

United Nations Global Compact (UNGC) Communication on Progress

This Communication on Progress is structured using the United Nations Global Compact ('UNGC') advanced level reporting criteria. It directs readers to the relevant parts of our 2022 Annual Report ('Annual Report'), as well as additional information and reports available on the Vodafone website.

Criterion	Description	Cross reference/direct answer
IMPLEMENTING THE TEN PRINCIPLES INTO STRATEGIES AND OPERATIONS		
1	The COP describes mainstreaming into corporate functions and business units	<p>Vodafone purpose</p> <p>We believe that Vodafone has a significant role to play in contributing to the societies in which we operate.</p> <p>Our sustainable business strategy helps the delivery of our 2025 purpose targets across three pillars: Digital Society, Inclusion for All and Planet. We aspire to enable inclusive and sustainable digital societies in all countries we service, and we support the Sustainable Development Goals (SDGs) and 10 principles of the UN Global Compact ('10 principles'). In parallel, we remain dedicated to ensuring that Vodafone operates responsibly and ethically. This is an area which we believe is more important than ever as society begins to recover from the COVID-19 pandemic. We are committed to doing our utmost to support society. As a result, we continue to evolve our social contract - deploying initiatives to address societal challenges created by the pandemic.</p> <p>An overview and specific details of our sustainable business strategy can be found in the 'Purpose, sustainability and responsible business' section of our Annual Report, at pages 34-58. Several other sections of our Annual Report reflect the mainstreaming of the 10 principles. These include:</p> <ul style="list-style-type: none"> – Our Chairman's statement, at page 6 – Our Chief Executive's statement, at page 7 – Our purpose, at pages 34-58 – Risk management, at pages 59-65 <p>Vodafone Code of Conduct</p> <p>Our Code of Conduct underpins everything we do. The Code of Conduct is mandatory and extends to everyone working for, or on behalf of, Vodafone, including employees, directors, contractors, subsidiaries, joint ventures and suppliers. We expect our suppliers and business partners to uphold the same standards and to act ethically, putting our principles into practice in everything they do. The Code of Conduct mainstreams the 10 principles within the business and covers all the topics included in the principles.</p> <p>Broader reporting relevant to the 10 principles</p> <p>Subject-specific reporting relating to the 10 principles includes the following:</p> <p>Principles 1–6 Human rights and labour</p> <p>The Vodafone Group Plc Human Rights Policy Statement ('Human Rights Policy') is informed by the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Social, Economic and Cultural Rights, the United Nations Guiding Principles for Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and the UNGC Principles.</p> <p>Our commitment to the protection of internationally proclaimed human rights and labour rights, and our approach on the governance to ensure that we are not complicit in human rights abuses, is cascaded throughout our organisation. Our commitments to human rights and labour rights can be found in our Human Rights Policy, in our Annual Report at page 54, within the Code of Conduct, and the Vodafone Group Plc Modern Slavery Statement ('Modern Slavery Statement').</p> <p>Principles 7–9 Environment</p> <p>Our approach to environmental challenges, including the initiatives we undertake to promote greater environmental responsibility and encourage the development and implementation of environmentally friendly technologies, are described in our Annual Report at pages 41-44 and on the Vodafone Website.</p> <p>Principle 10 Anti-Corruption</p> <p>Our policy on this issue is described in our Code of Conduct, which states that employees or others working on our behalf must never offer or accept any kind of bribe, and is summarised in our Annual Report at pages 56-57. Our Anti Bribery Policy is consistent with the UK Bribery Act and the US Foreign Corrupt Practices Act, and any breaches can lead to dismissal or termination of contract.</p>

