



SUSTAINABLE DEVELOPMENT

Health support for employees

1. Protection of the health of employees in Škoda Auto
2. Special prevention programs
3. Additional prevention programs targeted at support and maintenance of health
4. Health facilities in Škoda Auto

Protection of the health of employees in Škoda Auto

Support and protection of health is one of the most important priorities of Škoda Auto in the area of complex care for employees.

Škoda Auto is engaged in broad activities in the area of work health care that go beyond the framework of legal requirements. The company provides its own doctors for the employees, who are also company employees and the individual workplaces are divided into prevention peripheries. Every worker chooses his attending physician, optionally, specialist doctor because the law stipulates free choice.

The main task of work health care is to provide quality health care to all employees mainly targeted at primary prevention, support and protection of health and also elimination of the influences of exacting work in the automotive industry, which is mainly centred on the following activities:

- **assessment of health fitness to work** for employees upon hiring and other periodical medical examinations
- **evaluation of working conditions**
 - inspection of the workplaces from the aspect of possible damage to health resulting from work (ergonomic analyses and physiological measurements)
- **provision of first aid:**
 - provision of first aid at the first aid station prior to the arrival of a doctor
 - training of employees in first aid
 - close co-operation with the medical rescue service
- **support and protection of health**
 - special prevention programs
- **counselling and consulting activities for professional departments and employees**
- **health coaching for the individual employee and employee groups**



Ergonomic measurement on the Fabia assembly line



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• edification and health training

Health is basic condition for the quality and successful life of an individual that is subsequently also manifest in his working performance and ability to keep his job and for this reason, Škoda Auto is making an effort by means of positive instruments to increase the health awareness of the employees and foster co-responsibility for their health. The effort of the company is to attain a situation where each of the employees gains a personal interest in his own health because by correct conduct and elimination of harmful habits. Each individual may share in the primary prevention of civilisation diseases, of which the most serious are cardiovascular and oncological diseases.

In 2007 the Employee Personal Health Plan Program, the Škoda-Check-Up, was started which focuses comprehensively on health support, consisting the employee and the company's doctor agreeing on the measures necessary for sustaining or improving the employee's current health condition. The main incentive accepted by the employee is their fitness and ability to work. The employees can also obtain information on their health during the regular the Health Days organized in individual plant shops.

Special prevention programs

For timely recognition of risk factors and thus prevention of diseases, the work health care prevention programs provide health support to the employees:

Cardiovascular program

- detection of the risks of heart and vascular diseases, which kill more than 50% of the population of the Czech Republic. Recommendation of procedural and therapeutic measures for reduction, respectively, elimination of the risks of the given diseases.

Oncological prevention program

- detection of cancer disease in time
- prevention of cancer of the colon and rectum, breasts, prostate gland or lungs

Prevention of osteoporosis among women after menopause in co-operation with external experts.

- for detection of osteoporosis due to calcium deficiency



Anti-smoking therapy program in co-operation with external specialists

- the employees may join one of the three offered anti-smoking therapy programs, which Škoda Auto organises with the participation of the trade unions

Psychosocial program in co-operation with external specialists

- detection and elimination of the causes of neurotic problems prevents the occurrence of additional more serious diseases.



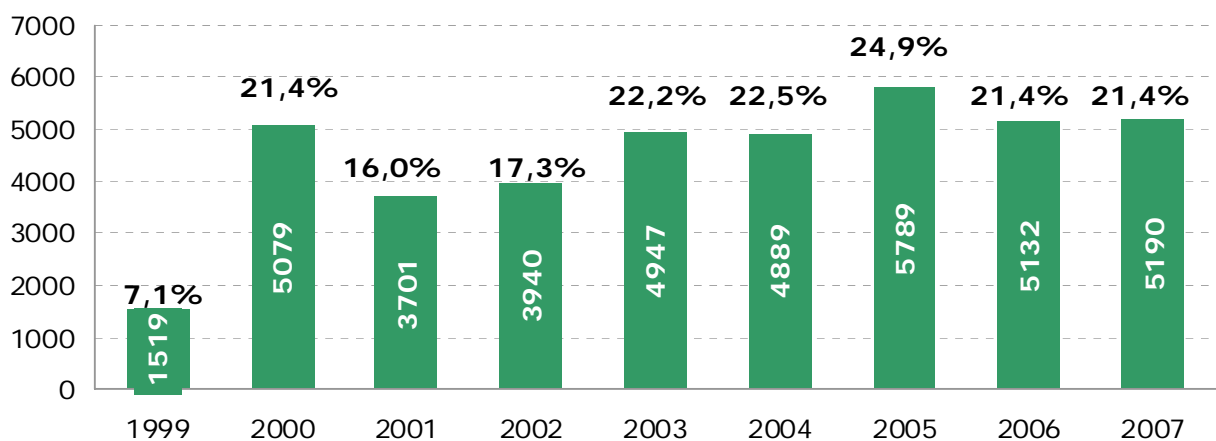
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Additional prevention programs targeted at support and maintenance of health

Vaccination against Influenza (Flu)

– the objective is to reduce disease rate and prevent Flu complications. The following graph shows the number of Škoda Auto employees vaccinated against Flu in the period 1999 - 2007. Škoda Auto is the leader in this area because the ratio of persons vaccinated against Flu, for instance, among the Czech population is only 10%.

Graph: Numbers of vaccinated Škoda Auto employees and percentages of vaccinated employees out of the total number in the period from 1999 to 2007



Providing the employees with the C Vitamin before the winter

- a dose of Vitamin C is distributed to the employees to cover the requirements of the organism for 4 months when the natural intake of this vitamin is reduced.

Vaccination and counselling for workers travelling to regions with an epidemic risk

- after assessment of health capacity in relation to sojourn in the given locality, the employees before travel receive complete instructions, vaccinations and travel first aid kit.

Rehabilitation programs

- they are targeted mainly at spinal and locomotor diseases and prevention of locomotor problems due to one-sided stress

Convalescence and recondition stays

- the KOVO trade union and the company organise fourteen days, optionally, weekly stays in Czech and Slovak spas for groups of employees.

Prevention programs for the students of Škoda Auto schools

– detection of risk factors and bad habits among the young generation. The objective is to improve the health condition of our students, prospectively our future employees.



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The objective of complex care for employees is, not only, to improve health in the productive age, but also create the conditions for full scope enjoyment of senior age.

Health facilities in Škoda Auto

From 1 January 1994, the company is operating a private health facility, the Škoda Polyclinic, which was for easy access located inside the premises of the factory in Mladá Boleslav. Some surgeries of doctors involved in the work health care program are concentrated at the polyclinic; others are located directly at the production plants. This corporate health facility provides work health care, rehabilitation and operates a first aid station for all company employees. In 2008 the Škoda Auto corporate health facility received an accreditation in the field of labour medicine from the Ministry of Health of the Czech Republic.

The rest of the premises at the polyclinic were hired to private general practitioners and other physicians, thus ensuring provision of almost complete outpatient care to patients from the ranks of the employees in a single object in the ocular, ORL, dermatology, gynaecology, cardiology, surgery, RTG, ultra-tomography, orthopaedics, diabetology and stomatology branches. A chemist's shop (dispensary) is also located directly in the polyclinic building.

The company is also making an effort to provide the same scope of health care to the company employees at the other company plants in Vrchlabí and Kvasiny.

Mladá Boleslav 2008