

Electronic Approvals

Owner:	Dir, Corp Resp & Sustainability • Executive Division - CS Finance & Administration	Document No:	COMM-SC-2000-04-EN
Approver:	SVP, Operational Excellence • Executive Division - Corporate Quality	Revision Date:	26 Jul 2024
Approver:	Chief Procurement Officer • CCS Procurement		
Approver:	Project Management Specialist • Procurement CTRO & Ops		

1.0 Purpose

CommScope is committed to conducting its business in an ethical, legal and socially responsible manner. CommScope engages with its suppliers to share this commitment and, therefore, has established this Supplier Code of Conduct (“Code”). Although there may be different legal and cultural environments applicable to its suppliers, CommScope suppliers must comply with the Code in order to do business with CommScope or any of its subsidiaries.

This Code is aligned with the United Nations (UN) Global Compact 10 Principles, Responsible Business Alliance (RBA) Code of Conduct, Joint Audit Cooperation (JAC) Supply Chain Sustainability Guidelines and other internationally recognized standards. This Code supports our commitment to the UN Sustainable Development Goals (SDGs) addressing the world’s most significant development challenges.

We encourage suppliers to maintain policies, procedures and practices to address these topics. We also encourage our suppliers to implement efficient management systems, utilizing the internationally recognized standards – i.e. ISO14001, ISO45001, SA8000, etc.

2.0 Scope

This Code applies to current and potential CommScope suppliers.

3.0 Related Documentation, Quality System Forms, Data and Records

3.1 Related Documentation

Number	Title
ISO 9001	Quality Management System (Latest version)
TL 9000	Telecom Quality Management System (Latest version, where applicable)
SA 8000	Social Accountability International Standard
COMM-SC-2000	Supplier Selection - Procedure
COMM-SC-2020	Supplier Quality Manual
COMM-SC-2001	Supplier Management - Procedure
6.1.17	Labor Policy
6.1.18	Child Labor Policy
PRC-000011	Environment, Health and Safety (EHS) Policy
N/A	CommScope Code of Ethics and Business Conduct
N/A	The Universal Declaration of Human Rights
N/A	The United Nations Global Compact
N/A	The Responsible Business Alliance Code of Conduct
N/A	Joint Audit Cooperation (JAC) Supply Chain Sustainability Guidelines
N/A	The UN Sustainable Development Goals (SDGs)
N/A	The UN Guiding Principles on Business and Human Rights
N/A	The International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work
N/A	The ILO Fundamental Conventions
N/A	The Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises

4.0 Policy

- 4.1 **Compliance with Laws, Regulations and Published Standards.** At a minimum, CommScope suppliers must operate in full compliance with the applicable laws, rules, regulations, codes and ethical standards of the countries, states and localities in which they operate or where they provide products, people or services to or for CommScope. This includes, but is not limited to, laws and regulations relating to environmental, occupational health and safety, ethics and labor practices. In addition, CommScope suppliers must require their suppliers (including labor and service agencies/agents) to do the same.
- 4.2 **CommScope Policies and Procedures.** Suppliers must comply with the CommScope's published policies and procedures, including, but not limited to, the Conflict of Interest, Anti-corruption, Fair Relationships with Suppliers and other relevant provisions of the CommScope Code of Ethics and Business Conduct. CommScope may modify those policies and procedures, including this Code, from time to time, supplier should always consent to and comply with the latest version, which can be found at: <https://www.commscope.com/corporate-responsibility-and-sustainability/document-library/>.
- 4.3 **Labor Practices and Human Rights.** We expect our suppliers to respect and support the protection of human rights of their workers and others affected by their activities.
- 4.3.1 **Freely Chosen Employment, Prohibition of Forced Labor.** Supplier must not use any form of forced labor, including but not limited to bonded (including debt bonded), indentured or involuntary prison labor, slavery or human trafficking. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. There shall be no unreasonable restrictions on workers' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting supplier provided facilities. Supplier's workers must be provided with a written employment agreement in their native language, or in a language the worker can understand. Supplier and agents shall not hold workers' government-issued paperwork (e.g. ID, passport, work permit, etc.) unless holding is required by law. All work is voluntary and workers are free to leave work at any time or terminate their employment if reasonable notice is given as per their contract. Supplier shall maintain documentation on all leaving workers. Workers shall not be required to pay employers' or agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.
- 4.3.2 **Young Workers.** Child labor shall not to be used in any stage of manufacturing. The minimum age for employment or work is the higher of 15 years of age, the minimum age for employment in the relevant country, or the age for completing the compulsory education in the relevant country. Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. The use of legitimate workplace learning programs, which comply with applicable laws and regulations, is supported. Supplier shall ensure proper management of student workers through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students' rights in accordance with applicable laws and regulations. In the absence of local law, the wage rate for student workers, interns, and apprentices shall be at least the same wage rate as other entry-level workers performing equal or similar tasks. Supplier and agents shall implement an appropriate mechanism to verify the age of workers. If child labor is identified, supplier shall promptly remediate.
- 4.3.3 **Working Hours.** Working hours are not to exceed the maximum set by local law. Further, a workweek should not be more than 60 hours per week, including overtime (all overtime should be voluntary), except in emergency or unusual situations. Workers shall be allowed at least one day off every seven days.
- 4.3.4 **Wages and Benefits.** Supplier shall comply with applicable laws relating to wages and benefits (including minimum wages, overtime pay/rate, equal remuneration and legally mandated benefits). All workers shall receive equal pay for equal work and qualification. Supplier must not use deductions from wages as a disciplinary measure and must pay workers in a timely manner including a provision of clear and understandable wage statement for each pay period. All use of temporary, dispatch and outsourced labor shall be within the limits of the local law.