2	The COP describes value chain implementation.	<p>We expect our suppliers and business partners to uphold the same standards within the Code of Conduct and to act ethically, putting our principles into practice in everything they do. Furthermore, every supplier that works for Vodafone is required to abide by our Code of Ethical Purchasing .</p> <p>The Code of Ethical Purchasing implements the 10 principles within our value chain by stipulating ethical, labour and environmental standards that we expect to be followed across our supply chain, including areas such as child labour, health and safety, working hours, discrimination and disciplinary processes. These commitments extend down through the supply chain so that a supplier with which we have a direct contractual relationship (Tier 1 supplier) in turn is required to ensure compliance across its own direct supply chain (Tier 2 supplier from Vodafone's perspective) and beyond.</p> <p>When new suppliers tender for work, they are asked to demonstrate policies and procedures that support safe working, diversity in the workplace and to address carbon reduction, renewable energy, plastic reduction, circular economy and product life-cycle which account for up to 20% of the overall evaluation criteria. Suppliers are assessed on their commitment and performance towards diversity & inclusion (5%), the environment (5%) and health & safety (10%) in categories where there is a safety risk.</p> <p>Our Annual Report at page 55 outlines the ways we monitor compliance with our Code of Ethical Purchasing, including ensuring our suppliers complete our ethical, labour and environmental risk questionnaire, to detailed evaluations and on-site audits.</p> <p>Further details of how we implement our Code of Ethical Purchasing are described our Human Rights Policy Statement on page 6 and our Modern Slavery Statement .</p>
---	---	--

ROBUST HUMAN RIGHTS MANAGEMENT POLICIES AND PROCEDURES

3	The COP describes robust commitments, strategies or policies in the area of human rights.	<p>Vodafone Code of Conduct</p> <p>Vodafone's Code of Conduct underpins everything we do and is outlined above in Criterion 1. Specifically, with regards to human rights, the Code of Conduct states the following: <i>We respect all internationally proclaimed human rights, including the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. We strive to ensure that we are not complicit in human rights abuses.</i> <i>We shall, in all contexts, seek ways to honour the principles of internationally recognised human rights, even when faced with conflicting requirements. We are also committed to implementing the United Nations Guiding Principles on Business and Human Rights throughout our business operations.</i></p> <p>Human Rights Policy</p> <p>Our Human Rights Policy, sets out the minimum requirements that every single person working for and with Vodafone must comply with to uphold the rights of our customers, colleagues, business partners and communities.</p> <p>Existing policies relating to specific human rights topics were mapped and reviewed, and expert internal stakeholders were consulted to collate our group-wide commitments into one policy document. The Policy was reviewed and approved by our Group Executive Committee ('Group ExCo') and signed by our Group Chief Executive ('Group CEO').</p>
4	The COP describes effective management systems to integrate the human rights principles.	<p>The Group's Chief External and Corporate Affairs Officer oversees Vodafone's human rights programme and is a member of the Executive Committee. A senior human rights manager manages our programme, with the support of a cross-functional internal Human Rights Advisory Group, comprising senior managers responsible for: privacy, security, responsible sourcing, and diversity and inclusion, amongst others. We report regularly on our progress to the Reputation and Policy Steering Committee.</p>
5	The COP describes effective monitoring and evaluation mechanisms of human rights integration.	<p>Human Rights Due Diligence</p> <p>As noted in the 'Controls and Governance' section at page 8 of our Human Rights Policy, our human rights due diligence approach is aligned with the United Nations Guiding Principles on Business and Human Rights. This includes policy controls, impact assessments, mitigation and monitoring, tracking our performance, employee training and stakeholder communication.</p> <p>We assess the actual and potential positive and adverse human rights impacts when:</p> <ul style="list-style-type: none"> – developing new products/services/technologies or making substantial changes to existing offers; – entering new markets or in anticipation of changes in our existing operating environments; – considering new partnerships/acquisitions; and – engaging with our suppliers. <p>We also commissioned external expert guidance on heightened due diligence needed when operating in higher-risk countries such as those affected by conflict.</p> <p>Further details on human rights governance can be found above in Criterion 4 and the Human Rights Policy.</p>

Responding to potential grievances

We encourage everyone to report any human rights grievances as soon as possible. Our employees can do this through a confidential third-party hotline, Speak Up, accessible in their local language online or by telephone. Speak Up operates under a non-retaliatory policy, meaning that everyone who raises a concern in good faith is treated fairly, with no negative consequence for their employment with Vodafone. Our customers can report grievances through a dedicated complaints line and Privacy Query Form.

