



Sustainability

Corporate sustainability at Vodafone UK

Summer 2017

Supporting the UK Solidarity Fund

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Solidarity Fund, has been at the heart of the support network for families affected.

Donations to the UK Solidarity Fund go towards ensuring families are helped with immediate suffering and making sure they don't face short

term financial problems. Supporters can donate using JustTextGiving by Vodafone by texting HELP99 plus the donated amount to 70070. The Vodafone Foundation (registered charity no. 1089625) will match donations made in this way up to the value of £100,000.

Grenfell Tower

The Vodafone Foundation is also providing matched funding up to £100,000 for JustTextGiving donations made to the Evening Standard Dispossessed Fund to support residents of Grenfell Tower.

The code for donations is GREN88 followed by the amount of donation to 70070.

Employees in our local stores were also able to provide practical help in the immediate aftermath of the fire by providing access to internet, replacement phones, chargers, batteries and Pay as you go top-ups.

JustTextGiving by Vodafone

is supported by the Vodafone Foundation. It allows individuals and charities of any size to benefit from the power of mobile giving to raise money for charity via text. Since its launch, more than £38 million has been donated through the efforts of more than 274,000 fundraisers for 24,500 charities.

Vodafone supports Stand Up To Bullying

As part of our work with The Diana Award, the Vodafone Foundation supports the Stand Up To Bullying campaign which encourages us to tackle bullying of all kinds.



One of our latest initiatives is a new digital citizenship workshop aimed at helping school children and young people to protect themselves against cyberbullying. On Stand Up To Bullying Day, a group of our employees ran a workshop in a London primary school to trial the workshop.

We also actively encourage an inclusive workplace where all employees are treated with respect, free from any form of bullying or harassment. Employees are asked to report anything they see which might be against our bullying and

harassment policy by using our online "Speak Up" tool.

Talking to customers 24/7

Customers who like to talk to us via social media can now expect a speedy response whatever the time of day.

We've reorganised our team so that we're available 24 hours a day, 7 days a week with an average response time of 30 minutes.

Please address any feedback or queries to:

Jane Frapwell
External Comms Team
Vodafone UK
Vodafone House
The Connection
Newbury
Berkshire RG14 2FN

Email:
Jane.frapwell@vodafone.com
01635 693693

Sustainability

Code like a girl!

We're looking for girls aged between 14 and 18 to join us for a week-long course learning how to code. With our partners, CodeFirst: Girls, this four-day interactive workshop will provide the skills needed to design and build a website.

31 July to 3 August

www.vodafone.com/content/index/what/technology-blog/codelikeagirl

We are one of the top employers for LGBT staff

We've been recognised by Stonewall as one of the top 12 global multinational employers for lesbian, gay, bi and trans staff.



The list highlights employers who are making strides in achieving LGBT equality, key areas for development, and the progress

being made in the workplace.

In line with our policy, we've recently launched a number of training

programmes in partnership with support groups, Stonewall and OUT-standing. Our front line employees are scheduled for LGBT training in

coming months and we've recently launched the Mx field in our customer services tools for those who prefer to choose a gender neutral prefix rather than Ms, Mr, Mrs or Miss.

"Diversity leads to better environments - every human being has dignity and needs to be him or herself in our workplace. We have to be inclusive because it's right. Full stop."

Vittorio Colao, Vodafone Group CEO

Vodafone is a Times Top 50 Employer for Women

In April, we qualified for The Times Top 50 Employers for Women in recognition of our leadership on gender equality at work, and initiatives we've put in place to help women progress at all levels in our organization. These include:

Maternity leave that brings women back into the workplace at 80% of their hours for six months with no loss of pay.

ReConnect—the world's largest recruitment programme encouraging talented men and women to return after career breaks.

Our STEM mentoring scheme supporting young women into Science Technology, Engineering and Mathematics careers. (More below)

The MARC (Men Advocating Real Change) programme to

encourage senior male leaders to act as agents for diversity change.

HeForShe impact champions—HeForShe is a UN women's movement encouraging men to stand up for gender equality. Our Group CEO, Vittorio Colao, has signed up to be one of ten CEOs acting as HeForShe impact champions.

Vodafone STEM flagship

Our STEM flagship programme has been launched to introduce girls aged 14 to 18 to career opportunities in Science, Technology, Engineering and Mathematics. The aim initially is to offer 500 girls globally the opportunity to learn to code.

Over a four-day workshop, supported by trained Vodafone employees, the girls will build their own websites.

The Vodafone University

We're committed to ensuring that all our employees have the opportunity to develop their skills and progress their careers. To make learning simple and available to all, we've introduced the Vodafone University. Online, and accessible on any device at any time, employees can now find courses, e-books, videos and workshops all in one place.

Users can set up their own learning preferences to tailor content to their specific needs which will initiate learning recommendations based on their profile.

Read more about these and other Vodafone stories on

Vodafone Social:

<http://blog.vodafone.co.uk>