- 4.3.5 **Humane Treatment.** Supplier shall treat all workers with respect and dignity, and ensure that they are protected from harsh or inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of workers; nor is there to be the threat of any such treatment. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers.
- 4.3.6 **Non-discrimination/Non-Harassment.** Supplier shall not engage in, or support harassment or discrimination based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment practices. Workers will be provided with reasonable accommodation for disability and religious practices. In addition, workers or potential workers will not be subjected to medical tests or exams that could be used in a discriminatory way. Supplier shall promote equal opportunities.
- 4.3.7 **Freedom of Association and Collective Bargaining.** Suppliers shall respect the right of their workers to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment. Where the right of freedom of association and collective bargaining is restricted by applicable laws and regulations, workers shall be allowed to elect and join alternate lawful forms of worker representations.
- 4.4 **Health and Safety Practices.** Suppliers shall provide a safe and healthy workplace and care for their workers and anyone that could be impacted by their activities. We expect our suppliers to implement the health & safety management system aligned with recognized international standards such as ISO45001, and a third-party certification is encouraged.
- 4.4.1 **Occupational Health and Safety.** Suppliers shall identify and assess workplace hazards (e.g., chemical, electrical, and other energy sources, fire, vehicles, and fall hazards) and control these through proper design, engineering and administrative controls, preventative maintenance and safe work procedures and training. Where hazards cannot be adequately controlled by these means, workers shall be provided with appropriate, well-maintained, personal protective equipment, and educational materials about risks to them associated with these hazards. Gender-responsive measures shall be taken, such as not having pregnant women and nursing mothers in working conditions, which could be hazardous to them or their child and to provide reasonable accommodations for nursing mothers.
- 4.4.2 **Emergency Preparedness.** Supplier shall identify, assess and be prepared for emergency situations by implementing emergency plans and response procedures including emergency reporting, employee notification and evacuation procedures, worker training and drills, appropriate fire detection and suppression equipment, clear and unobstructed egress, adequate exit facilities, contact information for emergency responders and recovery plans. Emergency drills shall be executed at least annually or as required by local law, whichever is more stringent.
- 4.4.3 **Occupational Injury and Illness.** Supplier shall ensure that procedures and systems are in place to prevent, manage, track and report occupational injury and illness including provisions to: encourage worker reporting; classify and record injury and illness cases; provide necessary medical treatment; investigate cases and implement corrective actions to eliminate their causes; and facilitate return of workers to work. Supplier shall allow workers to remove themselves from imminent harm, and not return until the situation is mitigated, without fear of retaliation.
- 4.4.4 **Industrial Hygiene.** Supplier workers exposure to chemical, biological and physical agents shall be identified, evaluated, and controlled according to the Hierarchy of Controls. When hazards cannot be adequately eliminated or controlled, workers shall be provided with and use appropriate personal protective equipment free of charge. Supplier shall provide workers with safe and healthy working environments, which shall be maintained through ongoing, systematic monitoring of workers' health and working environments. Supplier shall provide occupational health monitoring to routinely evaluate if workers' health is being harmed from occupational exposures. Protective occupational health

programs shall be ongoing and include educational materials about the risks associated with exposure to workplace hazards.