We believe that transparency is a key component to providing remedy. We continue to disclose information on our efforts to respect human rights and provide remedies, and remain active in the overall stakeholder dialogue.

Speak Up is also made available to all of our suppliers and is communicated through our Code of Ethical Purchasing. For suppliers that decide to maintain their own grievance mechanisms, we require that they inform us of any grievances raised relating to work done on behalf of Vodafone directly.

To learn more about Speak Up, see our Code of Conduct at page 4 of our Modern Slavery Statement, the 'Supplier Ethics' section on our website and our Annual Report at page 47.

ROBUST LABOUR MANAGEMENT POLICIES AND PROCEDURES

6	The COP describes robust commitments, strategies or policies in the area of labour.	<p>We are committed to respecting the rights and freedoms of our employees and people working in our supply chain. We will not tolerate any forms of human rights abuse within our own operations or within our supply chain, and are committed to taking appropriate steps to ensure that everyone who works for Vodafone – in any capacity, anywhere in the world – benefits from a working environment in which their fundamental rights and freedoms are respected.</p> <p>Our Code of Conduct sets out what we expect from every single person working for and with Vodafone. It also underlines our responsibilities to our people, partners and shareholders. It includes, among other topics, our expectations on human rights, health and safety, and diversity and inclusion.</p> <p>Our overall commitment to our people is outlined in the 'Diversity and inclusion' section of the Annual Report, at page 39, which discusses how we manage issues such as diversity and engagement. We also outline our approach to health and safety at pages 52-53. The 'Responsible supply chain' section at pages 55 explains how we manage labour issues in our supply chain.</p> <p>Our Group Health, Safety and Wellbeing Policy expands on the Code of Conduct, setting out our commitment to establish a robust and durable health, safety and wellbeing culture. This policy is accompanied by detailed standards setting out the specific steps that must be taken to manage our greatest health and wellbeing risks.</p> <p>Our Human Rights Policy sets out the minimum requirements that every single person working for and with Vodafone must comply with to uphold the rights of our customers, colleagues, business partners and communities.</p> <p>Our Code of Ethical Purchasing sets out the standards we expect our suppliers to meet on health and safety, and labour rights (including child or forced labour).</p>
7	The COP describes effective management systems to integrate the labour principles.	<p>Our human rights governance, referenced above in Criterion 4, also covers labour principles. For additional information as to how we manage issues such as diversity or engagement, see the 'Inclusion for All' section of the Annual Report at pages 36-40 and the 'Responsible supply chain' section at page 55.</p>
8	The COP describes effective monitoring and evaluation mechanisms of labour principles integration.	<p>Our human rights governance, referenced above in Criterion 4, also covers monitoring and evaluation mechanisms of labour issues. Our Speak Up programme, referenced above in Criterion 5, also applies to labour issues. Further information relevant to labour rights can also be found in our Modern Slavery Statement.</p>

