



## Health, Safety and Environmental Policy of Makedonski Telekom AD Skopje

- Health, Safety and Environment are indispensable components of our corporate success and constitute an important factor in our economic efficiency, in the quality of our work, in our corporate culture, and in the satisfaction of our employees.
- We therefore assume social responsibility for protecting our employees and the environment, tailoring our thoughts and actions toward a sustainable business model in the interest of future generations.
- Ensuring the quality of our products and services, the health and safety of our staff, and protecting the environment are three of our priorities and also important goals of our company. That is why our management takes direct responsibility for them. We use a modern management system to ensure our policy is implemented effectively.
- We act with foresight, understanding the legal regulations as minimum requirements that we strive to exceed in accordance with our Group and Corporate Responsibility strategy.
- We work to continually improve Health, Safety and Environment in our domestic and international Group units and measure the improvements with appropriate KPIs.
- We actively involve our employees and managers in all of our measures. Along with our contractors and suppliers, they are obliged to comply with the HSE regulations and to ensure they are implemented.
- In line with our high quality standards, we strive to find solutions for our products and services that are sustainable, in other words energy-efficient, conserve resources, and do not negatively impact health.
- We keep the public and our stakeholders informed of our engagement in Health, Safety, and Environment and thus promote constructive dialog.
- Personal responsibility and management by qualified executives should enable all managers and employees worldwide to act healthily to the best of their abilities at a Deutsche Telekom that is recognized as living up to its responsibilities.

Skopje, April 2018

Chief Executive Officer

Andreas Elsner

Chief Operating Officer

Goran Trajanovski