- 4.4.5 **Physically Demanding Work.** Supplier workers exposure to the hazards of physically demanding tasks, including manual material handling and heavy or repetitive lifting, prolonged standing and highly repetitive or forceful assembly tasks shall be identified, evaluated and controlled.
 - 4.4.6 **Machine Safeguarding.** Supplier shall ensure that production and other machinery are evaluated for safety hazards. Physical guards, interlocks and barriers shall be provided and properly maintained where machinery presents an injury hazard to workers.
 - 4.4.7 **Sanitation, Food, and Housing.** Supplier shall provide workers with access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities. Worker dormitories provided by the supplier or a labor agent must be clean and safe, and provided with appropriate emergency egress, hot water, adequate lighting adequate conditioned ventilation, individually secured accommodations for storing personal and valuable items, and reasonable personal space along with reasonable entry and exit privileges.
 - 4.4.8 **Health and Safety Communication.** Suppliers shall provide workers with appropriate workplace health and safety information and training in the language of the worker or in a language the worker can understand for all identified workplace hazards that workers are exposed to, including but not limited to mechanical, electrical, chemical, fire, and physical hazards. Health and safety related information shall be clearly posted in the facility or placed in a location identifiable and accessible by workers. Health information and training shall include content on specific risks to relevant demographics, such as gender and age, if applicable. Training shall be provided to all workers prior to the beginning of work and regularly thereafter. Workers shall be encouraged to raise any health and safety concerns without retaliation.
- 4.5 **Environmental Practices.** Suppliers shall minimize the adverse environmental impacts of their operations, products and services. We expect our suppliers to implement the environmental management system aligned with recognized international standards such as ISO14001 or the Eco Management and Audit System (EMAS), and a third-party certification is encouraged.
- 4.5.1 **Environmental Permits and Reporting.** All required environmental permits (e.g., discharge monitoring), approvals and registrations are to be obtained, maintained and kept current and their operational and reporting requirements shall be followed.
 - 4.5.2 **Pollution Prevention and Resource Conservation.** Supplier shall optimize its consumption of natural resources, including water, fossil fuels, minerals and virgin forest products by conserving these or by practice such as modifying production, maintenance and facility processes, materials substitution, re-use, conservation, recycling or other means. And measures should be implemented to prevent pollution and minimize generation of waste and emissions at the source or by practices such as adding pollution control equipment; modifying production, maintenance and facility processes; or by other means.
 - 4.5.3 **Hazardous Substances.** Chemicals, waste and other materials posing a hazard to humans or the environment shall be identified, labelled and managed to ensure their safe handling, movement, storage, use, recycling or reuse and disposal. Hazardous waste data shall be tracked and documented.
 - 4.5.4 **Solid Waste.** Supplier shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle solid waste (non-hazardous). Waste data shall be tracked and documented.
 - 4.5.5 **Air Emissions.** Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting substances, and combustion byproducts generated from operations shall be characterized, routinely monitored, controlled and treated as required prior to discharge. Supplier shall conduct routine monitoring of the performance of its air emission control systems.
 - 4.5.6 **Materials Restrictions and Product Content.** Suppliers shall adhere to applicable laws, regulations and CommScope requirements regarding prohibition or restriction of specific substances in products and manufacturing, including labeling for recycling and disposal. CommScope's Restricted Substance

List is available in the online Document Library: <https://www.commscope.com/corporate-responsibility-and-sustainability/document-library/>.