ROBUST ENVIRONMENTAL MANAGEMENT POLICIES AND PROCEDURES

9	The COP describes robust commitments, strategies or policies in the area of environmental stewardship	<p>We are committed to ensuring success doesn't come at a cost to the planet and helping society decarbonise.</p> <p>This year, as part of the acceleration guided by our social contract, we achieved our target to purchase 100% renewable electricity in Europe from July 2021. This was a significant acceleration of our original target of 2025 and a major milestone towards our 'net zero' goal. We are committed to making the same step-change in Africa by 2025.</p> <p>To help deliver a twin digital and green transformation, we also set a target to enable our customers to reduce their emissions and we updated supplier evaluation criteria to include environmental considerations. In addition, we continue to focus on reducing electronic waste (e-waste), progressing against our target to reuse, resell or recycle 100% of our network waste by 2025, and driving action to reduce device waste.</p> <p>We also continued our work to identify potential climate change risks and opportunities through conducting Task Force on Climate-related Financial Disclosures (TCFD) scenario-based risk and opportunity assessments across key markets. We are using the insights to create mitigating controls and identify ways to embed climate risk into our risk management system and processes.</p> <p>Further information about our environmental commitments can be found in the 'Planet' section of our Annual Report at pages 41-44.</p>
10	The COP describes effective management systems to integrate the environmental principles	<p>Our robust environmental management system focuses on helping the business achieve its targets for energy efficiency, renewable electricity and network waste.</p> <p>All of our local markets operate environmental management systems that encompass factors such as energy consumption, waste management and water usage. These systems are certified to the international standard ISO 14001 in the Czech Republic, Greece, Portugal, Romania, South Africa, Spain and the UK.</p> <p>We have a number of initiatives in place to reduce the energy used in our office buildings and administrative systems, and to help our employees reduce their own carbon impact. Several of our offices are LEED (Leadership in Energy and Environmental Design) certified and rated on the basis of their design, construction, operation and maintenance.</p> <p>We implement resource efficiency and waste management programmes in all our local markets in order to minimise emissions from the end-of-life treatment of network waste, IT equipment and other office waste. Our Group policy on waste management prioritises the reuse or recycling of unwanted equipment, safely and responsibly, to help keep resources in use for as long as possible, extracting the maximum value from equipment while in use and then recovering and re-using materials before recycling them responsibly.</p> <p>More details can be found in the 'Planet' section of our Annual Report at pages 41-44.</p>
11	The COP describes effective monitoring and evaluation mechanisms for environmental stewardship	<p>Monitoring Planet Goals</p> <p>The 'Planet' section of our Annual Report at pages 41-44 outlines how we monitor and evaluate our Planet goals.</p> <p>Our key targets include:</p> <p>2025</p> <ul style="list-style-type: none"> – Purchase 100% of the electricity we use globally from renewable sources – Reuse, resell or recycle 100% of our network waste <p>2030</p> <ul style="list-style-type: none"> – Fully abate all carbon emissions ('net zero') from our own activities and from energy we purchase and use (Scope 1 and 2) – Halve carbon emissions from our carbon footprint (against a 2020 baseline), including joint ventures, all supply chain purchases, the use of products we have sold and business travel (Scope 3) – Enable our business customers who use our services to reduce their own carbon emissions by a cumulative total of 350 million tonnes between 2020 and 2030 <p>2040</p> <ul style="list-style-type: none"> – Fully abate Scope 3 emissions completely to reach 'net zero' across our full carbon footprint <p>The Group Chief External and Corporate Affairs Officer has ultimate and direct responsibility for our environmental sustainability strategy and performance. Group Chief External and Corporate Affairs Officer is a member of the Group ExCo, which reviews our environmental performance and receives formal periodic updates on our environmental sustainability strategy and progress.</p> <p>Vodafone's Group Technology Officer has responsibility for energy use and overseeing the performance of the network, including energy efficiency improvements. The Group Technology Officer reports directly to the Group CEO and is also a member of the Group ExCo.</p> <p>This year the Board formally approved the establishment of a new Committee of the Board, the ESG Committee. The role of the Committee is to provide oversight of Vodafone's Environmental, Social and Governance programme, of sustainability and responsible business practices, as well as Vodafone's contribution to the societies that we operate in under the social contract.</p>

Environmental management systems

Our environmental management systems are designed to ensure compliance with relevant legislation in each local market as well as with European regulations, including:

- the EU’s Restriction of the Use of Certain Hazardous Substances in Electrical and Electronic Equipment Directive;
- the Waste Electrical and Electronic Equipment Directive in EU countries;
- the EU’s Registration, Evaluation, Authorisation and Restriction of Chemicals Directive; and
- the EU’s Energy Efficiency Directive.

Suspected environmental issues

Suspected serious environmental issues can be reported via *Speak Up*, as outlined above in Criterion 5.

