

# Fair Pay at Vodafone



At Vodafone, we comply with human rights laws and statutes including Fair Pay for our people. Our approach, across our businesses, is guided by 6 principles.

## 1 Market Competitive

The pay of our people is reflective of their skills, role and function and also the market data.

**We annually** review the pay of each employee and actively manage any who fall below the market competitive range.



## 2 Free from discrimination

Our pay should not be affected by gender, age, disability, gender identity and expression, sexual orientation, race, cultural background or belief.

**We annually** compare the average position of our males and females against their market benchmark, grade and function to identify and understand any differences.



## 3 Provide a good standard of living

We work with the independent organisation, Fair Wage Network, to assess how our pay compares to the “living wage” in each of our markets as we are committed to providing a good standard of living for our people and their family.



## 4 Share in our successes

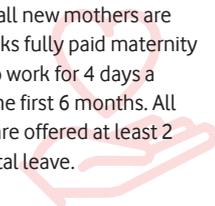
All our people should have the opportunity to share in our success by being eligible to receive some form of performance related pay, e.g. a bonus, shares or sales incentive.



## 5 Provide benefits for all

Our global standard is to offer all our people life insurance and access to either Company or State provided healthcare and pension provision.

Globally, at Vodafone, all new mothers are offered at least 16 weeks fully paid maternity leave and can return to work for 4 days a week, paid 5 days for the first 6 months. All non-birthing partners are offered at least 2 weeks fully paid parental leave.



## 6 Open and transparent

With a series of user friendly guides and an annual Reward Statement, which help explain our peoples’ pay packages and outlines the value of their core pay package, we ensure that our people understand their pay.

In addition they also receive monthly or weekly payslips and a payment schedule.

