the fluency and safety of the traffic is often better there. And we really enjoyed the car ride! The hotel where we stayed in is about 10km from the factory. Moreover, we often went to the department stores



for food as the factory in Chippewa Falls, unlike Czech sites, has not got a canteen. We enjoyed working in the USA and the approach and helpfulness of people was sometimes astonishing. And yet each

of the employees strictly followed the company rules. We tried activities in many different positions and we found the work easy. We brought home a lot of new knowledge about pre-labelling (i.e. the preparation of structured cabling before the rack installation). And we are glad that in return we could offer our colleagues our experience in the rack assembly. It is really great that Foxconn offers its employees the opportunity to get to know other manufacturing plants. ■

Text: **Petr Hasík, Value Operations Supervisor**



Threat called ransomware

Ransomware, which is translated into Czech as extortion software, is a kind of malicious program. It attacks the computer system, encrypts data stored in it, and then asks the victim to ransom for restoring access to it. In most cases, it also contains a specific timeout, after which the data will be irreversibly deleted.

How does the attack look like?

A ransomware attack is typically spread through email attachments, whether it's an executable file, an archive, or an image. Once the attachment is open, the virus is allowed to enter the system. The infection is not always immediately detectable. The virus works quietly in the background until it finishes its work. A dialog box will then be displayed to notify the user that the data has been encrypted and requests a ransom to unlock it.

How serious is the threat?

Today's ransomware programs utilize complex encryption that is virtually unbreakable. This gives the victim no choice but to pay the required amount

(and hope that the attacker will actually make the data available then) or accept their loss. Until now, companies have often solved such situations with the motto "never negotiate with extortionists". They took the ransomware attack as a loss of data that they did not attempt to recover by paying the amount, and immediately started with their reconstruction. The attackers have responded to this approach and begun using a new method in recent months. It is no longer a risk of simple data deletion,

In the first half of 2018, over 181 million cases of ransomware were reported, and this figure is rising every year.

Defence and protection

Cyber Security, an ICT department, deals with our corporate prevention of attacks. The main rules for defence are:

- 1** Back up your data regularly.
- 2** Keep all your software updated.
- 3** Use antivirus software.
- 4** Never click on suspicious attachments or links.

but rather publishing the data on the Internet. Since the data may contain sensitive data, such leakage may have devastating consequences for the reputation of the company and loss of trust of both customers and employees.

The most famous cases of attacks

Originally, this type of virus appeared in Russia. However, it soon spread and became one of the most common and dangerous ways of attacking around the world. In May 2017, the WannaCry ransomware gained worldwide attention by attacking more than 250,000 computers and demanding up to 46,000 CZK to unlock the data. Last December, the media reported two major cases of ransomware attacks. Ryuk software paralyzed the Hospital in Benešov and the metallurgical company of OKD. How did it get to the Benešov Hospital system? Quite simply - one employee opened an e-mail attachment that seemed to be an invoice but actually contained the malicious program code. With a single careless click, the virus was let into the system, which virtually shut down the hospital. The subsequent renovation of the systems took 19 days and its estimated cost is about 40 million CZK. ■

Keeping up with the Divisions



**Nicky
Monaghan**

Vice-president and Executive
Director of D Group

This year, we celebrate 20 years of Foxconn in the Czech Republic and 90 Million Personal Computing products delivered to our customers. It is therefore an ideal time to evaluate the success of our company. The results achieved are testimony of our strength and strong relationship with our customers, as well as our involvement in the local community life.

In Chinese calendar, 2020 is the Year of Rat and people born in it are considered to be very industrious and thrifty, diligent, and positive. We will need all these human qualities in the coming months.

If we should be the world leader in manufacturing and supply chain operations, by delivering an excellent experience to our employees, customers and partners alike, and to strengthen our presence in the region, we must have a plan that ensures our continued

success. Our mission and vision remind us all of our common purpose and seeks to unite the Foxconn family in support of the common goal.

We celebrate 20 years of Foxconn in the Czech Republic and our vision and values described on pages 6-7 are shared within the whole company. The role of the management team is to outline the way forward. Our leading employees must understand them and deploy them in their teams as well as to regularly review priorities throughout the year. We all recognize that many challenges lie ahead of us. Therefore, innovation of our processes and technology will be key to our future success. Digital transformation will ensure our competitiveness and allow us to take advantage of the changing environment with more opportunities for those who can adapt. Developing our processes, employees, and citizenship will ensure our sustainability and growth.

I also look forward to exciting developments in the area of our employees' satisfaction, as a result of our survey last year. However, we must continue to bear in mind external economic factors which can have an impact on our short-term results. If we remain ready, we will be able to adjust our plans for different scenarios.

At time of writing this article we are receiving new information on daily basis in connection to the Corona virus including its potential impact on our suppliers and operations in the coming months. But our order book remains strong. Thus, we are looking for solutions with them all to reduce the negative impact on our operations and employees.

Therefore I am looking forward to working with you all – we will make our plans a reality soon. I wish you all a successful year of 2020. ■

Firstly I would like to take this opportunity to welcome all our new employees who joined us from our agencies. We are really pleased that you have chosen to join us. Exiting the DMP model and creating more permanent Foxconn positions is a significant milestone in our company's development.