ROBUST ANTI-CORRUPTION MANAGEMENT POLICIES AND PROCEDURES

12	The COP describes robust commitments, strategies or policies in the area of anti-corruption.	<p>Our policy on this issue is summarised in our Code of Conduct and states that employees or others working on our behalf must never offer or accept any kind of bribe.</p> <p>Our anti-bribery policy is consistent with the UK Bribery Act and the US Foreign Corrupt Practices Act. It provides guidance about what constitutes a bribe and prohibits giving or receiving any excessive or improper gifts and hospitality. Any policy breaches can lead to dismissal or termination of contract.</p> <p>Further information on our approach to anti-corruption can be found in the ‘Anti-bribery and corruption’ section of our Annual Report at pages 56 - 57.</p>
13	The COP describes effective management systems to integrate the anti-corruption principle	<p>Our Group CEO and Group ExCo oversee our efforts to prevent bribery. They are supported by local market Chief Executives, who are responsible for ensuring that our anti-bribery programme is implemented effectively in their local market. They in turn are supported by local specialists and by a dedicated Group team that is solely focused on anti-bribery policy and compliance.</p> <p>Vodafone’s Risk and Compliance Committee assists the Group ExCo to fulfil its accountabilities with regards to risk management and policy compliance. The key actions for the programme for the coming year are documented in the bribery risk line-of-sight report, which is regularly updated by our General Counsel.</p> <p>As part of our anti-bribery programme, every Vodafone business must adhere to minimum global standards, which include:</p> <ul style="list-style-type: none">– ensuring there is a due diligence process for suppliers and business partners at the start of the business relationship;– completion of the global e-learning training by all employees, as well as tailored training for higher risk teams; and– using Vodafone’s global online gift and hospitality registration platform, as well as ensuring there is a process for approving local sponsorships and charitable contributions. <p>We run a multi-channel high profile global communications programme, <i>Doing What’s Right</i>, to engage with employees and raise awareness and understanding of our Code of Conduct. <i>Doing What’s Right</i> also features e-learning training, which includes a specific anti-bribery module and uses gamification to enhance the learning experience.</p> <p>For further information on our effective management systems on anti-corruption see the ‘Anti-bribery and corruption’ section of our Annual Report at pages 56 - 57.</p>
14	The COP describes effective monitoring and evaluation mechanisms for the integration of anti-corruption.	<p>Implementation of the anti-bribery policy is monitored regularly in all local markets as part of the annual Group Policy Compliance Review assurance process, which reviews key anti-bribery controls. On-the-ground reviews, on a rotating basis, enable assessing the implementation of the anti-bribery programme in more detail. Due to the challenging travel conditions during the year, self-assessments and quality reviews were undertaken instead of local market visits in Egypt, Lesotho, Vodafone Procurement Company and Vodafone Roaming Services. We also conducted a thematic review across the key areas of high-risk sales intermediaries and representatives, and provided training to high-risk employees in Czech Republic, Ireland, Portugal and Romania. Further to this, Internal Audit completed audits of the anti-bribery programme in a number of local markets in Europe and Africa. The reviews demonstrate good implementation of the anti-bribery programme.</p> <p>Our <i>Speak Up</i> process, as outlined above in Criterion 5, also applies to anti-corruption. Employees are encouraged to use <i>Speak Up</i> to report a wide range of unlawful and unethical activities, including bribery, fraud, price-fixing, and conflicts of interest.</p> <p>For further information on monitoring and evaluation mechanisms on anti-corruption see the ‘Anti-bribery and corruption’ section of our Annual Report at pages 56 - 57</p>