- 4.5.7 **Water Management.** Supplier shall implement a water management program that documents, characterizes, and monitors water sources, use and discharge; seeks opportunities to conserve water; and controls channels of contamination. All wastewater shall be characterized, monitored, controlled, and treated as required prior to discharge or disposal. Supplier shall conduct routine monitoring of the performance of its wastewater treatment and containment systems to ensure optimal performance and regulatory compliance.
- 4.5.1 **Energy Consumption, Climate Change and Greenhouse Gas Emissions.** Supplier shall establish and report against an absolute corporate-wide GHG reduction goal. Furthermore, supplier shall cascade the GHG requirements down their entire supply chain. Energy consumption and all Scopes 1, 2 and significant categories of Scope 3 GHG emissions shall be tracked, documented and publicly reported. Supplier shall look for methods to improve energy efficiency and to minimize their energy consumption and GHG emissions.
- 4.6 **Ethical Practices.** Suppliers shall conduct their business in accordance with the highest standard of ethical behavior and in accordance with applicable laws and regulations. Suppliers are expected to conform to the requirements in the following areas:
- 4.6.1 **Business Integrity, Anti-bribery and Anti-corruption.** Supplier shall uphold the highest standards of integrity in all business interactions. Suppliers shall have a zero-tolerance policy to prohibit any and all forms of bribery, corruption, extortion and embezzlement.
- Bribes or other means of obtaining undue or improper advantage shall not be promised, offered, authorized, given or accepted. No funds or assets of the supplier shall be paid, loaned or otherwise disbursed as bribes, "kickbacks", or other payments designed to influence or compromise the conduct of CommScope, its employees or representatives.
- Suppliers must comply with applicable anti-bribery and anti-corruption laws (including but not limited to the United States (U.S.) Foreign Corrupt Practices Act, as amended, and the United Kingdom (U.K.) Bribery Act), and must have adequate policies and procedures in place to enforce and monitor compliance with such laws.
- 4.6.2 **Conflict of Interest.** Suppliers must avoid actual, potential or perceived conflicts of interest with CommScope employees. If these occur, supplier must disclose such a conflict, so that appropriate steps are taken to manage the situation.
- 4.6.3 **Disclosure of Information.** All business dealings should be transparently performed and accurately reflected on supplier's business books and records. Falsification of records or misrepresentation of conditions or practices in the supply chain are unacceptable.
- 4.6.4 **Intellectual Property.** Suppliers shall respect the intellectual property rights of others, including CommScope, its affiliates and business partners. Suppliers must take appropriate steps to safeguard and maintain confidential and proprietary information of CommScope and shall use such information only for the purposes specified for use by CommScope. Suppliers shall observe and respect all CommScope patents, trademarks and copyrights and comply with all requirements as to their use as established by CommScope. Suppliers shall not transmit confidential or proprietary information of CommScope via the internet unless such information is encrypted accordance with minimum standards established by CommScope.
- 4.6.5 **Fair Business, Advertising and Competition.** Suppliers shall conduct their business in full compliance with anti-trust and fair competition laws, and disclose information regarding business activities, structure, financial situation and performance in accordance with applicable laws. And standards of fair business, advertising and competition shall be upheld.
- 4.6.6 **Protection of Identity and Non-Retaliation.** Supplier shall implement and maintain programs that ensure the confidentiality, anonymity and protection of supplier and employee whistleblowers, unless prohibited by law. Supplier should have a communicated process for their personnel to be able to raise any concerns without fear of retaliation.

- 4.6.7 **Privacy.** Supplier shall commit to protecting the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers and employees. Supplier shall comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.
- 4.6.8 **Responsible Sourcing of Minerals.** Suppliers shall have a policy and exercise due diligence to reasonably assure that the tin, tantalum, tungsten, gold and cobalt in the products they manufacture does not directly or indirectly finance or benefit armed groups that are perpetrators of serious human rights abuses in the Democratic Republic of the Congo or an adjoining country. Suppliers shall provide information to CommScope upon request.
- 4.7 **Management System.** Suppliers should develop, maintain and implement policies consistent with the Code and maintain appropriate management systems and documentation to demonstrate compliance with the Code. The management system should include the following elements:
- 4.7.1 **Company Commitment.** Supplier shall establish human rights, health and safety, environmental and ethics policy statements affirming supplier's commitment to compliance, due diligence and continual improvement, endorsed by executive management. Policy statements shall be posted in the facility and communicated to workers in a language they understand via accessible channels
- 4.7.2 **Management Accountability and Responsibility.** Supplier shall clearly identify senior executive and company representative(s) responsible for ensuring implementation of the management systems and associated programs. Senior management reviews the status of the management system on a regular basis.
- 4.7.3 **Legal and Customer Requirements.** Supplier shall adopt or establish a process to identify, monitor and understand applicable laws, regulations and customer requirements, including the requirements of this Code.
- 4.7.4 **Risk Assessment and Risk Management.** Supplier shall adopt or establish a process to identify and control the legal compliance, environmental, health and safety and labor practice and ethics risks, including the risks of severe human rights and environmental impacts, associated with supplier's operations. Supplier shall determine the relative significance for each risk and implement appropriate procedural and physical controls to control the identified risks and ensure regulatory compliance.
- 4.7.5 **Improvement Objectives.** Supplier shall establish written performance objectives, targets and implementation plans to improve supplier's social and environmental performance, including a periodic assessment of supplier's performance in achieving those objectives.
- 4.7.6 **Training.** Supplier shall establish programs for training managers and workers to implement supplier's policies, procedures, improvement objectives and to meet applicable legal and regulatory requirements.
- 4.7.7 **Communication.** Supplier shall establish a process for communicating clear and accurate information about supplier's policies, practices, expectations and performance to workers, suppliers and CommScope.
- 4.7.8 **Worker/Stakeholder Engagement and Access to Remedy.** Supplier shall establish processes for ongoing two-way communication with workers, their representatives, and other stakeholders where relevant or necessary. The process shall aim to obtain feedback on operational practices and conditions covered by this Code and to foster continuous improvement. Workers must be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation.
- 4.7.9 **Audits and Assessments.** Supplier shall conduct periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of the Code and CommScope contractual requirements related to social and environmental responsibility.
- 4.7.10 **Corrective Action Process.** Supplier shall establish a process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations and reviews.