In addition, in N.W.E. we have started shipments to Ingersoll Rand for a new bus climate project and expanded our business with Corvus the Norwegian energy company. We also expect to announce new LS customers soon. Our Data Centre Network (DCN) division executed the quarter for both Broadcom and Pure Storage to our plan. At the end of last year Pure Storage even awarded our team to be the Supplier of the Year. In Cisco we are increasing our portfolio of products which will lead to increased production in the near future. We have made a number of organisational changes as well. I would like to welcome



Allan
Keown

Vice-president and Executive
Director of G Group

Jacques Maries who joined us from January as Operations Manager for our DCN business. And Jiří Papakiriakos has transferred to Cisco as Operations Manager. I would like to wish both of them a lot of success.

At the time of writing this article we are currently challenged by the impact of the COVID-19 virus epidemic. This is one of the most significant impacts

article from Mexico and the long flight over here gave me time to reflect on reaching this landmark of 20 years. The most encouraging thing for me is that after 20 years, I see a company that has gone through a positive transformation in many ways, and that we are in very good shape to face future challenges. Our business is still growing and our customers still rate us very highly. It is really great to see and feel the energy and hunger in our teams to continue to develop and get better and better at everything we do. We can rely not only on the experience of our long-term employees, but also on the skills and perspectives of newcomers who may inspire us in many ways.

I spent a lot of time with our Taiwanese company executives, and also customer executives in the last months. And I can tell you that they are extremely happy with what we are doing in digitalisation, business intelligence, and automation.

which we have experienced in 20 years of our operation and it is extremely challenging to navigate. We hope to be able to minimize the impact not only on our customers but also on you. As I am aware of the significant increase in your workload, I would like to thank everyone for help and support during this challenging time.

This year will be a very special year in Foxconn's history as we will celebrate our 20th year of operation in the Czech Republic. It is a significant achievement taking into consideration how quickly our industry and supply chains evolve. We have achieved many things together in that time. We have overcome many challenges and grasped many opportunities. Our company has significantly changed in so many ways and it is as relevant today in the global supply chains as it was when we started operating in Pardubice in 2000. ■



Stephen
McKenna

Vice-president and Executive
Director of F Group

The year of 2020 is quite a momentous year for us. Foxconn is celebrating 20 years of its existence in the Czech Republic and I will personally reach my 20th anniversary with the company in August. It is hard to believe that time has passed so quickly. I am writing this

We are seen as the leaders in these areas and the inspiration for our sister sites in Americas and Asia.

I would like to pay special thanks to you all in divisional and central teams for the amazing support over the last quarter. In particular the people who volunteered to support our efforts in Mexico to help our sister site. It is a sacrifice to leave your families to spend days or weeks on the other side of the world. It is highly appreciated by Pablo, my counterpart in Mexico and by our customer. Technology is important, but at the end of the day it is the people in the company who make us what we are, so thanks to everyone.

As we are now impacted by the situation with Corona Virus, I would like to conclude by saying that we are managing this situation very carefully to ensure minimal impact to our employees and also to steer our business through this difficult period. ■



What are the results of SWD Customer Satisfaction Survey?

New Year's survey of satisfaction with Software Delivery services has already become a tradition. For last three years we have been asking you every January how satisfied you are with our services. We believe that there is always space for improvement. It is also good to know how much we have moved forward over that year.

This year was record-breaking in many ways. In total, 433 Foxconn and Jusda employees participated in the survey, with 313 respondents completing the whole questionnaire. This is more than doubled result than the year before.

Evaluation and results

Your average satisfaction jumped to 7.2 while 76.6% of you are totally satisfied or rather satisfied. This is almost 6% more than last year. You were most satisfied with Qlik which scored 8.34 out of 10 possible points. The second place went to BRM (Business Relationship Management) support and the third to SAP. You were least satisfied with JIRA, Internal Applications, and eFox. The positive finding of the survey is the fact that this year all systems and services received an average of one point more than last year. In 2019, the service rating scale ranged from 5.26 to 7.35 points, in

2020 it was 6.84 to 8.34 points. Our customers evaluated various aspects of cooperation. In this respect, they best appreciated the quality of communication (score of 7.88), our employees' knowledge (7.8), quality of service (7.65), the frequency of communication and pro-customer approach (7.63).

The most important aspect of collaboration with you is the speed of problem resolution, which has become the sixth highest ranked field with a score of 7.29 points. The second and third place was followed by the knowledge of our employees, respectively the quality of communication. Both of these cooperation aspects ranked in the top two rankings. Thanks to these results, your overall satisfaction with Software Delivery services increased by 6% and

the number of employees who would recommend cooperating with SWD



The most positively rated team member with 20 recognitions was Ondřej Vilím - congratulations!

You do not forget to thank

We are pleased that you have expressed your thanks to our particular colleagues also this year. Namely, you mentioned 62 SWD colleagues (68%) who received a total of 236 recognitions. They were handed over by their managers. How were they split?

- ▶ 49 employees gained 1–4 recognitions,
- ▶ 4 people gained 5 recognitions,
- ▶ 2 people gained up to 10 recognitions,
- ▶ 5 colleagues gained up to 15 recognitions,
- ▶ 2 people were given up to 20 recognitions.
- ▶ Thirteen best rated colleagues received a nice surprise.

increased as well. In this respect, we achieved an increase in satisfaction to 77.9% and an average score of 7.3.

