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Estrella, a foster child at the Salvation Army's orphanage in Mexico City (Ejercito de Salvacion Mexico), shows off her artistic skills. To read more of Estrella's story, [see page 15](#).

# WHAT WILL THE FUTURE SAY ABOUT COMMSCOPE?

## About this report

Published annually by [CommScope](#), the 2013 Sustainability Report details our efforts to protect the environment, promote the health and safety of our workforce and support the communities where we operate.

The report was developed in accordance with the guidelines established by the Global Reporting Initiative (GRI). Our leadership solicited input from stakeholders, executives, employees and customers to identify and include the most relevant topics and key performance indicators (KPIs). Unless otherwise noted, all information and data in this report pertains to activities that transpired between January 1, 2013 and December 31, 2013.

This report covers CommScope's consolidated business, including all wholly owned and controlled subsidiaries. The Ethics and Governance and People and Community KPIs pertain to our entire company. The Environment, Health and Safety KPIs pertain to our large manufacturing facilities (those larger than 70,000 square feet). These facilities are located in the Czech Republic, Germany, India, Ireland, Mexico, China, Scotland and the United States.



Share your thoughts or questions on sustainability with us:  
[sustainability@commscope.com](mailto:sustainability@commscope.com).

# WHAT LEGACY WILL WE LEAVE OUR CHILDREN?



The 2013 Sustainability Report, *Investing in Our Future*, begins to answer these questions by capturing the essence of our long-term commitment to:

- The people we employ
- The customers we serve
- The resources we use
- The technologies we produce
- The future we're creating together

Looking back on a strong 2013, nowhere was this commitment more apparent than in our environmental efforts. In 2012, we identified four objectives based on the International Organization for Standardization (ISO) and the Occupational Health and Safety Assessment Series (OHSAS). These standards are designed to track our sustainability progress and drive continual improvement. Our first-year results show great promise:

1. Reduce greenhouse gas emissions by 25% before 2020.  
**By January 2014, we had reduced our GHG by 49%—six years ahead of schedule.**
2. Achieve a 5% reduction in major reportable injury rate by the end of 2013.  
**I'm happy to report that we achieved this goal.**
3. Achieve 95% Beneficial Reuse by the end of 2014.  
**We are currently on target to achieve this goal.**
4. Achieve a 5% reduction in restricted and lost workday rate.  
**Although we did not achieve this goal in 2013, we're redoubling our efforts to do so in 2014.**

This is a good start, but we are only just beginning to scratch the surface of our true potential for producing sustainable ideas, solutions and results. While our solutions are made of plastic, rubber, silicon and metal, it's what our people are made of—and how they protect what our planet is made of—that reveals our true sustainability story.

It's a global story told each day by every CommScope employee, guided by a team of leaders pursuing integrity, generosity and respect:

- Protecting our people, customers and natural resources
- Finding creative ways to give back to our local communities
- Practicing honesty and fairness in our daily business activities

Today's children will become tomorrow's leaders. For their sake—and for the world they will inherit—let's invest in a CommScope worthy of their bright future.

Sincerely,

*Eddie Edwards*  
President and Chief Executive Officer



## 2013 ANNOUNCEMENTS

### **CommScope establishes 2013 priorities**

At the start of 2013, CommScope leaders identified seven priority areas for the business: customer focus, cash-flow generation, new market opportunities, operational excellence, collaboration and teamwork, agile organizational change and regionalization. Our customers care about the environment, so our key sustainability goals permeate each of these corporate goals.

### **CommScope acquires iTRACS® in March 2013**

To establish a clear, firm presence in the data center infrastructure management (DCIM) market, CommScope acquired [iTRACS Corporation](#), a global leader in open, enterprise-class DCIM. At the heart of its Converged Physical Infrastructure Management™ (CPIM®) solution is [The Efficiency Engine™](#), a holistic, 3D view of data centers and smart buildings that enables users to navigate their entire physical ecosystem—IT, facilities and building management systems—to help optimize operations, energy and space efficiencies.

### **CommScope acquires Redwood Systems® in July 2013**

Redwood Systems develops, sells and supports the [Redwood™ Intelligent Sensor Network](#), a solution that enables clients to use a single infrastructure for both IT and lighting. Comprised of high-density sensors and open-API software, the system detects temperature, motion and light to reduce energy expenses and optimize building occupancy.

### **CommScope goes public in October 2013**

The initial public offering of CommScope Holding Company, Inc. involved more than 38 million shares of its common stock, with more than 30 million offered by CommScope and another 7.69 million shares by an affiliate of The Carlyle Group. The company is listed on the [NASDAQ](#) Global Select Market under the ticker symbol "COMM".

### **CommScope consolidates North American operations**

Two major changes impacting U.S. manufacturing sites were announced in the fourth quarter of 2013. First, to address a market shift and the resulting excess capacity, CommScope consolidated its North American operations by moving manufacturing and distribution from its facility in Joliet, IL, to facilities in Catawba, NC, and Claremont, NC. The transition is expected to be completed during the second half of 2014.

### **CommScope announces the closure of its Statesville, NC, facility**

CommScope sold certain assets of its bimetals business to Copperweld Bimetallics LLC. As a result, the company closed its manufacturing operation in Statesville, NC. CommScope shifted the manufacturing of its cable-in-conduit (CIC), toneable conduit and E<sub>2</sub>O® line of hybrid fiber conduit and coaxial products to its other North Carolina plants.

### **CommScope concludes 2013 in strong financial position**

Overall revenues in 2013 were \$3.5 billion—up 5 percent from 2012. CommScope achieved noteworthy gains in operational metrics, including a record gross margin of 35 percent. Operating income jumped 38 percent to \$330 million, while adjusted operating income rose 24 percent to \$620 million.

### **The Carlyle Group remains a significant owner of CommScope**

Although CommScope went public in 2013, The Carlyle Group remains a significant owner of the company. Carlyle is a global alternative asset management firm with extensive experience in technology and telecommunications industries. To learn more about The Carlyle Group, view the company's [2014 Citizenship Report](#).

# COMMSCOPE®

CommScope enables bandwidth for many of the world's highest-performing networks. We help our customers solve their toughest communications challenges by providing wireless radio frequency solutions, enterprise data center and intelligent building solutions, and broadband solutions.

We are a leading provider of connectivity and essential infrastructure solutions across each of these three global markets. Our end-to-end portfolio includes brands like Andrew®, Argus®, ION®, SYSTIMAX®, Uniprise®, Redwood and iTRACS.