TAKING ACTION IN SUPPORT OF BROADER UN GOALS AND ISSUES

15	The COP describes core business contributions to UN goals and issues.	<p>COVID-19 The role of business in society is changing, accelerated by the COVID-19 pandemic. We continue to evolve our social contract, which is the partnership we wish to develop with governments, policy makers and civil society. We use the social contract to understand what matters the most to the societies and economies we work in, and activate our purpose around these. This year we transitioned our social contract focus to 'BuildBackBetter' by deploying initiatives to address societal challenges created by the pandemic. For example, aligned to the EU's focus on a green recovery from COVID-19, we accelerated the delivery of our target on renewables, and achieved 100% renewable electricity use in Europe and Turkey from July 2021, four years ahead of our 2025 target date.</p> <p>Our response to the war in Ukraine In response to the war in Ukraine, we have been offering support to our customers and communities. The humanitarian part of our comprehensive response is coordinated through the Vodafone Foundation, in line with our policy for all charitable activities to be led and funnelled by our Foundations. We have donated over €3 million in contributions and services in-kind in response, including: – Free roaming, calls and texts in our European markets for Vodafone Ukraine's customers who have left Ukraine (we have a partner market agreement with Vodafone Ukraine); – Free calls and text messages to Ukraine; – Offering fast-track employment opportunities for those displaced by the crisis (Ukrainians, or other nationals, who have fled the country to find safety); – Vodafone Group Foundation has donated €500,000 from its Humanitarian Fund to UNHCR and local Vodafone Foundations in Czech Republic, Romania and Hungary; and – Vodafone employee volunteers travelled to Romania and Hungary to help install free-to-use instant WiFi and charging points for mobile phones to help refugees crossing the border.</p> <p>Further information can be found in the 'Purpose, sustainability and responsible business' section of our Annual Report at pages 36-58 and at https://www.vodafone.com</p> <p>Our Contribution to the UN SDGs We firmly believe that Vodafone has a significant role to play in contributing to the societies in which we operate. Vodafone is committed to accelerating connectivity and digitisation in order to meet the United Nations' Sustainable Development Goals (SDGs) by 2030.</p> <p>We have identified two priority SDGs (SDG9 build resilient infrastructure and innovation, and SDG17 strengthen the means of implementation and partnerships for sustainable development) that will enable us and our partners to find lasting solutions to social, economic and environmental challenges and thereby accelerate the delivery of many other SDGs.</p> <p>Connectivity: We want everyone – whoever they are and wherever they live – to have access to reliable and affordable internet. Digital innovations: We will build digital innovations such as IoT solutions and digital platforms like M-Pesa to contribute to the sustainable development across a range of sectors including manufacturing, transport, health, agriculture, education and energy. Partnerships: We are building new models of cooperation between business, governments, international organisations and civil society to deliver process and scale, for example to connect the unconnected.</p> <p>For further information see the SDGs' section of our website: www.vodafone.com/sdgs</p>
16	The COP describes strategic social investments and philanthropy.	<p>Our response to the war in Ukraine In response to the war in Ukraine, we have been offering support to our customers and communities, as outlined in Criterion 15. Further information can be found in the 'Purpose, sustainability and responsible business' section of our Annual Report at pages 36-58 and at https://www.vodafone.com/</p> <p>Delivering on our purpose The 'Our purpose' section of our Annual Report pages 36-58 outlines how our Digital Society and Inclusion for All programmes deliver social impact at scale. These programmes include, but are not limited to:</p> <p>– Supporting financial inclusion Approximately 2 billion people remain unbanked globally. This is an issue that affects significantly more women than men. In April 2020, Vodacom and Safaricom completed the acquisition of the mobile money transfer service, M-Pesa brand and the product development team from Vodafone Group through M-Pesa Africa, a newly created joint venture. The joint venture will help consolidate M-Pesa as the largest FinTech company in Africa and accelerate the growth of M-Pesa across the continent. As of March 2022, 52.4 million customers were using M-Pesa (or equivalent), with over 19 billion transactions made in the year (around 2 million per hour on average) through a network of more than 600,000 agents.</p> <p>– Supporting small businesses SMEs are a critical part of the economy, and provide opportunities for socio-economic participation and social mobility for women, young people, and ethnic minorities. To better support SMEs across Europe, Vodafone Business launched V-Hub in 2020. The free service provides access to online information putting businesses in direct touch with experts to advise on digitalising their business. As of the end of March 2022, V-Hub has been used by over 3.6 million unique users across 12 European countries, as well as South Africa. Since its launch V-Hub has achieved a strong return visitor rate of 23% and has hosted over 8,500 conversations between SMEs and Vodafone experts. We have set a target to support seven million users digitalise their business through V-Hub by 2025.</p> <p>– Revolutionising healthcare The COVID-19 pandemic highlighted the importance of digital connectivity to deliver critical services, in particular healthcare. During the last two years, healthcare resources across the world have become stretched and significant backlogs of diagnostic tests and elective procedures have grown for non-COVID related conditions+D37. In October 2021, we launched the Vodafone Centre for Health in partnership with Deloitte, a new strategic alliance to accelerate the adoption of connected healthcare. This virtual centre brings together our connected health solutions with Deloitte's healthcare consulting experience to enable many more people to access healthcare.</p>