A little comparison

If we compare trends over the years, all aspects of cooperation tend to improve. Except the only one – price. You are the least satisfied with it (score 5.04). Worse-rated aspects also include satisfaction with capacities (5.86), price vs performance ratio (6.16), and delivery dates (6.92). However, even here we can see an increasing trend of satisfaction.

The results of the analysis will now be addressed by the SWD management who will prepare a set of corrective actions. Our divisions will be acquainted with them at regular monthly meetings. Dear customers, we would like to thank you for your feedback, comments, and your support. We can promise you that we will continue to improve our services. ■

Text: **Veronika Chek, SWD**

Developing and transforming

We live in a constantly changing world, to which organizations and individuals must continually adapt. And Foxconn has to face this as well. In order to grow further, our Executive Directors agreed to align their development strategies at the end of last year.



What is the main goal? Successful adoption of digital transformation. Only then we can improve our productivity and business processes, drive growth through technology, and reduce process and system duplications. In order to be able to deliver better products and services to our customers, the Executive Directors of all Foxconn divisions have decided to launch Business Transformation Projects that will reveal key areas for improvement. Their task will be to explore current processes and focus on their simplification, unification, and standardization.

Our collaboration across Foxconn is crucial to the success of Business Transformation Projects. Our Executive Directors rely on us all! If you would like to join, contact

SWD Director Emmanuel Jeffrey or the particular Project Manager. ■

Business Transformation Projects and their leaders

- ▶ Warehouse Operation and Process Consolidation – Milan Valda
- ▶ Production Planning Consolidation – Volkan Ozkan
- ▶ Request/Maintenance Reduction – Martin Švestka
- ▶ Supply Chain Management Consolidation
- ▶ Manufacturing Execution System Consolidation

Text: **Essowe Gabin Abalo, SWD**

Connecting schools and employers

The company of Foxconn became the organizer of the first in a series of planned meetings that should become a platform for mutual discussion between major companies in the region, schools, and other amateur organizations.



Therefore, representatives of employers, secondary and elementary schools from the Kutná Hora region, the local Labour Office, and other guests gathered in the golf club of Casa Serena in Roztěž during the third week of November in order to evaluate their existing

cooperation. The discussion part then focused on education and subsequent work career of students, needs analysis, or intergenerational cooperation of primary and secondary schools with the support of employers. Several learnings emerged from these

discussions. It will be necessary to introduce professions that have changed dramatically over the last decade, bringing the business environment closer to students and their parents, and establishing closer cooperation between schools and employers. "For long time the company of Foxconn has been supporting education in the regions in which it operates. We are a good example to other companies, so I am glad that the imaginary ball was kicked off in Foxconn. A Memorandum of Cooperation in connection with this meeting was signed in November by one company operating in Kolín with the Secondary Technical School from Kutná Hora," revealed Pavel Kožený, PR and Communication Manager. ■

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

Instead of junkyard to charities or schools

Second breath for laptops and desktops. Discarded equipment that has not passed Cyber Security's standardized network usage rules under the Cyber Security project will go to various charities and non-profit organizations in the Kutná Hora region.

Although this equipment does not meet the requirements for safe usage in our internal network, it consists of fully functional components that would have to be discarded. However, within the IT equipment replacement project, another option was selected by us - donation. For long time Foxconn has been supporting non-profit and charitable organizations in the regions in which it operates. The motto "to be a good neighbour" is binding. That is why, in the coming weeks, laptops from Foxconn will go to the Sluničko Club, the Regional Charity in Kutná Hora, or the charity organization



called Cesta životem bez bariér, and other community groups and associations.

But Foxconn does not forget about schools either. Older desktops will find their use, for example, at VOŠ, SPŠ and OA in Čáslav. Within IT subject students can learn various ways of soldering, the assembly of components, and other activities related to the knowledge of the entire operation of the equipment. Students couldn't wish a better textbook than a disassembled computer. ■

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



For the record... Thank you!

It was August 2001 when the first computer for Compaq, which was later purchased by HP, left our production line. Exactly 6,751 days, 4 hours and 36 minutes later, we sent a computer with the serial number 90 million! How did we manage that?

The journey to this achievement was more than exciting. It was full of challenges, ups and downs, and periods of unprecedented growth that alternated with difficult times. It was also filled with a constantly changing environment, demanding customer needs, increasing production complexity, and requirements for greater flexibility. And all this could be managed only with the best of the best - you - our colleagues, co-workers, and friends. Many irreplaceable individuals helped create our company. There are so many of them who have helped Foxconn put down roots in the Czech Republic. It is practically impossible to name them all. Some have been with us since the first day, others have joined later. Many of our employees have linked their careers with Foxconn and I am proud to be one of them.

I sincerely appreciate all of our employees who come to work every day to help

Foxconn sent
a computer
with a serial
number of
90 million



meet the needs of our customers. They work hard every day to deliver the best possible service and enable end users to get HP computers. I feel proud every day when we successfully solve our customers' difficulties. And also when we manage to correct a quality problem or when we can do even a quick miracle for our customer.

Computers made in our production are used in hospitals, banks, graphic studios, offices, but also at home. We are not always aware of this, but many areas of our lives depend on computers, and many of them - 90 million, to be

exact - originated here in Foxconn in the Czech Republic.

