

Sustainable Development Goals (SDGs)

In 2015, the U.N. adopted the 2030 Agenda for Sustainable Development in member states, providing 17 Sustainable Development Goals (SDGs) that offer a global framework to protect people and the planet. 2020 marked the start of the “Decade of Action” for the SDGs. The Decade of Action calls for acceleration in sustainable solutions to global challenges as we enter a crucial period of positive and rapid change.

We’ve worked to align our reporting and prioritize our contribution to the SDGs by mapping them against our [2022 Sustainability Report](#). We’ve identified the SDGs where our company has the greatest opportunity to influence progress. Our most significant contributions are shown below.

	 1 NO POVERTY	 3 GOOD HEALTH AND WELL-BEING	 4 QUALITY EDUCATION	 5 GENDER EQUALITY	 7 AFFORDABLE AND CLEAN ENERGY	 8 DECENT WORK AND ECONOMIC GROWTH	 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	 11 SUSTAINABLE CITIES AND COMMUNITIES	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	 13 CLIMATE ACTION	 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
CommScope’s Engagement	Commitment	Major Focus	Major Focus	Major Focus	Major Focus	Major Focus	Major Focus	Commitment	Major Focus	Major Focus	Commitment
Product Energy Efficiency Improvement					■		■			■	
Single-use Plastics Removal								■			
Operational Energy and GHG Emissions Reduction					■					■	
Circular Economy and Resource Efficiency Focus								■			
Waste Management Program								■			
Product Content and Hazardous Substances								■			
Product Innovation for Inclusivity	■		■				■	■			■
Community Involvement Programs	■	■	■			■		■			■
Employee Health and Safety Program		■				■					
Employee Well-being Program		■				■					
Diversity, Equity and Inclusion Programs				■		■					■
Employee Training and Development Program			■			■					
Ethics Business Practices Program									■		
Business Integrity and Whistleblower Program											■
Data Security and Privacy Programs							■				
Supplier Responsibility Program		■				■			■		■

	Sustainable Development Goal	CommScope Actions	Report Section
 <p>1 NO POVERTY</p>	<p>End poverty in all its forms everywhere</p>	<p>We engaged in numerous philanthropic activities during 2021, contributing approximately \$750,000 to a variety of charitable organizations and causes. We focused on community organizations, children, veterans and the disadvantaged.</p> <p>We provided the infrastructure that gave 35,000 residents free high-speed Wi-Fi connectivity in Hidalgo County, Texas. We also supported those who were most affected by the pandemic, such as providing medical support to India during the COVID-19 wave in April.</p> <p>Valued at \$275,000, we made an equipment donation to downtown Hickory, North Carolina, allowing residents and visitors to enjoy free public Wi-Fi service indoors and out.</p>	<p>3.3</p>
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Ensure healthy lives and promote well-being for all at all ages</p>	<p>We implement regulatory environmental health and safety compliance across all CommScope locations globally, including manufacturing, administration, research and design and virtual employees. Our Safety Excellence Culture and Roadmap (SER) drive safety performance and narrow the focus of safety management and accountability. The 2021 scope for the SER included four additional sites—Pineville, North Carolina; Santa Ana, California; Tijuana, Mexico; and Manaus, Brazil.</p> <p>Our “Safety Starts with Me” initiative encourages safer workplace habits and significantly reduces work-related injuries and the number of missed workdays due to injury.</p> <p>We expanded our “Good for You” well-being program in 2021 to support employees working from home and dealing with family issues. Initiatives such as GuidanceResources support employees and their families with financial, legal, work and personal counseling.</p> <p>We established several mass vaccination centers to keep our communities and employees safe across our larger India sites, as well as in Juarez, Mexico.</p>	<p>3.3 3.4</p>
 <p>4 QUALITY EDUCATION</p>	<p>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p>	<p>CommScope provides educational support through contributions of equipment and infrastructure to schools and colleges while also hosting our own early careers programs to develop skills for young people.</p> <p>We work with primary and higher education institutions to identify and implement solutions that improve connectivity, create smart campuses and prepare the next generation of dynamic learning. CommScope engaged in multiple programs in India to support education of children in underprivileged communities.</p> <p>We have training programs and platforms such as Camp CommScope, the 7 Habits of Highly Effective People, THRIVE@CommScope and the Global LearnCenter, which provide our employees with educational assistance for career and personal development. Engaging in Franklin Covey’s “The 7 Habits of Highly Effective People” Signature Edition 4.0, in 2021, we moved the program online to achieve global reach and maximize engagement.</p> <p>We also focus on future skills and employment by offering an early-career strategy for interns and graduates that covers our core business functions. This includes initiatives such as our Fresh Out program, Early Careers program and employee scholarship program. We’re also developing a Graduate Rotational program for 2022, which will help early-career candidates gain cross-functional experience and tackle challenging and business-critical projects.</p> <p>We execute an ethics and compliance training program to convey corporate values to employees throughout the world.</p>	<p>3.2 3.3</p>

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<p>5 GENDER EQUALITY</p> 	Achieve gender equality and empower all women and girls	<p>We launched our Diversity & Inclusion Business Network (DIBN) to create a workplace that better embraces our diversity in 2020. By the end of 2021, the network included over 1,800 global employees. One of the group's main goals is to focus on female leaders and early-career professionals. The company regularly conducts global pay equity reviews under our pay-for-performance compensation philosophy, which helps ensure equitable pay, regardless of gender, nationality or disability. Through our Supplier Diversity program, we promote mutually beneficial relationships with small businesses and those owned by minorities, women and veterans.</p> <p>We also launched our RISE program, which is part of the DIBN, in 2021. This initiative unites CommScope's early-career professionals by providing a platform for collaboration, connection and development.</p>	3.3
<p>8 DECENT WORK AND ECONOMIC GROWTH</p> 	Sustainable economic growth will require societies to create the conditions that allow people to have quality jobs	<p>Our "Good for You" program provides employees with physical, emotional and financial well-being resources. Our biannual Pulse surveys gauge how our employees feel about CommScope, their work and our progress. After reviewing these results, we implement actions to enhance the work environment and staff creativity. CommScope upholds a robust Supplier Code of Conduct that includes laws relating to ethics, anti-corruption, modern slavery, human trafficking, occupational health and safety and labor practices. Our Total Rewards program continued to grow in 2021, and we harmonized benefits in more than 10 countries. Our benefits programs typically include medical, life/disability, accident coverage and retirement. These help ensure all employees are protected and valued.</p>	3.3
<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> 	Build resilient infrastructure, promote sustainable industrialization and foster innovation	<p>We've contributed to this SDG goal by deploying mobile Wi-Fi hubs and networks, RUCKUS® infrastructure (which includes providing free RUCKUS Wi-Fi equipment to the C4 Ranch in California), and providing schools with computers and telecommunications infrastructure. CommScope's RUCKUS® Wi-Fi mesh network installed in Hidalgo County, Texas now enables more than 35,000 residents have free high-speed connectivity.</p> <p>Through examples such as the WAB in Beijing, providing Wi-Fi hubs in buses outside schools and RailTech, we've introduced innovative technology that helps network operators build a fiber foundation for 5G and future networks. Our contributions across the U.S. support field hospitals and homework hot spots, assisting key workers, students and children in communicating during the pandemic.</p>	3.3
<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p> 	Make cities and human settlements inclusive, safe, resilient and sustainable	<p>CommScope's wireless and fiber-optic solutions for smart cities connect buildings, cell towers, equipment, people and other devices throughout cities and within commercial buildings and venues.</p> <p>We've deployed our RUCKUS outdoor access points to hundreds of sites in the U.S., providing essential connectivity.</p> <p>We earned a Declare label by verifying two Red List Free cables, CS34P-IO and CS44P-IO, by the International Living Future Institute (ILFI). We are pursuing more products that are Red List free so that our customers have healthier option for their built spaces.</p> <p>Our network infrastructure is designed to promote accessibility for all, simplifying networks and improving reliability and adaptability.</p>	3.3

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<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	Ensure sustainable consumption and production patterns	<p>We comply with the Conflict Minerals provisions in the Dodd-Frank Act and avoid the use of conflict minerals by sourcing materials only from environmentally and socially responsible suppliers.</p> <p>We reduced our environmental footprint, designing products that use post-consumer recycled (PCR) plastics rather than virgin materials.</p> <p>We conducted life-cycle assessments on our copper cable products and, in 2021, released six Environmental Product Declarations (EPDs) for 80% of our Category 6 and Category 6A cable portfolio products.</p> <p>CommScope’s site consolidation and decommissioning strategy maximizes relationships with sustainable vendors to recycle, relocate and repurpose furniture, fixtures, electronics and other materials for significant landfill diversion. We diverted 87.8% of nonhazardous waste from landfills globally in 2021.</p>	4.3
<p>13 CLIMATE ACTION</p> 	Take urgent action to combat climate change and its effects	<p>We pursue reductions in our greenhouse gas (GHG) emissions, and we’re establishing ambitious and longer-term emission reduction targets.</p> <p>We focused on energy efficiency measures while employees were working from home in 2021. Measures included HVAC settings and turning off electricity in vacant facilities, and compressed air systems optimization and converting standard lighting to energy-efficient LED lighting in our manufacturing facilities. We prioritized the energy efficiency of products and the promotion and education of these activities for our customers and employees. With help from our facilities management partners, we had a total energy savings of 605,627 kWh, which helped save 238 metric tons of CO₂e.</p>	4.1 4.2
<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> 	Promote just, peaceful and inclusive societies	<p>We pride ourselves on our contribution to digital access and inclusion. Our infrastructure developments and donations create more inclusive societies with equal access to opportunities.</p> <p>We also support local communities that are recovering from humanitarian crises and natural disasters. In 2021, CommScope offered a 50% donation match up to \$10,000 per employee, raising money for local nonprofit organizations in the United Way network (U.S.).</p> <p>CommScope’s DIBN program facilitates celebrations of Pride Month, Black History Month, Hispanic Heritage Month, Juneteenth, International Women’s Day and many more. We also introduced a Culture and Celebration Awareness Calendar to promote awareness of various cultural celebrations.</p>	3.3