



Telekom CR-facts

Promoting health

In addition to the demands society places on people at home and at work, such demands are also increasing in companies in many areas. As a responsible employer, we want to actively prevent possible physical and mental stress. The high standard of health protection at our company is a recognized fact, and we offer our employees many measures and options far above and beyond the required legal standards. We see the legal occupational safety and health provisions as minimum requirements. We rely on high standards when it comes to industrial safety, fire safety and environmental protection as well.

As part of a preventative approach, raising health awareness and increasing a sense of personal responsibility are of particularly great importance to us. We devise Group-wide campaigns to promote health awareness and health competency for all in the workforce. Our measures are carefully tailored to the specific requirements of the different employee groups. The portfolio of health and safety measures also includes a wide range of voluntary measures to promote health within the company. These include, among other things,

- seminars on many social and particular health topics,
- flu jabs, blood pressure monitoring, smoking cessation etc.
- information and promotions on nutrition, exercise and relaxation,
- a comprehensive annual health check with the company physician, which is available to all employees.
- colon cancer screening, which many of our employees take part in. We were recently awarded the Felix Burda Award for this annual campaign.

Health and safety accommodates demographic changes

Our clear goal is to keep our employees healthy and fit to work throughout their entire career with Deutsche Telekom. That is why we are analyzing age-related health risks

and risks associated with particular activities on an ongoing basis and develop preventative offers based on the results. In particular, these schemes are tailored to health problems that tend to be more common in certain working environments and selected job profiles.

For example, preventing cardio-vascular and musculo-skeletal disorders is a paramount concern. These types of illnesses are likely to become more prevalent within our own workforce against the backdrop of an aging society. For example, our Step by Step scheme is aimed at preventing muscle and bone injuries from trips and falls. In this training program, we not only teach people how to identify risks and avoid falls but also how to fall "properly" in case it happens. Training programs are held for specific target groups at the offices of Deutsche Telekom Technik and Deutsche Telekom Technischer Service. Working closely with the Post and Telekom Accident Insurance Fund and the Institute for Occupational Safety and Health (IFA) at *Deutsche Gesetzliche Unfallversicherung* (German Social Accident Insurance, DGUV), we take care to incorporate the latest scientific findings when developing measures.

Mental health

The prevention of mental illness is particularly crucial. By acting quickly, it is often possible to avert the chronic suffering associated with a rapid drop-off in performance, long before the sufferer becomes unable to work. All employees have access to a comprehensive range of seminars on mental health and stress prevention, plus healthy living advice. Our innovative seminars on how to boost mental resilience are a popular option. Individual psychosocial counseling on stress, addiction, conflict, change, leadership and health is also available, both face-to-face and via our service line. In order to raise our managers' awareness for this important topic, we provide a Web-based training course on mental health and what they can do to help. The program trains them to detect mental pressures, both in their team and in themselves, early on, act swiftly and, where necessary, arrange for professional support.

Raising awareness via health communication and training

We ensure that employees have access to comprehensive information about the range of company health programs available, particularly about mental health offerings. The health campaign which ran throughout 2012 with various offerings on the key topics of exercise, nutrition, stress prevention and stress management continued in the companies in 2013 with a range of target group-specific services and promotions. We use a range of in-house media to keep employees informed: our staff magazine "you

and me", the intranet, social media, as well as posters and brochures. We continue to support our employees in 2014 with a wide range of services for the various topics in the company health improvement program.

Our managers play a key role in prevention: In direct contact with their team members, they perform a duty of care, are ambassadors for healthy living, and provide guidance. We support our managers with a comprehensive range of materials, including guidelines and brochures, e.g., outlining the training courses available on health-related and occupational safety issues.

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