I feel honoured to thank you on behalf of myself and my colleagues and the entire company management. We have not only a big thank for you, but also a small gift for every employee of D Group HP L10! And I also have one promise for everyone. As a management representative, I would like to assure you that we are counting on you in the coming years - in the production of many computers and in working together for other satisfied customers. I look forward to working together to create the best manufacturing facility in the world where you - our employees - feel good. We will give you an environment in which you can develop to provide the best service to our customers and partners every day. ■

Text: **Tomáš Bachorik, Operations Director, D Group**

Robots help us in administration

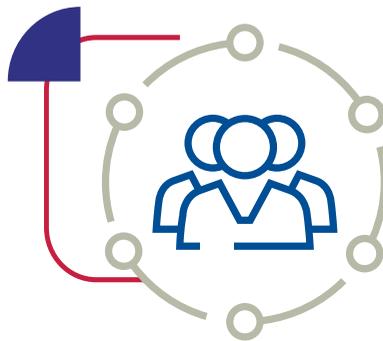
What comes first when you say automation? For most people probably large robotic arms that make the production of a variety of products easier. But this is far from being the case. This phenomenon conceals a number of other technologies that can do an incredible amount of activities. Which of them are currently experiencing the greatest boom and thus Foxconn cannot miss them?



Automation also means simplifying the processing of large volumes of data and files. That is, an activity that very often occupies a relatively large part of employees' work agenda. To speed up or even eliminate this activity, the implementation of so called Robotic Process Automation (RPA) has begun in many divisions of Foxconn.

Can everything be automated?

The best possible "robot," or if you want a program, must be designed first for each individual process. To do this, we had to conduct a thorough analysis as the first step, including the data inputs and outputs that we work with as it is not advantageous to automate all processes. But thanks to the analysis it is very easy to find out for which processes the robot is worthwhile and for which it is not suitable. In addition to automation, such an analysis also gives us time to reflect on the particular activity and



For easier support, we initiated the establishment of the Foxconn RPA Community.

consider whether any change or settlement of already established procedures is actually needed.

Special tool

Once all inputs and decision-making methods are in order, we proceed to

create a robot. For this we use a special tool called UiPath in which we gradually build the whole process. The robot is drawn up as a workflow system in which we define conditions such as "if-so". By using programmed activities, then we determine where the robot should go, what to open, where to copy something, to whom to send something, etc. Finally, we set the conditions for starting the robot, i.e. which days of the week and at what time it should work, as well as the frequency of repetitions.

Community helps us

We initiated the establishment of the Foxconn RPA Community to facilitate support and communication between teams in divisions. It is a community where teams and employees are directly involved in the RPA process. Thanks to this group individual people interested in automation and enthusiasts can discuss and come up with new ideas. They share new approaches and ideas and inspire each other. Do you want to join us? You may find out what benefits automation could bring to your department.

Join us

So, if you are tired of filling out spreadsheets or are sorry for the time spent when copying data, our community will help you change that. Meetings of the Foxconn RPA Community are held regularly once per month and every interested person is welcome. If you want to become involved, just contact the HR PM department. ■

Text: Lenka Hloušková, HR Specialist

Face of our HR? HR Business Partner

In Foxconn you can find seven HR Business Partners (abbreviated to HR BP or HR Partners). These colleagues take care of the entrusted sections and are the imaginary “faces” that HR sends to you. They take care of managers, supervisors, and entire departments to make them work better. How do they manage this? Look under the hood with Irena Votavová who is HR Business Partner in Kutná Hora since April 2018.

One of the main tasks of each Partner is to lead a project group that addresses one of the topics related to the satisfaction survey. Irena is responsible for Career Planning. So that every colleague knows where he/she can grow and what should be done for that.



It is us who the superiors discuss possible promotions with. That is why we need to understand your work perfectly! So you can meet us when helping in production, warehouses, or other departments.

We want you to meet other people. Thus Irena could not miss the meeting of Stephen with newcomers from Kutná Hora. But you can also see us elsewhere - for example, at meetings with employees or at “round tables.” We bring you HR news and take away your valuable feedback.



Irena and other Partners provide consultations to supervisors and managers. They provide useful information, tools, and recommendations, so that they can take better care of you. What do they use? Data, reports, analyses, and the processes created by our colleagues from other teams. ■

Text: Pavlína Šprachtová, HR BP



Pavlína Šprachtová

She works as the HR Business Partnering Lead since 1st December 2019. She studied psychology at Charles University and this field remains her hobby. However, she was already interested in HR during her studies. First she worked at an international food company and then as a consultant at an educational agency. In Foxconn she started as an HR Business Partner for SWD and central teams more than two years ago, however, last year she focused primarily on the manufacturing divisions L5 and Cisco within G Group (CNSBG). And when she doesn't work? Mostly you can find her in a good restaurant or at the stove because food and cooking is her biggest hobby. “I know how demanding and fulfilling an HR Business Partner's work is. You help your colleagues with their career growth, you can see how newcomers in their team are established, or how an experienced manager blooms in a new role. This is something that makes sense and helps Foxconn move forward. As a leader, my goal is to manage projects that go across the company or interfere with multiple HR processes. This ensures that Business Partners have everything they need for their job. One of these projects is the leadership of activities related to the satisfaction survey or the negative attendance project.”