- 4.7.11 **Documentation and Records.** Supplier shall create and maintain documents and records to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy.
- 4.7.12 **Supplier Responsibility.** Supplier shall establish a process to communicate Code requirements to suppliers and to monitor supplier compliance to the Code.

4.8 Additional Requirements

- 4.8.1 **Export Sanctions / Terrorism Activities.** CommScope suppliers should not perform their obligations in any way that would cause CommScope nor themselves to be in violation of the U.S. nor international import/export controls. Neither suppliers nor any of their affiliates, nor any officer or director of the supplier or any of their affiliates, should be included on any lists of terrorists or terrorist organizations and/or sanction list compiled by the U.S. government or any other national or international body. CommScope suppliers must:
- (i) comply with the U.S. and all applicable international economic sanctions laws and regulations, as well as all applicable U.S. and international export controls applicable to CommScope or supplier;
 - (ii) provide all information required by CommScope to comply with the U.S. and international sanctions. Specifically, suppliers are required to provide clear and convincing evidence that demonstrates the identity and location of all sub-tier suppliers involved in materials, components, goods, or articles provided to CommScope.
 - (iii) not conduct business with individuals, entities, organizations, or countries that are the targets of the U.S. or applicable international economic sanctions laws and regulations;
 - (iv) never participate in any boycott or restrictive trade practice in violation of the U.S. anti-boycott laws; and
 - (v) not directly or indirectly engage in or support any terrorist activity or money laundering.
- 4.8.2 **Data and Information Provision by Suppliers.** Upon request, all suppliers shall provide relevant data and information required by CommScope to comply with the applicable laws, regulations and standards. This includes, but is not limited to the requirements of EU Carbon Border Adjustment Mechanism (CBAM), energy consumption, GHG reduction targets, Scope 1, 2 and significant categories of Scope 3 GHG emissions, carbon footprint and cradle-to-grave operational data, direct and indirect embedded emissions, product content and material ingredient report, country of origin, country of manufacture, supply chain due diligence and actions taken to demonstrate compliance with modern slavery, forced labor, child labor and other sustainability related legislation for services, materials, components and parts supplied to CommScope.
- 4.8.3 **Solicitation by Suppliers.** All suppliers shall comply with all guidelines issued by CommScope relating to access to CommScope facilities, offices and departments, and employees. No supplier shall use CommScope's computer system, including its electronic mail system and internet site, for purpose of sending unsolicited electronic mail messages to the CommScope community. Suppliers must receive prior written authorization from CommScope Supply Chain Management to hold trade shows, demonstrate products, utilize CommScope's resources (i.e. bulletin boards), or make unsolicited calls on CommScope departments.
- 4.8.4 **Monitoring and Compliance.** CommScope or its representatives may engage in monitoring activities to confirm supplier's compliance to this Code, including on-site audits and inspections of facilities, use of questionnaires, review of publicly available information, or other measures necessary to assess supplier's performance and comply with applicable due diligence legal requirements. Any CommScope supplier or CommScope employee that becomes aware of violations of this policy is obligated to notify CommScope's Supply Chain management. Based on the assessment of information made available to CommScope, CommScope reserves the right (in addition to all other legal and contractual rights) to disqualify any potential supplier or terminate any relationship with any current supplier found to be in violation of the Code without liability to CommScope.

