



Vodafone Procurement Company S.à r.l.

Supplier Policy - A1

Business Principles

Scope

All Vodafone Procurement Company procurement agreements with Suppliers.

Policy

Introduction

The phrase “Supplier” in this Supplier Policy shall, where relevant, also include all officers, employees, contractors, subcontractors and agents of Supplier. All references to “Vodafone” include the relevant contracting entity and all other Vodafone Group Companies that benefit from the goods and services being provided.

As one of the world’s leading international companies, we need to earn the trust of our customers, colleagues and the communities where we work. We have adopted Business Principles to govern our activities and interactions across the world, to ensure that trust and that we behave to the highest standards of integrity. Vodafone expects Supplier to reflect Vodafone’s Business Principles as set out in this Supplier Policy.

Individual conduct

Supplier shall act with honesty, integrity and fairness in its dealings both internally and externally. Supplier shall not tolerate any form of bribery, including improper offers of payments or gifts to or from employees. Supplier shall avoid any contracts that might lead to, or suggest, a conflict of interest between personal activities and the business. Supplier shall neither give nor accept hospitality or gifts that might appear to incur an obligation. Supplier shall pursue mutually beneficial relationships and seek to promote the application of Vodafone’s Business Principles with relevant business partners and suppliers.

Compliance with the law

Supplier shall comply with the provisions of all applicable domestic and international laws and appropriate standards and principles.

Health and safety

Supplier shall protect the health, safety and wellbeing of Vodafone and its customers, employees, partners and the communities in which Vodafone and it operate and disclose any information that comes to its knowledge that clearly demonstrates that any of Vodafone or its products or services breach internationally accepted safety standards or guidelines.

Financial integrity

Vodafone will provide the best possible return for its shareholders over the longer term. Supplier recognises that Vodafone will base its investment decisions, acquisitions and business relationships on economic criteria but will also take into account social and environmental considerations.

Public policy

Supplier recognises that Vodafone will voice its opinions on government proposals and other matters that may affect Vodafone and its stakeholders. Supplier recognises that Vodafone will not make gifts or donations to political parties or intervene in party political matters.

Communications

Supplier recognises that Vodafone will communicate openly and transparently with all its stakeholders within the bounds of commercial confidentiality and that Vodafone will protect confidential information from improper disclosure. Supplier shall ensure that any authorised communication of confidential information should be limited to individuals who need it to carry out their work.

Customers

Supplier recognises that Vodafone will value the trust its customers place in it and will safeguard the information provided to it. Supplier shall also safeguard any such information provided to it.

Employees

Supplier shall base relationships with and between employees on respect for individuals and their human rights and will not tolerate child labour. Supplier shall not accept any form of discrimination, harassment or bullying. Supplier shall pursue equality of opportunity and inclusion of all employees through its employment policies and practices.

Communities and society

Supplier recognises that Vodafone will engage with local communities to help Vodafone understand and respond to any concerns they may have, for example in relation to network deployment. Supplier recognises that Vodafone will always provide its stakeholders with access to correct, relevant and current information and build trust through integrity, transparency, honesty and objectivity. Supplier recognises that Vodafone will invest in society in a way that makes effective use of its resources, including support for charitable organisations.

Environment

Supplier shall commit to protecting the environment. Supplier shall minimise its use of finite resources (such as energy, water and raw materials) and the release of harmful emissions to the environment (including waste, air emissions and discharges to water). Supplier shall seek to improve the environmental performance of the products and services it provides, as well as support those that offer environmental and social benefits to Vodafone's customers.