Get to know me



Jana Bilanská,
Production Supervisor
in G Group

at Foxconn working for an agency since 2004 and since 2009 in our permanent staff



Alarm – I put off the alarm clock regularly in the morning. I love those 10 extra minutes of sleep. Then I make a coffee and affirm, which means that I focus on positive thoughts. And after my breathing exercises I go to work.



Responsibility – I take care for the whole hall of Broadcom and Pure Storage where we produce routers, switches, or data storages. I feel comfortable in the leading position – I have responsibility for people and for their performance. It is important for me to make them feel support. I do everything I can to put them first.



Alarm – Every day I get up at seven o'clock. When I arrive at the office, I always have a cup of strong black coffee first before I start working.



Responsibility – I currently lead the NPI Project Coordinators team to ensure we deliver products to the customer on time and in order. I am also involved in problem solving. I communicate concerns



Impulse – It was Jaroslav Dušek in his theatre performance called Four Agreements or Eckhart Tolle in his book called The Power of Now who inspired me how to live my life more happily.



Challenge – I love changes, so it is a challenge for me to motivate people who do not like changes to see them in a different light.



Pleasure – Every day I rejoice in small things or successfully managed projects. Also when someone is happy about the gift I gave him or her.



Foxconn – My work and my people are the first in my mind.



Around the world – I do not care about the destination, it is mainly about the experience. Therefore I would like to look at places linked to yoga and its history – for example, to India.



Vent – I like doing things outside, whether it's skating or walking in nature. I devote my time to yoga and meditation. And a meaningful conversation with a person I love can also turn me on.



Passion – I appreciate the time spent with people who are important to me in my life. ■

to the customer openly so that they can work on their solution.



Impulse – I am happy when our customers are satisfied. And also when I can see colleagues motivated and smiling. Work is where we spend most of our time. It is therefore important to be positive.



Challenge – When a customer wants results in a very short

Do you want to know how your colleagues live? Their desires, hopes, or day-to-day habits? Read about three interesting people who you can meet in the corridors or production halls of Foxconn.

time without giving us enough information.



Pleasure – I try to help people in need. Therefore, I help a family with four children in Istanbul. Every time I come, I buy them food and clothes. Their thanks make me really happy.



Foxconn – It has always been an important part of my career and life. I started in Turkey, which was a great experience that gave me the opportunity to meet amazing people.



Around the world – I am a big football fan and I have always



Yasin Akdemir, NPI Project Coordinator in F Group

Started in Foxconn in Turkey,
in the Czech Republic since
June 2016

wanted to see the Camp Nou stadium in Barcelona. I achieved that when I could see the Champions League game live in 2013. It was the best experience of my life.



Vent – Sometimes I relax by preparing food, sometimes by swimming in the sea under the hot sun. And sometimes by playing poker.



Passion – I love driving and long trips during which I can drive. It allows me to discover new places and experience great adventures. ■



Tomáš Strnad, DL Trainer in D Group at Foxconn since 2011

breathing oxygen concentrators and provide service as well. I also take care of operators' training and control our production and compliance with working procedures. Because any minor mistake can endanger the customer's life.



Impulse – When I had to convey the idea of our project in a clear way to our employees including managers. This was a big challenge for me. In my personal life I am always pleased when my sons get interested in something. For example, we are learning to play chess with the older one right now.

I manage to win a tennis match in the division that I play for TC Chrudim.



Foxconn – Blue colour!



Around the world – I would like to watch a tennis match in Wimbledon. I was really close once, but unfortunately it did not come off at the end.



Vent – I like to go fishing to relax. It is great to switch your brain off and relax in nature. After talking at work all day it also makes me happy to play the console.



Passion – I have been playing tennis since my childhood. Now I compete in it and I run courses for children as well. I also love poker and I excited my wife's interest in it, so sometimes we go out to play it. ■



Alarm – After waking up at five o'clock I have a coffee and go through the sports results of the night matches. I have two smaller children, so I have to be careful not to wake them up.



Challenge – At work it was the transfer from HP production to Inogen for me. I had to study new processes that I explain to other colleagues, and I often have to speak in English.



Responsibility – I work at the Inogen division where we produce



Pleasure – I am happy about all successful steps of my sons in their life. And also when

Text: Vojtěch Babka, Project Coordinator

New Foxportal launched

Since 17 February our new internal portal has been in operation. The original, technologically outdated intranet that worked on Sharepoint 2010 is no longer supported and had to be shut down. We were pleased to take this opportunity to prepare a modern and well-arranged portal tailored to our corporate identity, which also offers a number of new functionalities.

The screenshot shows the Foxportal homepage with a dark blue header containing navigation links: NEWS, EVENTS, LUNCH MENUS, ARTICLES, USEFUL INFORMATION, DEPARTMENTS, DOCUMENTS, LEAVE REQUEST FORM, PHOTO GALLERY, and USEFUL LINKS. The main content area features a large graphic with a globe and icons for communication and technology. A central banner reads "LET'S CONTRIBUTE TO THE IMPROVEMENT OF SWD SERVICES!" with a survey link. Below this is a "News" section with several articles, including "Pilot Rounds of the Program Blind Date alias Get to Know...", "New Way of Ordering IT Facilities", "News in the T-Mobile Benefit Program", "Free Wi-Fi in the Canteen!", and "Attention! Points in Cafeteria newly unlimited". A "Live Foxconn" magazine cover is also visible. Callout boxes provide details on navigation, news access, electronic leave requests, language switching, anonymous polls, and the magazine archive.