Suppliers are encouraged to take responsibility to continually improve their environmental, social conditions and ethical behavior.

Anyone can report concerns about illegal, unethical or improper conduct. We enforce a strict policy prohibiting retaliation for reporting a concern or suspected misconduct in good faith.

To report your concern, please choose one of the following options:

- Email our Corporate Ethics and Compliance Officer at ethics@commscope.com.
- Submit a confidential report using CommAlert®. Where permitted by applicable law, CommAlert supports anonymous reporting.
 - In the U.S., dial 866-277-2410. Calls from outside the U.S. require [a country-specific code](#).
 - Visit commalert.alertline.com or for locations in the EU, commalert-europe.alertline.com.

A supplier’s failure to comply with this Code may result in the termination of any agreement as a CommScope supplier.

5.0 Application/Exclusion

This Code is a general statement of CommScope’s expectations with respect to suppliers. All CommScope suppliers, their employees and extended supply chain are expected to comply with the requirements detailed in this Code. This Code should not be read in lieu of, but in addition to, any supplier obligations as set forth in any (i) request for proposal or other solicitation, or (ii) agreements by and between CommScope and the supplier. In the event of a conflict between this Code and any CommScope solicitation document or applicable agreement, the terms of the solicitation document or applicable agreement shall control.

No exclusions are applicable to this Code.

6.0 Revision History

Release Date	DCR	Revisions
03 Dec 2010	CTV-74-006-06	Original Document
26 Mar 2018	CS-SC-2000-04	New QMS Policy Template and numbering scheme.
18 Jul 2022	2022-0620-1842	New QMS Policy Template and numbering scheme. Policy requirements aligned with the RBA Code of Conduct. Owner: Damien O’Sullivan (Director, Corporate Responsibility)/Approvers: Boris Kokotovic (SVP, Quality) • Geoff Sullivan (Chief Procurement Officer) • Jessica Snyder (the owner of parent COMM-SC-2000, Project Management Specialist, Procurement Operations)
21 Feb 2023	2023-0118-0251	Section 4.8.1 – new requirements added into paragraph (ii), Section 7.0 – supply chain mapping and cascading requirements added. Owner: Damien O’Sullivan (Director, Corporate Responsibility)/Approvers: Boris Kokotovic (SVP, Quality) • Geoff Sullivan (Chief Procurement Officer) • Beth Elliott (the owner of parent COMM-SC-2000, Analyst, Global Procurement System & Strategies, Procurement Operations)
06 Feb 2023	2023-0203-1349	Nonsubstantive/Cosmetic to move release date from 21 Feb 2023 to 06 Feb 2023. Approver: Scot Prihar (Engineer Principal, Quality). Corporate DC will assume all other roles.
26 Jul 2024	2024-0619-1016	Policy requirements aligned with the RBA Code of Conduct 8.0. OWNER_Damien O’Sullivan (Dir, Corp Resp & Sustainability) ---APPROVERS_Boris Kokotovic (SVP, Operational Excellence) • Geoffrey Sullivan (Chief Procurement Officer) • Jessica Snyder (Project Management Specialist)

7.0 Acknowledgement

[Supplier Name] confirms that:

- We have received and read CommScope's Supplier Code of Conduct ("Code").
- We agree to comply with the requirements detailed in the Code.
- We will promptly provide, upon request relevant to applicable laws or regulations, a supply chain map of products provided to CommScope that identifies all suppliers and sub-tier suppliers and their locations for the requested products.
- Upon request, we will provide relevant data and information as detailed in paragraph 4.8.2.
- We will inform our employees, subcontractors and suppliers about the Code content and cascade the Code requirements down our entire supply chain and require their compliance with the provisions incorporated therein.
- We will report any case of violation of the Code to CommScope.

We agree to demonstrate compliance with this Code via specific online questionnaire/tool, assessment, RBA Validated Assessment Program (VAP) or third-party audit per CommScope request. Costs for the use of the requested online tool and/or RBA VAP audit and/or third-party audits shall be borne by supplier.

We agree to cooperate and supply the necessary information to CommScope during its due diligence process to fulfill obligations of applicable legal requirements.

We authorize CommScope or any organization acting on behalf of CommScope to conduct audits at our premises and our subcontractor's premises at any time to verify compliance with the Code.

Supplier Company Name:

Supplier Authorized Representative Name and Title:

Signature and Company Seal/Stamp:

Date: