

Electronic Approvals

Owner: Director, Corporate Responsibility & Sustainability	Document No: 6.1.17
Approver: SVP, CHRO	Revision Date: 22 Feb 2022

1.0 Purpose

CommScope, Inc., its subsidiaries and affiliates (“CommScope” or “company”) are strongly committed to ensuring employees are treated with dignity and respect in compliance with applicable laws and aligned to recognized standards from the [International Labor Organization \(ILO\)](#), [The Universal Declaration of Human Rights \(UDHR\)](#), [The United Nations \(UN\) Global Compact](#), [the Responsible Business Alliance \(RBA\) Code of Conduct](#) and Social Accountability’s [SA8000](#).

2.0 Scope

This applies to all global CommScope employees including contingency labor.

3.0 Related Documentation, Quality System Forms, Data and Records

3.1 Related Documentation

Number	Title
SA 8000	Social Accountability International Standard
6.1.18	Child Labor Policy
N/A	The Universal Declaration of Human Rights
N/A	The United Nations Global Compact
N/A	The International Labor Organization Standards
N/A	The Responsible Business Alliance Code of Conduct
N/A	CommScope Code of Ethics and Business Conduct

4.0 Policy

CommScope will uphold the human rights of our employees and treat every employee with dignity and respect. We strive to go beyond compliance with local law, wherever feasible, throughout the entirety of our operations, abiding by our policies or local law, whichever sets a higher standard for:

- 4.1 **Freely Chosen Employment.** CommScope will not use any forced or compulsory labor, whether in the form of prison labor, slave labor, indentured labor, bonded labor or otherwise. CommScope will not engage in or support human trafficking. There is to be no unreasonable restriction on any employees’ freedom of movement in the facility, nor any unreasonable restrictions on entering or exiting company provided facilities. Where customary, employees will be provided with a written employment agreement in their native language. CommScope will not hold/ withhold any government issued identification and/or original copies of personal documentation unless required by law. All work is voluntary and employees are free to leave work at any time or terminate their employment if reasonable notice is given as per employee’s contract, and will not be required to pay employers’ or agents’ recruitment fees or other related fees for their employment.
- 4.2 **No Child Labor.** CommScope will comply with local minimum working age laws and requirements and will not employ child labor. CommScope’s Child Labor policy sets out the details of its policy in relation to child labor and young workers.
- 4.3 **Minimum Wages.** CommScope will comply with applicable laws and/or recognized local practices on minimum wages, overtime hours and legally-mandated benefits. In compliance with local laws, employees will be compensated for overtime at pay rates greater than regular hourly rates. Deduction from regular wages as a disciplinary measure will not be permitted. For each pay period, employees will be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. All use of temporary, dispatch and outsourced labor will be within the limits of the local law.
- 4.4 **Working Hours.** CommScope will comply with applicable laws and/or recognized local practices on working hours, breaks and public holidays. Unless applicable law or local practices dictate lesser hours, CommScope generally does not expect employees to work more than 60 hours in a given week. CommScope does, however,

take into consideration local practices and customs around weekly hours and will comply with any applicable local laws requiring lesser hours. In general, overtime work is voluntary, and employees will receive at least one day off following every six consecutive working days, but CommScope may deviate from this approach (where allowed by law) if there is an emergency or business need to do so.

- 4.5 **No Harsh, Inhumane Treatment or Abuse.** CommScope will treat each employee with dignity and respect. In no event will CommScope’s employees be knowingly subjected to actual or threatened violence (including gender-based violence), sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse.
- 4.6 **Diversity, Non-Discrimination and Non-Harassment.** CommScope values diversity. CommScope has established policies and procedures to prevent discrimination in its employment practices on the basis of race, color, religion, gender, age, sexual orientation, gender identity and expression, ethnic or national origin, disability, pregnancy, political affiliation, union membership, covered veteran status, protected genetic information, marital status or any other status protected by applicable law. Employees will be provided with reasonable accommodation for disability and religious practices. In addition, employees or potential employees will not be subjected to medical tests or exams that could be used to further discriminate on the basis of a protected status.
- 4.7 **Freedom of Association.** CommScope is committed to providing a positive work environment, treating our employees with dignity and providing an open-door policy. While we respect our employees’ rights to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly as well as the right of employees to refrain from such activities, in accordance with local laws, we also believe our employees, our company and our customers are best served when managers and employees deal openly and directly with each other, without fear of discrimination, reprisal, intimidation or harassment.

CommScope strives to continuously improve its labor practices by addressing potential issues swiftly, monitoring adherence through use of key performance indicators, periodic audits and adopting best practices. CommScope encourages our employees to ask questions or report concerns. We enforce a strict policy prohibiting retaliation for reporting a concern or suspected misconduct in good faith, and permit reports to be submitted anonymously where permitted by law. Reporting procedures are set forth in the [CommScope Code of Ethics and Business Conduct](#).

5.0 Revision History

Release Date	DCR	Revisions
01 Oct 2010	6.1.17	New Labor Policy Owner/Approver: Jim Wright (SVP, Human Resources)
11 Jan 2011	6.1.17	Section 12.0 Cross Reference updated to include reference to additional HR policies. Owner/Approver: Jim Wright (SVP, Human Resources)
30 Nov 2020	6.1.17	New Labor Policy format aligned with the Company branding guidelines. Owner/Approver: Robyn Mingle (SVP, CHRO)
22 Feb 2022	6.1.17	New Labor Policy format aligned with QMS. All sections updated and aligned with the RBA Code of Conduct. Owner: Damien O’Sullivan (Director, Corporate Responsibility & Sustainability) Approvers: Robyn Mingle (SVP, CHRO)