You return to the home page by clicking to this button.

There are several ways to access news, articles, and events. Directly from the menu or by clicking to the „Show all“ button.

Electronic leave / overtime requests are temporarily solved by using the old intranet before they are migrated to another system. The possibility for leading employees to approve leave requests is kept as well. However, inbox requests are no longer linked to SAP and EKU.

Possibility to switch to the language versions CZ / EN.

Possibility to switch to the PCE / KH locations.

Fast anonymous polls designed to collect your feedback.

NEW: Quick form for anonymous collection of your questions, inquiries, or complaints that will be addressed by our Compliance Office.

Fast, striking, crisis, and other company news.

Archive of all issues of Live Foxconn magazine.

The intranet is available in Czech and English and the locations of Pardubice and Kutná Hora remain different. It is not only interesting in its graphic form, but it also offers other content and logic of the contributions breakdown. And it will surprise you with different functionalities as well. To make the transition to the new intranet easier for you, we have prepared a „New

Foxportal Guide“ describing the basic layout of the page and its parts. You can find it on the new intranet in documents or in the PR and Communication department section. We also recommend you to read the most common questions and answers, which you can also find on Foxportal. If you have any questions about the project, please contact Martina

Podzirková. Lucie Frydrychová is the contact person responsible for the intranet administration. We hope that we have introduced you a nice, clear, and easily accessible platform. What is more, information is now easily accessible for you from kiosks. ■

Text: **Martina Podzirková, PR and Communication**

They went on a blind date and won!

In the first rounds of the program called **Blind Date** alias **Get to Know Your Colleague** we competed for valuable prizes. So, if you participated in all the pilot months (October, November, December), you could join the draw for a total of six vouchers to a restaurant worth 1,000 CZK each that were equally divided between Pardubice and Kutná Hora.



On Thursday, 9th January, the very first official announcement and rewarding of the winners took place. The ceremonial draw in Kutná Hora was attended even by the best bartender



in the Czech Republic for 2019 Eliška Rajchmanová who had the opportunity to congratulate the three winners to obtain the voucher. And the winners are Šimon Kopecký, Irena Votavová,

and Lenka Marešová. In Pardubice, lucky winners were drawn by randomly selected employees in the canteen and the vouchers were handed over by the entire organizational team of the program. It was Pavla Brychová, Radmila Čukatová, and Gabriela Pivková who were pleased with the prizes. If you haven't joined the program yet, don't worry! This year you can enjoy blind dates as well. And even in an improved form. Therefore watch Foxportal and notice boards not to miss anything! ■

Text: **Lucie Frydrychová, PR and Communication**

Our production teams grow

After more than 15 years of operating in the model of using suppliers of assembly works (DMP) in Pardubice, we switched to an agency model of employment that brings a number of changes.



The entire transformation was led by our recruitment team, together with representatives of our production representatives and Manuvia. As a result, the transition to the new regime has been successful and since 1st January 2020 we have 340 agency workers in our teams who help us in production. In Kutná Hora, the transfer

to the agency regime took place on 1st March 2020.

This type of employment has specific rules that need to be understood and learned to work with. Jitka Chudobová (Recruitment Specialist) and Lucie Benešová (Recruitment Manager) will help you in this area.

In addition to these activities, several meetings with employees in the DMP regime took place before Christmas where the possibility to become Foxconn's permanent staff was introduced. All the organization was supervised by Markéta Nováková in cooperation with recruitment and production representatives.

During these meetings, we managed to address over 150 workers who, based on their experience and time with Foxconn, were nominated as production candidates for the transfer. Thanks to this we enriched our teams with 90 experienced colleagues at the beginning of January. ■

Text: **Lucie Benešová, Recruitment Team**



This interview was done when we did not have to deal with the coronavirus-related restrictions. Thus, think of it as an inspiration for years to come.

To go for skiing with kids is easy

When you love mountains, you want to spend every spare time near them. They have their undeniable seduction in every season and their atmosphere will charm virtually everyone. Petra Mužíková, currently working as Order Management Supervisor in Foxconn has been enchanted by the mountains as well. That is why she spends all her leisure time in the mountains. In winter mainly on the ski slope or in the white track.

Who induced you to skiing?

I come from Podkrkonoší where I had more opportunities to go cross-country skiing than downhill skiing. When the conditions were good, which was very often then, we went with my dad to cross-country skiing even twice a week. As a child I didn't get to ski slopes very much - once a year at most. So I can say that my husband induced me to downhill skiing.

How often do you go skiing?

We try to go for downhill skiing for a longer weekend at least twice a season. We used to go to the mountains for a whole week in the past. But now we prefer more frequent

and shorter stays. The resort is usually chosen by my husband. We already have some places where we go back because we like it there. We usually stay in an apartment or a cottage. And if the conditions are good, we go on one-day trips for cross-country skiing every week.

How do you choose your holiday in the mountains?