Demand for our offerings is driven by:

- The explosion of data traffic driven by consumer appetite for smartphones, tablets and device-to-device communications
- The proliferation of data centers, Big Data, cloud-based services and streaming media content

Our leadership position is built on industry-leading brands, high-quality solutions, streamlined global manufacturing and distribution channels, deep technological expertise and a broad collection of intellectual properties.

As technology changes, our goal remains the same: to help our customers create, innovate, design and build high-quality networks that consume less energy while delivering higher performance.

CommScope global headquarters located in Hickory, NC, USA.



# WIRELESS SOLUTIONS

**No1** IN OUTDOOR, INDOOR AND BACKHAUL SOLUTIONS FOR CARRIERS, OEMS AND ENTERPRISES

In 2013, CommScope was led by the strong performance of our [wireless business](#), which grew 13 percent to comprise nearly two-thirds of our overall sales. As operators continue their transition to next-generation wireless networks, we remain in a solid position to provide innovative technologies for outdoor and indoor coverage and capacity.

For 76 years, our Andrew brand has represented the pinnacle of wireless quality, innovation and expertise—playing a vital role in the development of 2G, 3G and now 4G technology.

The Andrew legacy thrives in our portfolio of distributed coverage and capacity solutions, outdoor macro cell site solutions and small cell and backhaul capabilities.

Adhering to the highest engineering standards, these wireless solutions meet the needs of today's data-hungry customers by delivering:

- Reduced strain on existing macro networks
- Wireless coverage and capacity that serves mobile customers
- Relief from high-density data traffic

From the most difficult indoor coverage challenges to the broadest outdoor capacity challenges, CommScope delivers innovation that transforms our customers' challenges into revenue opportunities.



# ENTERPRISE SOLUTIONS

**No1** IN ENTERPRISE CONNECTIVITY SOLUTIONS FOR DATA CENTERS AND COMMERCIAL BUILDINGS

In today's business climate, change happens fast. Whether our customers move from one floor to another, one country to another, or one platform to another, we provide today's enterprises with high-capacity connectivity and improved operational efficiency.

Our [enterprise solutions](#) embrace the idea of a "living infrastructure," a design philosophy that builds a clear, simple migration path into every solution. As a result, our customers enjoy:

- Fast, flexible, scalable, intelligent data centers
- Smart, interconnected buildings that improve tenant efficiency, safety and productivity
- In-building wireless solutions that help connect an increasingly concentrated user base efficiently and reliably
- Indoor and outdoor coverage solutions that help every user connect from one end of the property to the other
- A streamlined global manufacturing footprint and supply chain that deliver total consistency

Recent acquisitions like Redwood, which offers an intelligent LED lighting platform for reduced energy consumption and improved space utilization, and iTRACS, which offers deeper network insight, bolster and expand these capabilities in the Enterprise.



# BROADBAND SOLUTIONS

**No.1** IN CABLES AND CONNECTIVITY FOR HYBRID FIBER COAXIAL (HFC) NETWORKS FOR BROADBAND SERVICE PROVIDERS

Delivering [broadband services](#) to residential and commercial customers is a constant race against growing demand.

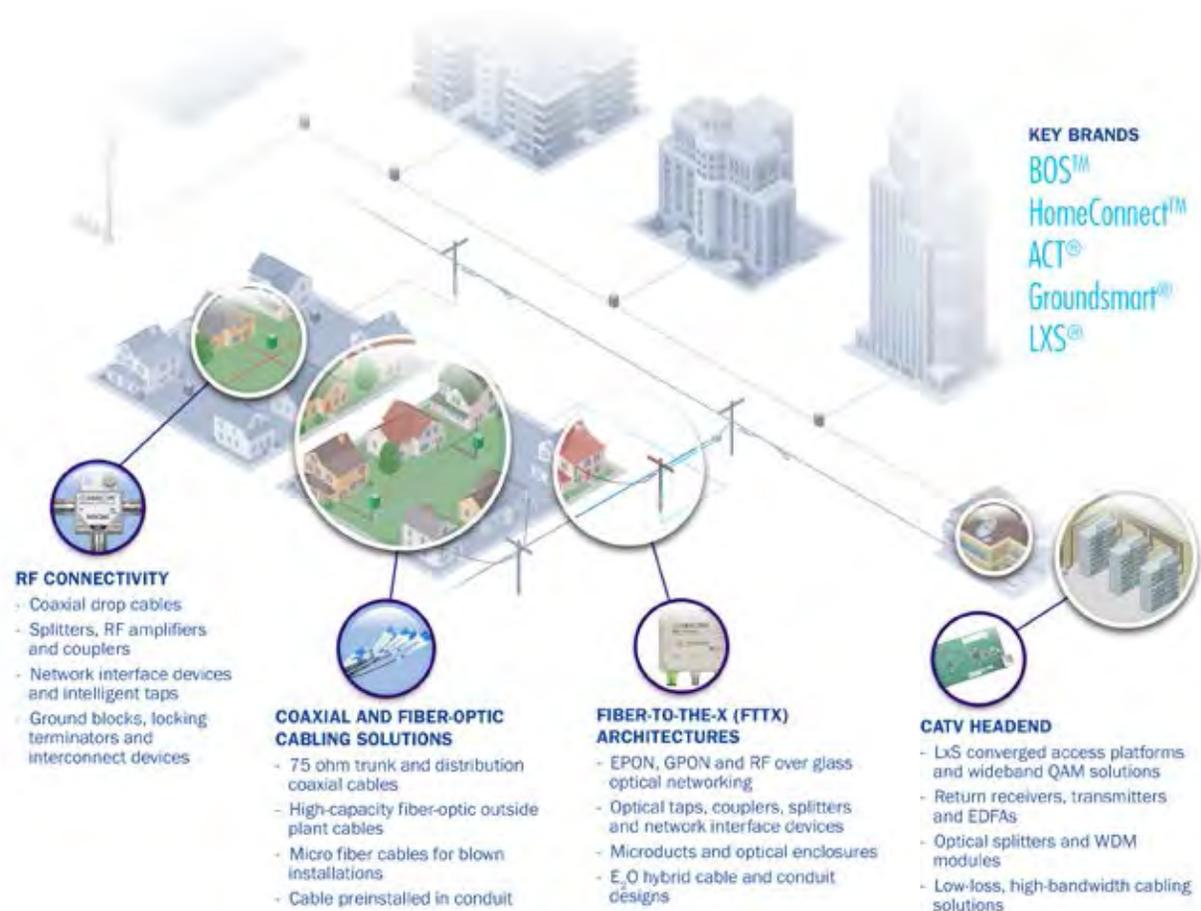
For more than 40 years, we have enabled broadband networks around the world. The CommScope brand represents a long tradition of reliable solutions, service and support.

We help our customers continuously upgrade the bandwidth of their modern HFC and FTTx networks. This helps operators remain competitive by deploying more and new revenue-generating services. We also simplify the challenging migration to IP-based services and an all-optical network architecture.

Last year presented some challenges to our broadband business, including:

- Reduced U.S. federal stimulus spending
- The completion of major international projects
- Limited recovery in the North American housing market

In 2013, we implemented a number of cost-reduction initiatives to better align our broadband business with customer demand. As a result, we expect improved performance in 2014 and beyond.



# LEADING BY EXAMPLE

## THE COMMSCOPE EXECUTIVE TEAM

“OUR LEADERS ARE COMMITTED TO HONESTY. IT’S NOT A CLOSED DEAL, BUT HOW WE CLOSE THE DEAL—HOW WE TREAT OUR CLIENTS FROM THE FIRST PHONE CALL TO THE FINAL ORDER AND BEYOND—THAT REALLY MATTERS. THAT’S ONE OF THE THINGS I’M MOST PROUD OF ABOUT COMMSCOPE.”

—FRANK DRENDEL

From as early as the 5th century B.C., when Sun Tzu published *The Art of War*, to 1532, when Niccolo Machiavelli released *The Prince*, right up to a few years ago, when Steve Jobs’ 2011 biography hit store shelves—effective leaders remain in high demand.

The men and women who wake up each day seeking to propel this \$3.5 billion global corporation into a successful future aren’t just thinking about our destination. They’re also considering our journey—the impact we will make and the legacy we will leave.

### Our executive team seeks to streamline the company

If 2012 was a year of beginnings, 2013 was a year of milestones. To accommodate expected growth, [CommScope’s executive leadership team](#) sought to eliminate duplicated efforts, improve business unit alignment and streamline company-wide initiatives.



**Frank Drendel\***  
Chairman of the Board  
**Marvin (Eddie) Edwards, Jr.\* †**  
President and Chief Executive Officer  
**Mark Olson\* †**  
Executive Vice President and Chief Financial Officer  
**Randall Crenshaw\* †**  
Executive Vice President and Chief Operating Officer  
**Frank (Burk) Wyatt, II\* †**  
Senior Vice President, General Counsel and Secretary

**Philip Armstrong, Jr.\***  
Senior Vice President, Corporate Finance  
**Michael Cross**  
Senior Vice President and Chief Information Officer  
**Robert Granow\***  
Senior Vice President, Corporate Controller and Principal Accounting Officer  
**Peter Karlsson\* †**  
Senior Vice President, Global Sales  
**Fiona Nolan †**  
Senior Vice President, Global Marketing

**Robert (Bob) Suffern**  
Senior Vice President and Chief Technology Officer  
**Joanne Townsend\* †**  
Senior Vice President, Human Resources  
**Daniel Hartnett**  
Senior Vice President, Tax  
**Chris Story**  
Senior Vice President, Global Operations  
**Wendy Taylor**  
Vice President, Corporate Compliance

\*Denotes Section 16 officers.

† Denotes Executive Sustainability Council members. This team also includes Richard Dall’Asen, Senior Vice President of Corporate Quality, Responsibility and Sustainability.

**Frank Drendel, the chairman of CommScope’s Board of Directors, received the 2013 Outstanding Lifetime Achievement Award from the North Carolina Technology Association. Watch Frank react to the accolade and share insights from an interesting career.**

# COMMITTED TO INTEGRITY

## ETHICS AND GOVERNANCE AT COMMSCOPE



“SEVEN THINGS WILL DESTROY US:  
WEALTH WITHOUT WORK,  
PLEASURE WITHOUT CONSCIENCE,  
KNOWLEDGE WITHOUT CHARACTER,  
RELIGION WITHOUT SACRIFICE,  
POLITICS WITHOUT PRINCIPLE,  
SCIENCE WITHOUT HUMANITY AND  
BUSINESS WITHOUT ETHICS.”

—MAHATMA GANDHI

In 2012, we updated our company mission. It now reads,

**“CommScope enables communication through a constant focus on innovation, agility and integrity.”**

In 2013, that mission became action, in everything from a complete redesign of our website to two important acquisitions and a successful IPO on NASDAQ.

But, if you dig deeper and peer behind those achievements, you’ll notice that integrity is woven into everything we do. In fact, integrity is so important that we’ve taken the time to explain precisely why our customers value it:

*“We operate with integrity to deliver strategic growth opportunities for our customers, value to our owners, and a thriving, collaborative culture for our diverse employees.”*

**KPI**

In 2013, all of CommScope’s 23 organizational units were analyzed quarterly for ethical risk.

### A model of accountability

CommScope professionals are held accountable to follow the exemplary ethical standard defined by our [Code of Ethics and Business Conduct](#). The guiding principles contained in this code reflect CommScope’s core values and provide a framework for expected conduct. The rules, procedures and guidelines outlined within this document and other Corporate Responsibility-related policies are based on a variety of applicable standards, laws and regulations, including the United Nations Guiding Principles, the United Nations Global Compact, and the Foreign Corrupt Practices Act (FCPA).

The model provided by our Code of Ethics inspires us to uphold and maintain ethical practice in all our professional activities, regardless of the role we play.

Our Corporate Responsibility program is led by our Executive Sustainability Council, a team of leaders who meet every quarter to review our corporate strategy, determine best practices and approve company-wide initiatives focused on our three pillars: 1) Ethics and Governance, 2) People and Community, and 3) Environment, Health and Safety (EHS).



[Dig deeper into CommScope’s history, mission and values.](#)

# COMMITTED TO INTEGRITY

## ETHICS AND GOVERNANCE AT COMMSCOPE



### VERIZON'S MOST VALUABLE CUSTOMER ADVOCATE

Verizon Wireless awarded Dan Kennedy's five-year commitment to the company in 2013. Verizon's Nick Cordaro remarked, "Dan is always there when we need him. He knows when to reach out and he always comes through."



Dan Kennedy (center) stands with Verizon representatives Scott Semone (left) and Nick Cordaro (right).

### Organized for ethical success

Since we conduct business on a global scale, CommScope is exposed to ethical risk at many levels of our organization. As a result, we maintain a thorough system of checks and balances organized by three primary teams whose purpose is to help manage and mitigate potential risks:

#### 1. The CoRe Team

#### 2. The Global EHS Team and facility EHS internal auditors

#### 3. The Corporate Compliance Team

In addition to maintaining specific legal requirements and internal standards, these teams are tasked with identifying and assessing risks, and for sharing compliance best practices between business units, functional groups and facilities.

### The CoRe Team

Acting on the recommendations of the Executive Sustainability Council, our Corporate Responsibility (CoRe) Team coordinates with our cross-functional teams at each facility to review performance and implement best practices for each pillar.

In 2013, the CoRe Team audited four large manufacturing facilities using the [SA8000®](#) Standard and [ISO 26000](#), the voluntary International Standard for guidance on social responsibility. This team also verified facility input via the SMaRT self-assessment questionnaire (formerly E-TASC, powered by Achilles).

### The Global EHS Team

The Global EHS Team prepared a three-year audit plan consisting of corporate internal and third-party external audits. During these audits, [ISO 14001](#) and [OHSAS 18001](#) standards and internal global EHS requirements were applied. EHS internal audits were also conducted at the facility level to fulfill the requirements of both standards. In 2013, [TÜV Rheinland](#) conducted 13 external audits of our large manufacturing facilities.

The CoRe and EHS teams identified opportunities for the company to improve in the following areas:

- Labor and ethics management system, standardizing existing company processes
- Workplace inspections
- Waste and on-site contractor management
- Liquid material handling
- EHS risk assessments

### The Corporate Compliance Team

Reporting to the Audit Committee of CommScope's Board of Directors, this team performs site audits following the [Institute of Internal Auditors International Professional Practices Framework](#), the authoritative worldwide guidelines for internal audit professionals. The team also conducts independent, objective evaluations of our company's internal processes and controls. This systematic, disciplined approach helps CommScope evaluate and improve the effectiveness of our risk management, internal control and governance processes.

Together, these efforts serve to:

- Validate compliance best practices
- Strengthen internal controls and improve processes
- Enhance company-wide adherence to corporate policies

[Visit our Ethics and Governance page to learn more about our Code of Ethics, business conduct, CommAlert and compliance policies.](#)

# COMMITTED TO INTEGRITY

## ETHICS AND GOVERNANCE AT COMMSCOPE

### Maximizing the diversity of our supply chain

CommScope maintains a Supplier Diversity Council comprised of employees from various departments working together to implement a successful diversity program. Since a diverse business community contributes to the overall growth and expansion of our markets, we provide equal access to all suppliers.

In 2013, we continued to promote diversity within our supply chain, reinforcing our commitment to corporate responsibility in our vendor relationships. As members of the Telecommunications Industry Group, our Supplier Diversity Program created mutually beneficial business relationships with minority-owned, woman-owned and veteran-owned businesses.

To minimize risk and maximize performance, we also apply a comprehensive system of checks and balances to our supply chain. Current and prospective suppliers must acknowledge our Supplier Code of Conduct and undergo a rigorous qualification and evaluation process applied by our Sourcing Evaluation Team (SET). This team is comprised of stakeholders who understand our processes related to procurement, quality assurance, and product development. Local supplier quality engineers oversee operations with the suppliers in their region, conducting routine risk assessments, on-site audits, performance evaluations and improvement recommendations.

In 2013, we added more sustainability elements to the existing supplier selection and evaluation processes and introduced a new Supplier Sustainability Survey—the focus is on: labor and ethics practices, environmental and health and safety practices, and business continuity.

### Sustainability in the supply chain



From Day 1, the PartnerPRO™ Network has remained customer focused. CommScope established the worldwide association on the belief that, when you blend the insight of a global company with the expertise of a local business with specialized skills, you offer your customers the best of both worlds.

By engaging affiliated integrators, installers, consultants, alliances and distributors, the network matches local customers with the ideal CommScope partners and solutions.

The network is designed to:

- Accelerate the speed and efficiency of our supply chain
- Empower PartnerPRO Network members with the right resources
- Support members with the strength of our global brand
- Deliver timely, relevant solutions to our customers

When asked how the network has improved their businesses, our customers most often cite:

- Smoother deployments
- Faster time to market
- Reduced CapEx/OpEx
- Better network performance

Over the past two years, the network has grown to include more than 2,100 companies of all purposes and disciplines in more than 130 countries around the world. As we expand into newer solutions like DCIM and Data Center on Demand™, the scope of the network—and the overall proficiency of our members—are expected to rise.

### AT&T 2013 SUPPLIER DIVERSITY CRYSTAL AWARD

Designated as an AT&T Prime Supplier, CommScope was honored to win the AT&T 2013 Supplier Diversity Crystal Award. This award recognizes supplier companies that achieve or exceed 21.5 percent diversity utilization.



Mike Isaac and Shaire McGrath take a moment to pose for a photo after receiving the award.

# GIVING TOWARD TOMORROW

## COMMSCOPE PEOPLE AND COMMUNITIES



“EVERY MAN MUST DECIDE WHETHER HE WILL WALK IN THE LIGHT OF CREATIVE ALTRUISM OR IN THE DARKNESS OF DESTRUCTIVE SELFISHNESS.”  
—MARTIN LUTHER KING, JR.

**Generosity: the currency of goodwill**  
A smart long-term business strategy requires far more than just a monetary investment. Money isn't the only currency transacted during the sale and purchase of a CommScope solution. Maintaining strong partnerships with our employees, suppliers, partners and customers also requires an investment of time, effort and goodwill.

In 2013, many of our employees found forward-thinking, creative ways to be selfless—especially in helping children. From blood drives, to the [Wounded Warrior Project](#), to marathons supporting [St. Jude Children's Research Hospitals](#), CommScope employees were out in force, helping others.

Many employees continued to participate in the U.S. [United Way's](#) donation-matching campaign, where CommScope donates \$0.50 for every dollar employees give to this charitable organization.

Although many of these selfless investments never receive the praise or recognition they deserve, we're happy to share a few stories of generosity from facilities around the world that make us proud to call ourselves members of the CommScope team.

**The Singapore team makes dreams come true**  
As 2013 came to a close, CommScope employees in Singapore decided to engage in a community outreach project by granting the wishes of approximately 100 low-income seniors. Residents of the Taman Jurong senior center provided their wish lists. CommScope employees purchased the items on the lists and personally delivered them to the center. Among the gifts received were food, appliances and other essentials. Elderly residents enjoyed the company almost as much as the gifts. They socialized with their neighbors and our employees, eventually convincing several to host a few rounds of bingo and participate in a buffet lunch.

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### GIVING WHAT IS LIFE-GIVING

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**In 2013, 250 employees from our facilities in Catawba, Joliet, Goa and Richardson participated in blood drives.**

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Ish Kandasamy, vice president of enterprise sales for the APAC region, helps to distribute gifts from the CommScope Singapore team to elderly residents of the Taman Jurong senior center.



# GIVING TOWARD TOMORROW

## COMMSCOPE PEOPLE AND COMMUNITIES

### Goa facility employees celebrated India's "Festival of Lights"

In late October, Joanne Townsend, CommScope's senior vice president of global human resources, visited our facility in Goa, India, during Diwali, the Festival of Lights. Goa employees celebrated with a talent show and a "Rangoli" contest, where complex images or patterns are created on a surface using colored rice, sand, flour or flower petals. In support of new Indian laws protecting women's rights, the 2013 contest theme was "respect for women." The Information Technology Center team took first place.



A new room addition to the Dagmar House is outfitted with a projector paid for by donations from CommScope employees.

### FUNDRAISING FOR A BRIGHTER FUTURE IN EUROPE AND THE AMERICAS

#### Apprentices in Buchdorf raise funds for disadvantaged children



In December, the 16 apprentices who work at our facility in Buchdorf, Germany, organized a large on-site fundraiser for a local children's booster club called Kinderchancen, which translates into "chances for children". Kinderchancen offers support, companionship and encouragement to disadvantaged kids. The event kicked off with a cake sale and earned more than \$3,500, thanks to employee and company-sponsored donations.

#### In Brno, more employees open their hearts to needy children

The children who live at the Dagmar House in Brno, Czech Republic, touched the hearts of many CommScope employees who generously gave on their behalf. Dagmar used the donations to purchase a new projector for a room dedicated to learning through recreational activities. When Ludmila Navratilova, human resources manager for the facility, and a few other employees later visited Dagmar House to see the new area, they happily reported that the center is being put to fantastic use.

The winning Rangoli contest sand art image showcases a well-respected woman in the shape of a butterfly, symbolizing freedom.



# GIVING TOWARD TOMORROW

## COMMSCOPE PEOPLE AND COMMUNITIES

### In Mexico City, CommScope reaches out to a local orphanage

Mexico City's Salvation Army Orphanage cares for orphans ages 4-17. In November, the 75 children who live at Ejercito de Salvacion Mexico enjoyed a special day of celebration. Employees and their families hosted a traditional Mexican holiday party (posada) for the children, complete with piñatas, gifts and food. They played soccer, made jewelry and sang songs with the youngsters. The employees also donated a desktop computer and a laptop—the first computers the children have ever owned. This year's colorful report cover was created by these children.

### "Mexico Is One" campaign

On September 16, the day after Hurricane Manuel slammed the west coast of Mexico, Hurricane Ingrid pummeled the country's east coast. This rare double-hurricane event destroyed parts of Mexico's coastal region, leaving many people without food or shelter. CommScope employees in Reynosa reached out to victims through the Red Cross' "Mexico Is One" Campaign, where donations of food and personal hygiene products were shipped for immediate distribution to victims of the hurricanes.



### RACHELE SALISBURY NOMINATED FOR 2013 "WOMAN OF THE YEAR"

A project manager within CommScope's customer service team based in Hickory, NC, Rachele Salisbury was named a candidate for "Woman of the Year" by the Granite Falls Women's Enrichment Association.

### Runners from Joliet help raise \$302,000 for St. Jude Hospital

Each year since 1982, runners have paid for the honor to participate in the 465-mile relay-style St. Jude Runs event that has raised over \$13 million for the hospital's patients. Runners participate all day, all night and in all kinds of weather. The event begins in Memphis, TN—where the hospital is located—and ends in Peoria, IL, at the civic center where the annual St. Jude Telethon takes place.

This year, seven Joliet employees ran portions of the race, totalling 160 miles from Downers Grove, IL, to Peoria, IL. They contributed to the \$302,000 raised during the event. Between them, Mary Milella, Mitch Palcis, Bryan Breen, Judy Jing, John Hanley, Charles Levy and Jim Eiermann share 49 years of experience, running to raise funds for St. Jude.

CommScope employees and children from Salvation Army's orphanage in Mexico City (Ejercito de Salvacion Mexico) make jewelry together.

Elizabeth Hernandez from the training department at our Reynosa facility was among those who organized the "Mexico Is One" effort to help the nation's hurricane victims.



# GIVING TOWARD TOMORROW COMMSCOPE PEOPLE AND COMMUNITIES



## CommScope hosts inaugural “Wellness Warrior” 5K events

To emphasize employee wellness and raise funds for the Wounded Warrior Project in support of injured U.S. military veterans, CommScope sponsored the first inaugural “Wellness Warrior” 5K events at its largest U.S. sites near the Veteran’s Day holiday. On October 4, our facility in Richardson, TX, held a 5K event featuring 40 participants cheered on by fellow employees.



The fastest walkers in Richardson’s Wellness Warriors 5K were (from left) Randy Patterson, third-place winner; Richard Jamroszczyk, second-place winner and Kevin Mistele, first-place winner. The fastest runners were Todd Taskerud, first-place winner; Brian Fitzpatrick, second-place winner; and Rich Baca, third-place winner.



Far left: Runners Allen Brown, Carol Brown, Abby Brown and Brittany Brown Hudson enjoy our first annual Wellness Warrior 5K event. Left: Runner and administrative assistant Grace Moore-Powe gears up to start the race.

Similar events held at sites in Joliet, IL, and Claremont, NC, attracted nearly 350 participants. The Claremont event also included employees and family members from sites in Hickory, Catawba, and Statesville.

