

Vodafone India Limited

Health, Safety and Wellbeing (HSW) Policy



Vodafone India Limited and its subsidiaries (Vodafone India) as a value based organisation is passionate about people.

We are committed to achieving the highest standards in HSW, with the aim of providing and maintaining a safe and healthy work environment for employees, customers, distributors, partners, suppliers, and visitors.

Vodafone India believes that:

- injuries can be prevented
- HSW is a business imperative and
- consultation and employee involvement is essential to HSW performance.

Leadership team of Vodafone India will ensure that appropriate resources are provided and actions are taken to implement and maintain an effective HSW management system.

The Line managers as well as every employee shall be responsible for effective implementation of the HSW systems in the Circles and at the Corporate.

Consistent with this, Vodafone India shall:

- ☒ strive for best practice in HSW management and for continual improvement;
- ☒ ensure that the policy is communicated to all employees and is made available to all interested parties;
- ☒ comply with relevant statutory obligations, codes of practice and industry standards relating to installation, design and maintenance; and where adequate laws do not exist, adopt a risk management approach, and apply standards that reflect our values;
- ☒ provide information, instruction, training and supervision to empower people to perform their roles in a safe manner, hence to safeguard life and avoid property damage;
- ☒ involve employees, distributors and suppliers in HSW matters, and consult with them in ways to reduce workplace hazards;
- ☒ develop and implement HSW Objectives that are consistent with Vodafone Group;
- ☒ establish procedures to recognize, implement, evaluate and monitor HSW performance;
- ☒ carryout periodical review to ensure that the policy continues to be relevant and appropriate;

HSW is both an individual and shared responsibility of all employees, distributors, suppliers and other persons involved with Vodafone India operations.

We emphasise the need for everyone to:

- adhere to safe work practices at all times;
- employ necessary controls to ensure a safe working environment;
- conduct regular risk assessments of work premises, to identify hazards and eliminate or manage risk;
- report all HSW incidents and assist in implementing control measures to prevent recurrence; and
- be passionate about their own health and safety at work, and the wellbeing of others.

Any violation or breach of this Policy will be dealt with by Vodafone India as per procedure framed by Vodafone India from time to time.



MD & CEO: Marten Pieters
Date: 2nd May 2014