

Telefónica O2 Czech Republic

Workplace Health Promotion Policy

As a company, Telefónica O2 Czech Republic, a.s. realizes the importance of a healthful work environment. We continuously work to enhance the comfort and wellbeing of our employees, to reduce absenteeism and the occurrence of work-related health problems, to increase our productivity and to contribute to the welfare of our employees through the implementation of the following principles.

Prevention

We regard prevention of possible health and work-related risks and the care for the welfare of our employees as one of the most effective ways in which we can improve the satisfaction of our employees and increase their productivity. We provide the right conditions for the creation of a safe, non-hazardous and healthful work environment and adopt measures that are designed to prevent and eliminate such risks along with minimizing those risks that cannot be avoided.

Employee Involvement

All of our employees have the option to actively participate in the initiatives in support of a healthful environment at our company. The issues related to the support of a healthful workplace are part of the orientation process and the regular and periodic training of our employees.

Healthcare in the Workplace

We see our healthcare system at the workplace as an irreplaceable part of the process of continually improving our employees' welfare. The existence of such a system allows us to meet all legislative demands as well as to supply above-standard healthcare and consulting.

Procedures in the Work Environment

We strive to provide spatial and building layouts and equipment at our workplaces such that the respective working conditions conform to the applicable safety requirements and hygienic standards. We organize our work and design our working procedures such that they do not violate the guidelines for safe workplace behavior. We don't allow our employees to undertake work that would be beyond their abilities or health condition. We provide the necessary modifications to working conditions and the work environment for employees with disabilities.

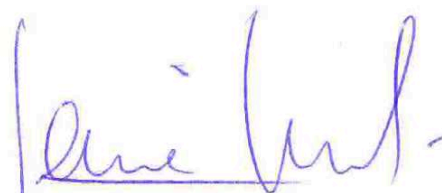
Social Responsibility

We support the healthcare, humanitarian and sporting activities that benefit our whole society. We treat our environment with the proper care and avoid any activities that might be harmful to people or the environment.

Continuous Improvement

It is our goal to work on the continuing improvement of our employee health support system, such that the system effectively contributes to the wellbeing and productivity of our employees. We regularly check up on the medical condition of our employees, their work environment and methods and, based on the results of these findings, we review the existing health support policy and the objectives and programs that are based on this policy.

October 2, 2006, Prague



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Jaime Smith, CEO Telefónica O2 Czech Republic, a.s.