When our daughter was a little girl, we were most often looking for a resort where you could take the chair lift to the intermediate station. One of us always guarded our daughter there and the other one could ski. And after lunch we swapped and the other one could

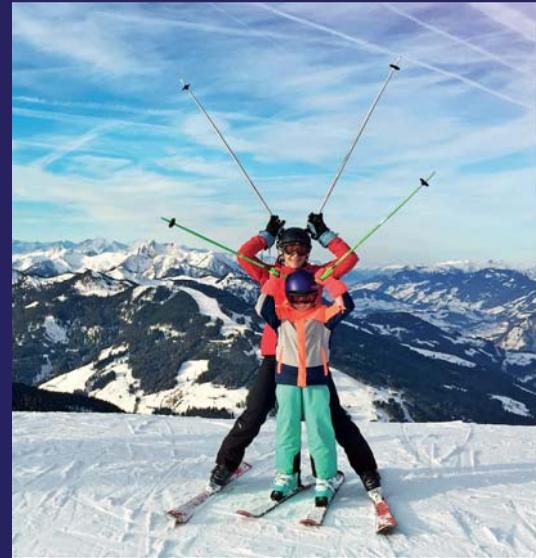
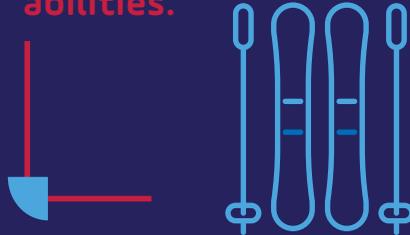
enjoy the ski slope. Therefore it was important for us to have accommodation close to the ski slope. Swapping was easier then. And when our daughter started to learn skiing, we had to check whether there is a slope suitable for small skiers. Moreover, our daughter - like most children - always appreciates when she can enjoy a swimming pool except the slopes. And I like to go to the sauna after skiing.

Was it difficult to teach your daughter to ski?

We first put her on skis at the age of four and we started really slowly. We did not want to go too far in order not to put her off skiing. We taught our



The advantage of the Alps is that the slopes are generally wider and more diverse. So you can choose their difficulty according to your abilities.



daughter ourselves, especially my husband (she is laughing). And because we are not strap advocates, we only took her to the ski slope when we were certain that she is ready for it. I think it is not important whether children learn to ski in the Czech mountains or abroad at the beginning. But it is good to go to the mountains several times during the season in order to be able to master this movement. Personally, my daughter and I feel more secure on the slopes in the Alps. There are more slopes there and they are not so crowded. Moreover, the snow conditions of recent years in the Czech Republic are not good for skiing. The same situation is with cross-country skiing which we introduced to our daughter at the age of six. And that was a completely different story. As we had to find a route that was straight and without hills, which was a bit of a challenge. But it paid off. Now she is eight and a trip of 10-15 kilometres is no problem for her at all.

Where do you go most often?

In recent years, we go downhill skiing mainly to the Austrian Alps. We have visited different resorts and I do not see any big differences among them. For example, I have experienced skiing

in March when it was beautiful spring weather with lots of sunshine. Of course, this also has its drawbacks. In the afternoon the snow is already so wet that skiing is a drag. The advantage of the Alps is also that the slopes are generally wider and more diverse. So you can choose their difficulty according to your abilities. But sometimes we go skiing in the Czech Republic as well – e.g. we like Dolní Morava, Velká Úpa, or Černý důl.

And what about cross-country skiing?

If the conditions are good, we go on one-day trips almost every week. We like the Krkonoše best. We go there regularly when we visit our parents. Years ago we also managed to cross the Šumava. This was a truly unique experience. We took a train from Pardubice to Železná Ruda where we slept and in the morning we set out for the first stage. Our goal was Modrava where we had accommodation. The following day we managed approximately other 40 kilometres to Borová Lada. And the last stage was in the moonlight because the goal was to catch a train in Stožec. It was really great to go cross-country skiing with just a small backpack in which you had to pack everything you need.

What do you have to think about when going to the mountains with children?

It is definitely a good idea to check what insurance you have in case of an accident. You never know what can happen despite all caution. I would never go anywhere without insurance. An invaluable piece of equipment that we always take with us is boot dryers. They pay off especially with children. And since we have got a daughter, I always take essential medications with me. Nothing else special is needed. I do not think that winter holidays are fundamentally different from summer holidays. Just in addition to swimsuit you have to pack knitted cap, gloves and skis. Never forget these! ■

Text: Gaja Koláčková, COT media



Learn not to waste

Spring is usually a period of detox and recovery. The sun remains in the sky longer and finally begins to be warm. Nature wakes up and people gain new energy and motivation for activities they did not want to do in winter cold weather. And this enthusiasm needs to be used.

Maybe for trying something new. And at the same time for saving money ...

The revolution begins in your own kitchen. Have you ever opened a fridge and didn't know what you fancy? Even though it was full of all sorts of goodies that slowly but surely began to go off? Don't worry, you are not the only one. Humans throw away up to a third of usable food a year, or approximately 1.3 billion tons of food! It is very easy to prevent this, though. All you have to do is set a few rules that are neither complicated nor restrictive.

Make lists

Where to start? Make a storage system in your kitchen so you can easily see what you need to buy.

