



## Vodacom Group Occupational Safety and Health Policy

### POLICY

Vodacom Group of Companies, which provides and maintains telecommunications networks including infrastructure and services, considers its own employees, employees of its business partners, customers and the public at large as deserving of a safe and healthy workplace. Vodacom will as far as reasonably practicable, undertake to safeguard all employees as well as any other persons on Vodacom premises, against injury/disease and unhealthy conditions or occupational accidents that may arise from Vodacom activities and comply with the Occupational Health and Safety Act, 85 of 1993 and its associated Regulations as amended and comply with the applicable occupational safety and health, legal or other requirements. This will be achieved through identification, evaluation and controlling of hazards in conjunction with a safety and health program underpinned by the following principles:

#### **This policy applies to:**

All Vodacom Subsidiaries and Joint Ventures where Vodacom has expressed majority shareholding. Vodacom thus adopts the Vodafone Group Policy with contextualisation as stated below.

#### **Policy objectives**

- To ensure safety health and wellness (SH&W) is an integral part of our business which is actively supported through management leadership and commitment.
- To protect the Company from any legal charges by applying national legislation; and
- To protect customers, employees, contractors, suppliers, and the communities in which we operate.

#### **The policy**

It is the policy of the Board of Vodacom Group Limited to ensure each market and company within the Vodacom Group, develops implements and continuously reviews safety, health, and wellness management systems and programs, consistent with Group SH&W Standards, local market conditions, and legislation.

In line with our business principles, Vodacom Group:

- Is committed to the safety, health & wellbeing of our customers, employees, contractors, suppliers, and the communities in which we operate; and
- Will disclose any information that comes to our knowledge, which clearly demonstrates that any of our products or services breach internationally accepted safety standards or guidelines.

Vodacom management will: –

- Support the global SH&W strategy and principles by displaying leadership behaviours that visibly demonstrate our belief that SH&W is a priority issue and integral to our business.
- Establish a robust and durable SH&W culture, by ensuring compliance with relevant statutory obligations, codes of practice and industry standards; adopting a risk management approach to ensure improvement, and application of Vodacom SH&W standards.
- Empower our people by providing information, instruction, training, and supervision to enable them to perform their roles safely and help drive Vodacom's SH&W performance.



- Involve employees, customers, contractors, and suppliers in health safety & wellbeing matters, and consult with them on ways to reduce workplace hazards and improve SH&W management systems.
- Commit resources to develop, maintain and communicate health, safety & wellbeing programs, objectives, and targets. As well as deliver consistent and effective communications, including reporting internally and externally Vodacom's global and local SH&W performance; and
- Monitor compliance to our Absolute Rules to improve the entrenchment of a greater safety culture.

The ultimate responsibility for safety health and wellness rests with the Vodacom Group CEO and Executive team. The Group Chief Human Resources Officer has specific responsibility for overseeing the implementation of Group Policy and for advising and updating the Board and CEO on developments and performance.

The Chief Executive Officer (CEO), Managing Director (MD) of each Market and Group Functional Directors have responsibility for implementation of Vodacom's Safety health and wellness Strategy, Principles, and Policy in their areas of responsibility. The Senior Leadership teams and their managers shall display leadership by ensuring the organization and management conduct operations in line with Group Standards and ensure adequate resource allocation.

Line Managers have responsibility for the health, safety, and wellbeing of those working within their area of operation and those who may be affected by the activities. They must ensure that adequate systems are in place to ensure delivery of group policy and standards and meet local statutory requirements.

All Employees have the responsibility to protect their own safety, health, and wellbeing, and that of others who may be affected by their activities.

Group wide safety, health, and wellness strategy and governance is managed and monitored by the Group safety health and wellness Team reporting to the Chief human Resources Officer.

**Shameel Joosub**  
**Group Chief Executive Officer**

**15 October 2024**

**Date**