

Human Resources and EH&S

Policy Title: Labor Policy
Policy Number: 6.1.17
Policy Section: Employment
Policy Owner: Jim Wright
Effective Date: 10/01/2010
Version Number: Ver. 1.1
Last Revised: 01/11/2011
Location: home.commscope.com

1.0 Purpose

Establish a labor policy to ensure employees are treated with dignity and respect and in compliance with recognized standards from the International Labor Organization, the United Nations Global Compact and SA8000, as well as applicable laws.

2.0 Scope

This applies to all global CommScope employees.

3.0 Restriction(s)

4.0 Applicability/Exception(s)

4.1 Applicability

4.2 Exception(s)

5.0 Policy

5.1 The Company will abide by our policies or local law, whichever sets a higher standard for:

- 5.1.1** Freely Chosen Employment. The Company will not use any forced or compulsory labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.
- 5.1.2** No Child Labor. The Company will comply with local minimum working age laws and requirements and will not employ child labor.
- 5.1.3** Minimum Wages. The Company will comply with applicable laws and/or recognized local practices on minimum wages and benefits..
- 5.1.4** Working Hours. The Company will comply with applicable laws and/or recognized local practices on working hours.
- 5.1.5** No Harsh, Inhumane Treatment or Abuse. The Company will treat each employee with dignity and respect. In no event will the Company's employees be knowingly subjected to threats of violence, physical punishment, confinement or other forms of physical, sexual, psychological or verbal harassment or abuse.
- 5.1.6** Diversity and Discrimination. The Company values diversity. The Company will not discriminate in its employment practices on the basis of race, color, religion, gender, age, disability, political affiliation, national origin, creed or any other legally protected status.
- 5.1.7** Freedom of Association. The Company 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 associate freely, 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.
- 5.1.8** Health and Safety. The Company will provide a safe and healthy work environment and will take steps to prevent accidents and injuries from occurring during the course of work.

5.2 The Company strives to continuously improve its labor practices by addressing potential issues swiftly, monitoring adherence through periodic audits and sharing best practices. The use of Key Performance Indicators (KPI) is one method used to track progress.

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6.0 Related Information

- 6.1 Guideline(s)**
- 6.2 Procedure(s)**
- 6.3 Process(es)**

7.0 Administration

8.0 Term(s)/Definition(s)

9.0 Acronym(s)

10.0 Form(s)

11.0 Related Addenda

- 11.1 Region/Designated Geographic Area**
- 11.2 Country Specific**
- 11.3 State Specific**
- 11.4 Site Specific**

12.0 Cross Reference

- 12.1** CommScope Code of Ethics and Business Conduct

13.0 Disclaimer

- 13.1** CommScope reserves the right to modify, amend or deviate from this Policy, Procedure, Process or Guideline from time-to-time in its sole discretion, with or without notice, subject to applicable law.