Then it will not happen that you buy too much of something and do not manage to consume it. The ideal way how to keep track of everything is to write everything down on paper. Try to sit down for a while on Sunday evening and think about what you would like to have on your plate the following week. For breakfast, lunch, or dinner. This makes it easy to reveal which food or ingredients you need. Not only will you have an overview of what you need to buy, but you will also consume food more efficiently. Thus, much less will end up in the trash. It will not cost you unnecessary money and you will also save time that you had to spend in the store thinking about what is still needed at home.

Have a system in it

A freezer can also become an invaluable partner for you. Did you buy too much of something? Have you got a portion of cooked food left? You can freeze it all. It is also good to store food in transparent or labelled containers so that you can see exactly where you can find it. Put food with a longer durability more backwards and put those that need to be used first in the front. This increases the chance that someone will reach for them, and it will not happen that in a remote corner of the fridge you will discover a month expired yogurt. And if you ever miss something, don't take it as a failure. Sometimes it happens to everyone. A series of food does not have to head straight to the trash. If

you have got a garden, you can put much of it in the compost.

With your own bag

Nor must old or unnecessary items for which you seem to have no use end up in the trash. Cannot you give them a new life somehow? It is not only deserving but often entertaining. It is enough not to be frightened that these activities are usually named with strange English words such as zero waste, upcycling, re-use, or patchwork. This is nothing scary or crazy. Essentially, their main idea is to reduce the amount of waste people normally produce. And you do not have to be particularly restricted in your habits.

How to start? For example, take a cloth bag or a mesh bag for pastries or fruit for shopping. You will not have to pack everything into disposable plastic bags that are very easy to rupture and soon end in the trash. In addition, storing purchased raw materials in fabric containers extends their freshness time.

Something old and something new

And if you buy goodies in jars and metal cans, you don't have to throw them away immediately. They will be

useful to entertain your children during rainy days. All you need is a variety of ribbons, strings, napkins, or colours. Decorate them with your children according to your wish and use them as original flower pots, vases, lanterns, toothbrush cups, or pencil holders. And this is how you can think of almost every old and worn thing. You can make an original candle out of chipped mugs, as well as make a telephone stand or a notice board from corks. And the toilet paper rolls can serve as a body of multi-coloured monsters. There are no limits to creativity. And if you give your children a free hand, their imagination can accelerate to the fullest. Just pay attention to sharp edges and scissors. Little artists sometimes get hooked on entertaining themselves even by starting cutting everything around.

Stocks in your own

If you have beautified everything at home or you are just not handy, do not be desperate. Various jars and packaging can still be used. Take a look if you have a home-made soap or cosmetics manufacturer in your area. They will often be excited to receive free packaging for their products. Or donate them to shops that are called shops without packaging. This type of shop allows you to buy all the raw

Difference between upcycling and recycling

While in the case of recycling something new is created from old things, during the upcycling we give a new shine to unnecessary or destroyed



things. Who would not remember how our parents sewed and ironed patches on torn pants? It used to be a necessity, today it is a trend. So, will you try to upcycle something?

materials exactly in the quantity you need and in your own containers. And just for beginners or chronic „forgetful ones“ then such a shop needs a supply of different sized jars and packaging which they can lend or sell at a symbolic price. Or keep them for your own purchases. Into them you can easily weigh everything that you need at home. It can be flour, pulses, various spices, or nuts and dried fruits. Every shop without packaging is a bit different in this - somewhere dairy products and meat are offered as well. And their popularity has been increasing in recent years. Did you know that you can find this type of shop in Kutná Hora and Pardubice as well? ■



Out of the daily round

The essence of balance is to achieve a certain harmony. Most of us try to approach this ideal in our professional and personal life. Balancing these two components of our being and finding an effective work-life balance is not always easy. It's a journey.



Take a deep breath

Breathing is the only automatic process that we can influence by will. Most of us breathe superficially. In times of stress, our breathing becomes even faster, leading to increased nervousness and physical fatigue. Conscious breathing into your abdomen can calm your mind and release tension. Start by opening the window and letting the fresh air in. Straighten up and take a deep breath.

After all, finding the right potion that perfectly balances work and personal life makes sense. It will help us to avoid more complex problems such as burnout, various anxieties, and unpleasant stress. First of all it is necessary to deal with yourself. We want to shine at work, be a perfect parent and partner, submit our work one week before the deadline if possible, and at weekends collect medals at least from amateur sprint races. You have to accept the fact that everything cannot be done just in 24 hours. Accept that none of us is

perfect in all respects and just be yourself. Try to keep a detached point of view of your work. When you feel internal pressure and the feeling of rising tension due to stress, remember that your life is not at stake. This step back from your own situation through perspective can provide you some time that you need to breathe in.

At the crossroads

Technology makes our life easier and there is no doubt about it. But it can also make things hot for us. Let yourself have a little luxury in your

life – let yourself be offline. Keep an eye on your privacy and time that is devoted only to you, your entertainment, partner, family, or sport. If you feel you are in trouble, do not be afraid to ask for help. Remember that you are not alone to cope with good or bad things. Take care of those who are close to you. Good relationships are a constant source of positive stimuli and when you feel like standing on moving sand, they give us a rescue hand. It is important to know what is important in your life, what your priorities are, what you really want to pursue, and what goals you would like to achieve. Work-life balance is about finding personal values, security, but also about great self-reflection. ■

Text: **Judita Hrubešová, COT media**

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IN THE CZECH REPUBLIC

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