## CommScope’s first Employee Resource Group

Building on the momentum created by our Wellness Warrior events, CommScope joined nearly 90 percent of Fortune 500 companies by giving its U.S. workforce a chance to create and join Employee Resource Groups (ERGs). An ERG is formed around a shared purpose, interest, activity or background and meets on a regular basis to:

- Raise awareness around its core idea
- Support the company’s business objectives
- Challenge the status quo and propose new ideas
- Support ERG-related employees and the local community

ERG team members are poised to foster personal and professional relationships, develop leadership skills and provide input in key business areas. CommScope gains a fresh perspective on functional areas like product development and marketing, human resource practices, recruitment, retention and community outreach. Our first ERG team is focused on supporting military veterans. We expect to add a variety of future ERGs where there is sufficient interest.



# GIVING TOWARD TOMORROW

## COMMSCOPE PEOPLE AND COMMUNITIES

“CONDUCTING HONEST BUSINESS IS A CORE VALUE AT COMMSCOPE. IT’S WHAT WE’RE ALL ABOUT.”

—BURK WYATT  
Senior Vice President,  
General Counsel and Corporate  
Compliance and Ethics Officer

### RECOGNIZING TALENT, CULTIVATING SKILLS, REWARDING SUCCESS

While the word “sustainability” may sound like an environmental word, the concept itself is just as powerful and relevant—if not more so—in reference to our professional community of 13,000 employees. To enjoy sustained business success, we are constantly pursuing creative ways to cultivate a diverse work environment—one that encourages individual professional mastery that contributes to company-wide growth. As we discover intelligent, passionate people with a clear sense of personal integrity and an unmistakable desire to learn, we do everything in our power to support, reward and retain them.

Last year proved to be an exceptional year of personal development for CommScope and its customers. New and thriving learning venues have expanded the knowledge base of our employees, partners and customers. This enables them to stay better informed about our industry, our solutions and our future.

### Working as one united global team

To ensure that all CommScope employees understand and uphold our [corporate responsibility standards](#), we added two new Web-based training courses to our core curriculum: Reporting and Non-Retaliation and Privacy and Data Protection.

### The CommScope Infrastructure Academy thrives

The [Infrastructure Academy](#) is our primary online educational portal. It supports our partners, distributors and consultants seeking to acquire [BICSI](#) and [SCTE](#) continuing education certification. Coursework is delivered via laptops, tablets and other mobile devices.



When we established the Academy in 2012, we didn’t expect to see such rapid growth. In 2013, it grew by 20 percent. More than 15,000 students, partners and consultants in five regions selected from 40 unique tracks, completing more than 10,000 courses.

### The Global LearnCenter adds even more substance

Successfully launched seven years ago, the Global LearnCenter is CommScope’s primary employee education portal. It facilitates, tracks and stores employee training and development activities, plans, certifications, seminars, professional credits and more.



A team of CommScope supervisors from our North Carolina facilities work toward achieving their GOLD program certificate.

In 2013, CommScope employees spent 21,851 hours engaged in online training—nearly two hours per employee, on average. They accessed 14,488 courses, completing 10,925.

We also added a variety of substantive coursework, including:

- Courses offered in multiple languages, including [Rosetta Stone](#)
- The [Skillssoft™](#) Leadership Knowledge Center, 24/7 IT, desktop videos and courses via mobile devices

- Live “Leadership Advantage” events and curriculum tracks featuring speakers like John Kao, Seth Godin, Charles Duhigg, Daniel Pink, Liz Wiseman and Adam Grant
- The certification programs [Six Sigma Black Belt](#) and Global CSR
- Courses from [FranklinCovey®](#) InSights and the 67 Lominger Leadership Architect® competencies from [Korn Ferry](#)

### Creating GOLD-standard operations leaders

Launched in January 2013, the Global Operations Leadership Development (GOLD) program is an educational initiative designed to provide supervisory skills training for operational supervisors, coordinators and team leaders.

In each module, students are provided with an opportunity to learn, share ideas and network with colleagues. More than 300 shift supervisors and team leaders from 17 of our facilities began the 13-module program in 2013.

Jeff Munday, operations manager, teaches the GOLD initiative.



# GIVING TOWARD TOMORROW

## COMMSCOPE PEOPLE AND COMMUNITIES

### New apprentices bring passion and enthusiasm to Buchdorf

In September, six candidates were selected to enter Buchdorf's rigorous apprenticeship program. Four are pursuing a career in electronics and two in business administration. Each apprentice is paired with an established employee and will spend the next three years acclimating to our culture and developing the skills required to contribute to the company's long-term success.

Human resources generalist Claudia Zechel remarked, "The apprenticeship program produces highly-qualified potential employees and positions CommScope as an active partner in the development of Germany's next generation of engineering and information technology pioneers."

### Our child labor policy—the first year in action

CommScope operates from the core principle that every human being—and especially every child—deserves to live free from exploitation and pursue meaningful, life-enriching education. As a result, we established a formal child labor policy in late 2012 that outlines a minimum working age and a clear procedure by which age must be verified.

In 2013, using data gathered from the [United Nations International Children's Emergency Fund \(UNICEF\)](#) and the [International Labour Organization \(ILO\)](#), we engaged in a rigorous auditing process designed to protect children and young workers from excessive, rigorous,



Buchdorf apprentices (left to right): Apprentices Bodo Jehl, Niklas Roszkopf, Andre Henle, Richard Eidner, Benedikt Groeger, CommScope's Werner Mueller, apprentice Jasmin Scheller and CommScope's Claudia Eggert.

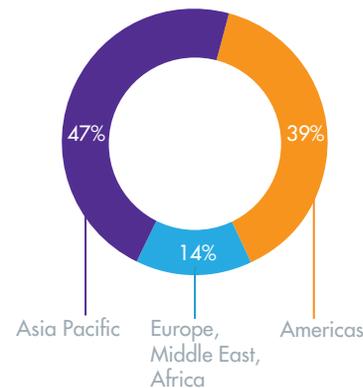
unhealthy, night or hazardous work. Our CoRe Team took the following measures to ensure compliance with our child labor policy at all of our large manufacturing facilities:

- Audit of comprehensive child labor compliance efforts
- Hiring practices that require proof of identity and age
- Regular performance and career development reviews
- Maintaining safe, healthy workplace conditions
- Introducing a more robust supply chain program, including a Supplier Sustainability Survey followed by an on-site audit

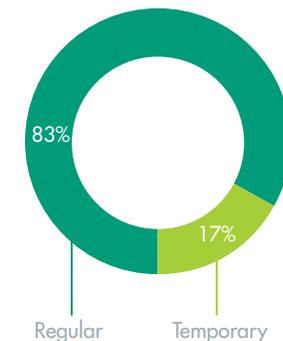
### KPI

In 2013, CommScope employed more than 13,000 people in more than 100 countries.

