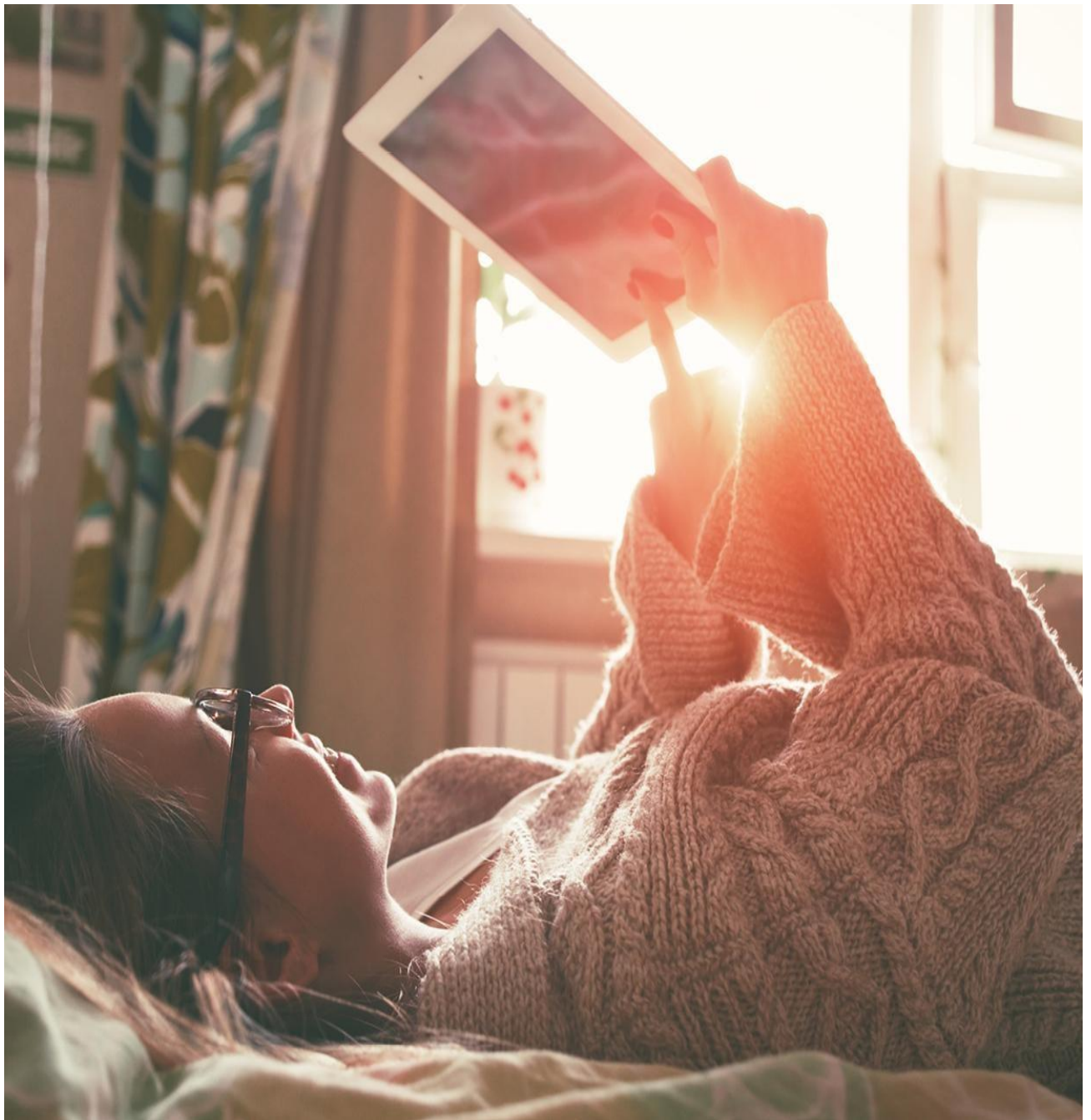




LABOUR & HUMAN RIGHTS POLICY

Labour and Human Rights Policy

1 Purpose

The purpose of this policy is to foster a safe, fair, and inclusive work environment that promotes employee wellbeing, ensures equitable working conditions, and supports continuous personal and professional development. The policy outlines the company's commitment to upholding the highest standards in health and safety, fair remuneration, work-life balance, social dialogue, diversity, equity, and inclusion. It aims to create a culture of respect, accountability, and transparency, while also ensuring compliance with labour laws and human rights principles through effective monitoring and oversight.

2 Scope

This policy applies to all VodafoneZiggo employees and others who may be affected by VodafoneZiggo activities at offices and technical locations, in stores and at other (customer) locations.

3 Policy statement

3.1. Employee Health & Safety

Commitment: VodafoneZiggo is committed to providing a safe and healthy work environment prioritising both the physical and mental well-being of all employees through proactive safety measures and support programs.

KPIs:

- Number of incidents that have started investigations within 48hrs of reporting.
- Number of incidents on a yearly basis.
- A minimum of 10 workplace inspections per COPS I&I team per year.
- Overview of (electrical) equipment inspected conform NEN3140.
- Percentage of achieved completion of toolboxes per COPS I&M technician per year.
- Number of safety walks with senior leadership team member per year.
- Achieve 100% completion of "We do; We don't" H&S e-learning by all employees within a year of hire.

3.1.1. Incident Reporting and Investigation

Commitment: VodafoneZiggo is committed to establishing a clear and accessible incident reporting and investigation process. All workplace incidents and other HSE-related incidents, including environmental incidents, are promptly reported, thoroughly investigated, and addressed to prevent recurrence.

KPIs

- All reported incidents have started investigations within 48 hrs of reporting.
- 0 incidents on a yearly basis (goal).

3.1.2. Employee Physical & Mental Health

Commitment: VodafoneZiggo is committed to ensuring a safe and healthy (remote) work environment that protects both the physical and mental well-being of all employees. A company doctor is available online or at the office for physical & mental health concerns. Employees receive safety training upon joining annually. They are also provided with necessary safety equipment. Furthermore, VodafoneZiggo commits to stimulate well-being by providing help, coaching and interventions across the topics Physical Fit, Mental Fit, Socially Fit and Financial Fit.

KPIs

- A minimum of 10 workplace inspections per COPS I&M team per year.
- All (electrical) equipment inspected in accordance with NEN3140.

3.1.3. Safety Trainings & Awareness

Commitment: VodafoneZiggo is committed to fostering a culture of safety by ensuring all employees are well-informed about occupational risks and empowered to maintain a safe workplace. We prioritise comprehensive safety education and provide the necessary resources to equip employees with the knowledge and tools to safeguard their well-being.

KPIs

- Achieve 100% completion of toolboxes per COPS I&M technician.
- Achieve 100% completion of "We do; We don't" H&S e-learning by all employees within a year of hire.
- Perform four safety walks with senior leadership team members per year.

3.2. Working Conditions

Commitment: VodafoneZiggo is committed to fostering fair and equitable working conditions by offering competitive remuneration, supporting work-life balance, and ensuring transparent and fair employment practices for all employees.

3.2.1. Remuneration and Benefits

Commitment: VodafoneZiggo is dedicated to offering fair remuneration and a competitive benefit program that reflects the contributions of employees and promotes their overall well-being.

KPIs

- Maintain a low voluntary employee turnover rate, as an indicator of the effectiveness of VodafoneZiggo's fair remuneration and competitive benefits program in reflecting employee contributions and promoting their overall well-being.
- Achieve a positive trend in the Employee Engagement score from the Heartbeat survey, reflecting employee satisfaction with remuneration and benefits.

3.2.2. Unadjusted Gender Pay Gap

Commitment: VodafoneZiggo is committed to ensure equal pay between men and women for equal work. Equal pay is part of our strategy to be an inclusive organisation. Everyone deserves fair opportunity as well as fair pay. VodafoneZiggo wants to be an organization where everyone feels treated fairly. Where no one wonders if they get paid less because of their gender, background or anything else.

KPI:

- VodafoneZiggo aims to minimize the (un)adjusted pay gap to the greatest extent possible and, at a minimum, ensure full alignment with the applicable EU Pay Transparency Directive.

3.2.3. Work life Balance

Commitment: VodafoneZiggo is committed to fostering a flexible work environment that respects work-life balance, offering options such as flexible working hours, home office arrangements, and appropriate compensation for overtime. We also commit to creating a psychological, safe & healthy work environment where employees can constructively talk about their well-being at work with their People Leaders who are trained in improving sustainable deployment.

KPIs

- Achieve a positive trend in the DE&I Survey responses, specifically focusing on the question "I feel my opinion counts", to measure the level of psychological safety and employees' perception of being heard and valued in the workplace.

3.2.4. Employment Conditions

Commitment: VodafoneZiggo is committed to ensuring fair and transparent employment conditions, including equitable recruitment processes and employment contracts that reflect mutual respect and fairness.

3.3. Social Dialogue

Commitment: VodafoneZiggo values and promotes open and constructive dialogue between employees and management.

3.3.1. Freedom of Opinion

Commitment: VodafoneZiggo values a broad spectrum of opinions and is committed to creating space for open and respectful dialogue.

VodafoneZiggo operates a number of options to raise concerns about this topic, such as an external confidential advisor, Whispli (vodafoneziggo.whispli.com/speakout), or a phone line where reports can be made anonymously.

KPI:

- Achieve a positive trend in the DE&I Survey responses, specifically focusing on the question "I feel my opinion counts", to measure employees' perceptions of open and constructive dialogue with management and the extent to which they feel their opinions are valued and considered in decision-making processes.

3.3.2. Freedom of Association and Collective Bargaining

Commitment: VodafoneZiggo fully respects the right of employees to organise, join trade unions and representative organisations of their own choosing, and engage in collective bargaining, fostering a positive and collaborative labour-management relationship.

KPI:

- Ensure that all employees can actively participate in the collective bargaining process and provide input through a method of employee participation, reflecting the commitment to open dialogue and employee involvement in decision making.