Vodafone Foundation

Globally, the Vodafone Foundations support projects that are focused on delivering public benefit through the application of technology across the areas of health, education and disaster relief.

The Vodafone Foundation is a UK-registered charity (1089625), funding principally through annual contributions from Vodafone Group. Vodafone Foundation sits at the centre of a network of 27 local social investment programmes, referred to as the local foundations. Vodafone Foundation has a funding partnership with these local foundations to provide public benefit by investing in programmes that support communities in Vodafone's operating countries. The total amount donated by Vodafone to Vodafone Foundations in FY22 was €47.4 million.

The Vodafone Foundation page on our website outlines the various Vodafone Foundation programmes. These include, but are not limited to:

– Build digital skills

This year, we announced an investment of €20 million by Vodafone Foundation to expand digital skills and education programmes across Europe, aiming to reach over 16 million learners by 2025. One example is Vodafone Foundation Germany's 'Coding for Tomorrow' which teaches students and their teachers about how to use digital technologies in an independent, critical and creative way. To date, the programme has reached 1.2 million students and teachers.

– M-Mama

The Vodafone Foundation has partnered with USAID and private donors to create the Mobilising Maternal Health programme in Tanzania. The programme aims to strengthen Tanzania's health system by connecting communities to health facilities and their workers. The M-Mama platform uses mobile connectivity and M-Pesa mobile money payments to connect women in need of treatment with 'ambulance taxis' which can transport them to healthcare facilities.

– Instant Network Schools

Vodafone Foundation has pioneered the development of innovative digital teaching and remote learning technologies for deployment among some of the most vulnerable and disadvantaged communities in the world, including people living in refugee camps in sub-Saharan Africa. Its Instant Network Schools programme connects classrooms to the internet, providing remote and isolated communities with solar power, tablet computers and teacher training resources, together with access to educational content.

Run in partnership with the United Nations High Commission for Refugees, the Instant Network Schools programme has given over 94,000 young refugee students access to a quality digital education. Two new Instant Network Schools have been established in Mozambique, located in the Maratane Refugee Settlement and the city of Nampula. These will transform existing classrooms into multimedia hubs for learning, complete with internet connectivity, sustainable solar power and a robust teacher training programme. Together this will benefit nearly 9,000 students, 25,000 family members and over 200 teachers.

17

The COP describes advocacy and public policy engagement.

We engage in advocacy on many issues that are relevant our purpose and sustainable business strategy – including but not limited to the following initiatives:

– HeforShe

We have embedded our commitment to diversity and gender balance into how we work at Vodafone. Our Group CEO, Nick Read, continues the commitment to act as a corporate champion for the UN Women's global solidarity movement for gender equality, *HeforShe*.

Further information can be found on the 'Workplace equality' section of our website and at <https://www.heforshe.org/en/vodafone>

– RE100

Led by The Climate Group, in partnership with CDP, RE100 brings together the world's most influential companies committed to 100% renewable electricity with the aim of scaling up demand for – and delivery of – renewable power. In 2018 we joined RE100 today with a commitment to purchase 100% of the electricity it uses from renewable sources by 2025.