### HEADCOUNT BY REGION



### WORKFORCE BY EMPLOYMENT TYPE



### LISA CARROLL COMPLETES THE LEADERSHIP CATAWBA PROGRAM

Inspired by her daughter, who contracted meningitis as an infant, Lisa Carroll, a quality technician at our Claremont facility in North Carolina, recently completed a six-month program designed to develop community service-based leadership skills called Leadership Catawba. Course participants study local social, economic and political dynamics and the key challenges facing Catawba County. They also actively participate in and lead a variety of community service efforts.



Lisa receives her diploma from CommScope's David Hartsoe, the program's current chairman.

# PROTECTING BY RESPECTING THE ENVIRONMENT, OUR HEALTH AND SAFETY



“WHEN WE SEE THE EARTH AS A COMMUNITY, NOT A COMMODITY, WE MAY BEGIN TO USE IT WITH LOVE AND RESPECT.”

—ALDO LEOPOLD

### Our strategic investments spoke louder than words

In 2013, CommScope embraced its commitment to the environment and the welfare of its employees like never before. We approached the product design process with an eye toward optimizing sustainability from the initial design phase through the entire production cycle. Many of these efforts are focused on energy efficiency—a core competitive advantage of the two companies we acquired last year.

### More efficient energy consumption

Last year we acquired Redwood Systems, a company whose intelligent LED technology and high-density sensor network enables our customers to slash light-related operational energy costs by up to 70 percent. We also acquired iTRACS, a company whose premier data center infrastructure management (DCIM) solutions enable our customers to see, monitor and control all data center activities in 3D.

Utilizing the combined strengths of each acquisition, we created a new enterprise solution called [Data Center on Demand](#), which rapidly adds flexible, scalable capacity while dramatically improving how data centers disperse heat and

consume energy. It enables our customers to achieve an outstanding Power Usage Effectiveness (PUE) rating in the range of 1.03 to 1.06, meaning that nearly all of the energy required to power a data center is used by the hardware itself, rather than the building that houses it. By contrast, the PUE for a typical data center is a much less efficient 1.8 to 2.9.

### Building on a solid foundation

In 2012, CommScope implemented a global Environment, Health and Safety (EHS) management system at 15 of our large manufacturing facilities and 21 additional locations. Based on [ISO 14001](#) and [OHSAS 18001](#) standards, the system is designed to track our sustainability progress and drive continual improvement across a variety of objectives, including four primary EHS objectives:

As 2014 began, we had already reduced our overall greenhouse gas emissions by 49 percent—six years ahead of schedule. In response to this success, we adjusted the goal moving forward to “reducing GHG by 65 percent by 2020” against our 2008 baseline.

We also achieved our reportable injury rate reduction goal and are currently on pace to achieve our BER objective. While we did not achieve our 2013 lost workday goal, we’re redoubling our efforts to hit that milestone in 2014. By the end of 2014, we aim to achieve a 5 percent reduction in our major reportable injury rate and restricted and lost workday rate.

Our EHS management system is supported by a Web-based platform known as [Entropy™](#), designed by the British Standards Institution (BSI). Entropy enables us to:

- Conduct safety and environmental risk assessments
- Drive compliance and continuous improvements
- Collect KPIs and measure performance
- Manage EHS incidents, audits and inspections
- Conduct root-cause investigations and design corrective and preventive actions
- Schedule and record training activities
- Upload and manage documentation

1	BY THE END OF 2020, WE WILL REDUCE GREENHOUSE GAS EMISSIONS (GHG) FROM OUR LARGE MANUFACTURING FACILITIES BY 25 PERCENT.	▶ OVER-ACHIEVED
2	BY THE END OF 2013, WE WILL ACHIEVE A 5 PERCENT REDUCTION IN MAJOR REPORTABLE INJURY RATE.*	▶ ACHIEVED
3	BY THE END OF 2014, WE WILL DIVERT LARGE MANUFACTURING FACILITIES NON-HAZARDOUS WASTE FROM LANDFILLS TO ACHIEVE A 95 PERCENT BENEFICIAL REUSE OF WASTE (BER).	▶ ON TARGET
4	BY THE END OF 2013, WE WILL ACHIEVE A 5 PERCENT REDUCTION IN RESTRICTED AND LOST WORKDAY RATE.*	▶ NOT ACHIEVED

\*Objectives 2 and 4 are based on a three-year prior average.

# PROTECTING BY RESPECTING THE ENVIRONMENT, OUR HEALTH AND SAFETY



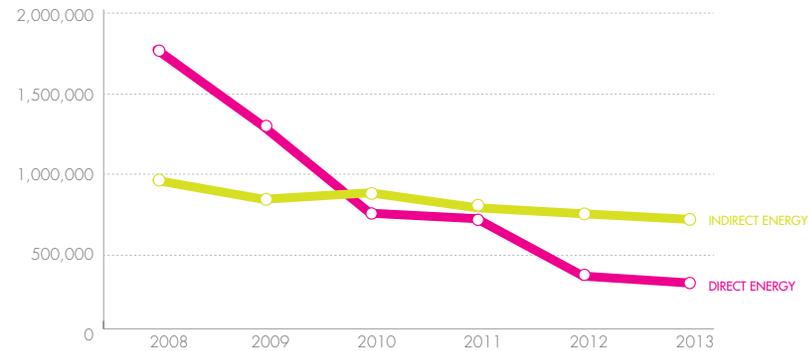
## Reduced usage in Suzhou saves 136,600 kWh of energy

Our facility in Suzhou, China, avoided excessive electrical costs throughout 2013 by taking a few smart steps. The air conditioning system was modified by adjusting the flow rate of chilled water, saving 100,000 kilowatt-hours of electricity. More than 2,000 LED lights were installed to replace older T8 lights in offices, warehouses and research and development areas—an update that continues through 2014.