3.4. Career Management & Training

Commitment: VodafoneZiggo is dedicated to providing continuous learning and career development opportunities to all employees, ensuring their professional growth and enhancing their skills.

3.4.1. Continuous learning opportunities

Commitment: VodafoneZiggo is committed to supporting employees' continuous professional development by offering access to training platforms and skill development opportunities.

KPI:

- 80% of the total workforce across all locations submitted professional, individual and behavioral goals.

3.4.2. Employee mandatory training

Commitment: VodafoneZiggo is dedicated to ensuring all employees are trained on privacy, security, anti-bribery, health & safety, competition law and workplace topics. All employees complete mandatory annual e-learning trainings.

KPI:

- 100% of employees completed the mandatory training.

3.5. Diversity, Equity & Inclusion

Commitment: At VodafoneZiggo, we are committed to fostering a diverse, equitable, and inclusive workplace where every employee is respected, valued, and empowered to contribute fully. We ensure fair treatment, equal opportunities, and a culture of belonging for all, in line with our labour and human rights principle.

KPIs:

- Representation of women in top management
The percentage of women in senior leadership positions, reflecting our commitment to gender diversity and equity in decision-making roles. At VodafoneZiggo, our focus is on reaching a target of 40% women in senior leadership.
- Overall gender representation at VodafoneZiggo:
The proportion of women across the entire organisation, aiming to foster gender balance and ensure equal opportunities at all levels.
- Employment of individuals with disabilities or work challenges:
The number or percentage of employees with disabilities or other employment challenges, highlighting our efforts to create an accessible and equitable work environment for all individuals.
- Employee perception of Belonging:
The percentage of employees reporting a strong sense of belonging within the company, measured with the question "I feel that I belong at VodafoneZiggo" through our employee engagement survey.

3.5.1. Diverse workforce

Commitment: VodafoneZiggo is committed to promoting diversity across all levels of the organisation, ensuring representation of various genders, abilities, ethnicities, sexual orientations, religions, and ages.

KPIs

- Achieve and maintain 40% representation of women in top management roles by 2026.
- Ensure 30% of the total workforce is women by 2026.
- Achieve 4.42% representation of employees with disabilities by 2026.
- Maintain the percentage of employees reporting a strong sense of belonging at 80% (or higher) by 2026.

4. Alignment with Human Rights international frameworks

At VodafoneZiggo, we are committed to respecting and upholding human rights across all aspects of our operations and business relationships. Our Labour and Human Rights Policy is grounded in internationally recognized frameworks and standards, reflecting our ongoing dedication to ethical and responsible business conduct.

We align with the following international frameworks:

- United Nations Guiding Principles on Business and Human Rights (UNGPs): VodafoneZiggo supports the UNGPs by fostering a fair, safe, and inclusive workplace, promoting employee well-being, fair remuneration, diversity, equity, and work-life balance. While we conduct annual policy reviews, we recognize opportunities to strengthen continuous human rights risk monitoring.
- ILO Core Conventions: Our policy reflects key ILO principles through clear commitments to freedom of association, collective bargaining, non-discrimination, and the promotion of decent working conditions. VodafoneZiggo supports fair remuneration, a safe and healthy work environment, and employee well-being through comprehensive physical and mental health programs, safety training, and inclusive workplace initiatives.
- ISO 26000 – Guidance on Social Responsibility: VodafoneZiggo embraces ISO 26000's guidance on labour practices and human rights by promoting diversity and inclusion, equitable working conditions, and fair employment practices.
- OECD Guidelines for Multinational Enterprises on Responsible Business Conduct: Our approach is aligned with the OECD Guidelines through our emphasis on stakeholder engagement, transparent employment terms, and the availability of grievance mechanisms. We encourage open dialogue, support collective bargaining, and provide clear processes for incident reporting and resolution.

This alignment demonstrates our proactive approach to integrating human rights considerations into our daily operations, policies, and stakeholder engagements. We continue to monitor and review our practices to ensure consistency with international standards and to foster a culture of respect, dignity, and accountability.

5. Guiding principles

- We actively contribute to a culture where everyone's opinion counts and people feel they belong.
- We work together to achieve and maintain balanced representation in terms of gender and (dis)ability in all areas and levels of the company.

6. Review mechanism

This Labour and Human Rights Policy will be reviewed annually by the HR team to ensure its alignment with VodafoneZiggo's legal requirements, external commitments and industry best practices. Any policy update must be reviewed and validated by the relevant experts, whose field of expertise and responsibility is impacted.

Once all updates are validated by internal experts, significant policy updates will be submitted to the Regulatory, Risk & Compliance Committee for approval by the Management Board.

Significant changes to regulations or company strategy may trigger an ad-hoc review. Feedback from employees, contractors, and stakeholders is encouraged to continuously improve the Policy.

Related documents

- VodafoneZiggo Code of Conduct
- VodafoneZiggo Speak Out policy

Revision history

Date (DD/MM/YYYY)	Description of change	Sections	Entered by (Position)	Authorised by (Position)
20/04/2026	New policy	n/a	Director Performance & Reward	Executive Director HR; Management Board