Further information can be found in the 'Planet' section of our Annual Report at pages 41 - 45 and at <http://there100.org/>

– Global Network Initiative (GNI)

In 2017, we joined the Global Network Initiative (GNI) as a Board member. The GNI is a multi-stakeholder forum focused on promoting and advancing freedom of expression and the right to privacy worldwide. The GNI brings together information and communications technology companies, civil society groups (including human rights and media freedom groups), academics and investors with a shared commitment to promote and advance freedom of expression and privacy worldwide.

Further information can be found in the 'Human Rights' section of our Annual Report at page 54 and at <https://globalnetworkinitiative.org/>

Public policy engagement

Our relationship with governments and regulators is important to ensure policies are developed in the interests of our customers and the industry, while also enabling them to better understand our impact on the community and the environment. This included engagement on: Data protection and privacy; Security and supply chain resilience.

For further information see the 'Stakeholder engagement' section of our Annual Report at pages 14-15.

18	The COP describes partnerships and collective action.	We believe partnership is the best way to make progress against our sustainable business strategy and targets. Several examples of our partnerships are listed in Criterion 16 above. Further information can be found in the 'Purpose, sustainability and responsible business' section of our Annual Report at pages 36-58, Vodafone Foundation website, and 'Our Purpose' section of our website.
CORPORATE SUSTAINABILITY GOVERNANCE AND LEADERSHIP		
19	The COP describes CEO commitment and leadership.	In the Annual Report, pages 6 and 7, our Chairman and Group CEO confirm their commitment to sustainability and responsible business practices.
20	The COP describes Board adoption and oversight.	<p>The Group ExCo – chaired by the Group CEO – has overall accountability to the Vodafone Group Plc Board for Vodafone's sustainable business performance. The Group Director of SDGs, Sustainable Business & Foundations defines and leads Vodafone's sustainable business strategy worldwide and is responsible for the activities of the Group Sustainable Business team. The Group Director of SDGs, Sustainable Business & Foundations reports to the Group Chief External and Corporate Affairs Director who is a member of the Group ExCo.</p> <p>The Group ExCo regularly reviews the progress of the sustainable business strategy. All key external publications are reviewed by the Vodafone Group Disclosure Committee. The Committee is responsible for ensuring the accuracy and timeliness of Group disclosures and approves, on behalf of the Group CEO, the controls and procedures related to the release of financial and non-financial information. For further information on governance see page 35 of our Annual Report.</p> <p>ESG Committee</p> <p>This year, the Board formally approved the establishment of a new Committee of the Board, the ESG Committee. The responsibilities of the Committee are to:</p> <ul style="list-style-type: none"> – Oversee the ESG programme, including the purpose strategy (Inclusion for All, Planet and Digital Society), sustainability and responsible business practices, and the social contract; – Approve the ESG strategy, including related targets and KPIs, and monitor progress against key performance indicators and external ESG index results; – Oversee execution of the ESG strategy and related policies and programmes required to implement the ESG strategy, as well as the Group's progress on ESG commitments and targets; and – Provide advice and direction to management on implementation of the ESG strategy, the opportunities and risks to the Group's operations and reputation and its corporate responsibility.
21	The COP describes stakeholder engagement.	Vodafone is committed to maintaining good communications and building positive relationships with all of our stakeholders, as we see this as essential to strengthening our sustainable business. Interactions with key stakeholders during the year are included in the ARA. Vodafone is required to provide information on how the Directors have performed their duty under section 172 of the Companies Act 2006 to promote the success of Vodafone, including how those matters and the interests of Vodafone's key stakeholders have been taken into account by the Directors. For further information on stakeholder engagement please see page 14 of the ARA.

-  [Annual Report 2022](#)
-  [Code of Conduct](#)
-  [Human Rights Policy](#)
-  [Code of Ethical Purchasing](#)
-  [Modern Slavery Statement 2022](#)
-  [Health, Safety and Wellbeing Policy](#)
-  [Contribution to the SDGs](#)
-  [COVID-19 response](#)
-  [Our response to the war in Ukraine](#)

