



Vodafone Group Plc : 2020 AGM Q&A

28 July 2020

Has Vodafone assessed the issue of neurodiversity, and taken positive steps to be more inclusive towards this element of your workforce?

Vodafone has actively considered the important contribution that neurodiverse employees can make in the workplace. We have conducted global training for managers and recruiters to ensure create greater understanding of neurodiversity in the workplace and in hiring. Some of our markets specifically hire neurodiverse candidates and have implemented autism-friendly hours in retail shops.

More broadly, through our technology, Vodafone is working to bridge the divides that exist and help people to contribute equally and fully to society. We want to create the best inclusive environment for all our employees. We measure our inclusivity through our Spirit Beat Survey and are proud that 89% of our employees feel a strong sense of belonging at Vodafone.

I was pleased to read in your annual report that you work with the Fair Wage Network to assess how your pay compares to the 'living wage' in all of the markets the company operates in. Does the company also undertake this comparison for the rates of pay for any third party and contracted staff? I would like to ask the board for an update on Vodafone's position in regards to becoming a Living Wage accredited employer?

As set out in our externally available Fair Pay Principles, Vodafone is committed to providing a good standard of living for our people and their families.

We work with the Fair Wage Network to assess how our pay compares to the 'living wage' in each of our markets across the world and take action where needed. Whilst it remains a matter for third-parties to make decisions about their own employees' pay, we do strongly encourage them to pay the 'living wage'.

Vodafone has met with the Living Wage Foundation on several occasions, but we are not seeking formal accreditation at this stage, as we cannot guarantee that all our third-party contractors would strictly adhere to the Living Wage. We will continue to review our supply chain relationships on an ongoing basis and encourage the payment of the 'living wage' by all of our third-party suppliers.