## Bray cools off while Buchdorf installs LEDs

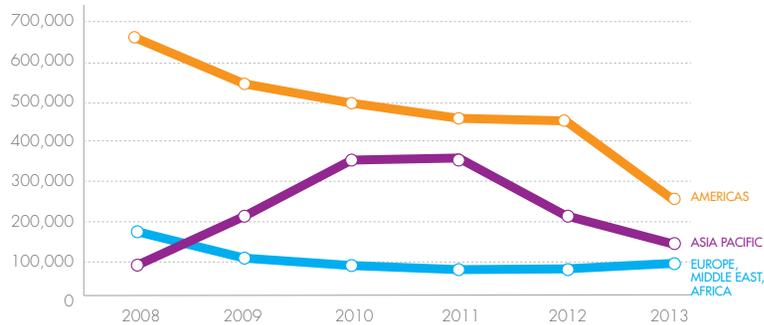
At our facility in Bray, Ireland, the installation of new chillers in the air conditioning system significantly reduced the presence of R-22 (chlorodifluoromethane) from 213.4 kilograms to 103.6 kilograms. The remaining R22 exists in split air conditioning units and will be phased out when they become inoperable. In Buchdorf, 50 neon test lamps were replaced with LED fixtures, saving 6,900 kilowatt-hours of energy annually.

## DIRECT AND INDIRECT ENERGY CONSUMPTION BY PRIMARY ENERGY SOURCE (gigajoules)

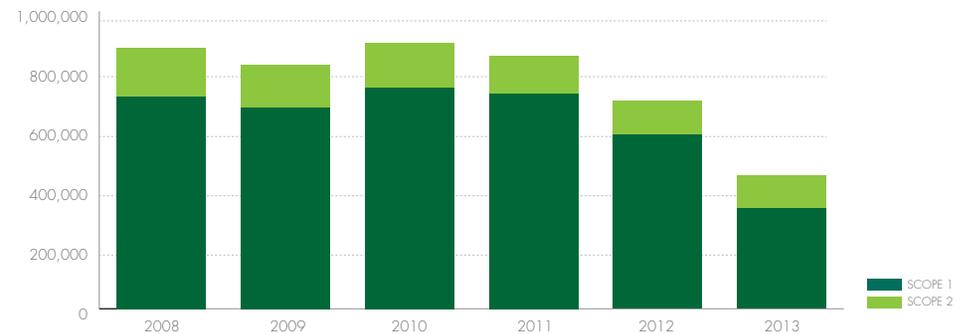


Note 1: Natural gas consumption in 2012 is adjusted due to later reporting from China facilities in 2013.  
 Note 2: 2011–2013 energy consumption figures are based on the total number of large manufacturing facilities. See page 2 for more details.

## TOTAL DIRECT AND INDIRECT GREENHOUSE GAS EMISSIONS BY WEIGHT (metric tons CO<sub>2</sub>e)



## TOTAL DIRECT AND INDIRECT GREENHOUSE GAS EMISSIONS BY SCOPE (metric tons CO<sub>2</sub>e)



Note 1: GHG emissions from natural gas consumption were adjusted for 2012 due to later reporting from China facilities in 2013.  
 Note 2: Regarding fugitive emissions: Five refrigerants were monitored until the end of 2012. An additional 15 refrigerants were monitored in 2013.  
 Note 3: 2011–2013 greenhouse gas emissions are based on the total number of large manufacturing facilities. See page 2 for more details.

# PROTECTING BY RESPECTING THE ENVIRONMENT, OUR HEALTH AND SAFETY



## REYNOSA DEMONSTRATES WORLD-CLASS ENVIRONMENTAL BEST PRACTICES

Congratulations to the entire Reynosa, Mexico, team on their ISO 14001:2004 recertification! A certified environmental management system ensures optimal government compliance, improved recycling, lower waste disposal costs and world-class best practices.



Standing from left: Melly Garcia and Jesus Villarreal. Seated from left: Mario Cherrington and Rene Santana.

### Earth Day 2013: "The Face of Climate Change"

On April 22, 2013, more than one billion people around the world took part in the 43rd anniversary of [Earth Day](#), a grassroots effort designed to encourage awareness and education about how we can better steward our planet's resources. In CommScope's second annual campaign to support the initiative, hundreds of employees from 13 different facilities engaged in a variety of activities—from planting 93 trees to art contests to recycling 1,500 pounds of used batteries to switching to reusable cafeteria chopsticks.



Above: The Claremont, NC, facility organized the Earth Day contest for employees' children. Averie Waddell, 7, poses next to her artwork.

Left: The team from our facility in Suzhou, China, planted 37 cherry trees to memorialize the 37th anniversary of the founding of CommScope in 1976. Front row from the left: Bingxia Cai and Xiaojuan Zhong. Top row from the left: Cunji Zheng, Michael Liu, Yun Zhang and Fred Mao.

# PROTECTING BY RESPECTING THE ENVIRONMENT, OUR HEALTH AND SAFETY

## OUR FACILITY IN BRAY EARNS TWO PRESTIGIOUS EHS AWARDS

Teams win the 2013 EnviroCom Award and an accolade from the National Irish Safety Organization (NISO) for an effective health and safety management system.

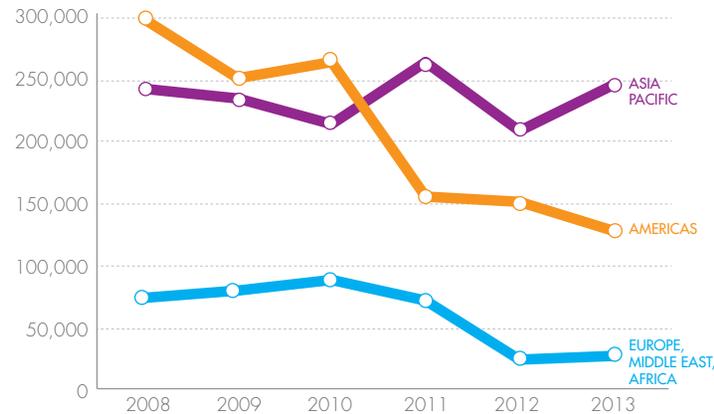


Members of the Bray team proudly show off the awards. Front row, from the left: Olivia Quigley, Gerardine Mc Grath, Ken Moore, Jacyntha Walsh, Yvonne Greene, and Ciaran Doyle. Back row, from the left: Tommy Murray, Eamonn Wyer, Kevin Conway, Joe Flood, Andy Heywood, John Murphy and Anthony Nolan.

### Orland Park cleanup effort

In 2013, the demolition of all buildings and structures took place at the site and all building materials were removed and disposed of in an environmentally sound manner. The Illinois Environmental Protection Agency (EPA) reviewed and approved the low-temperature electrical heating treatment in the solvent-impacted source area. With demolition of all buildings and structures now complete, efforts in 2014 will focus on the active remedial action of the solvent impacted source area.

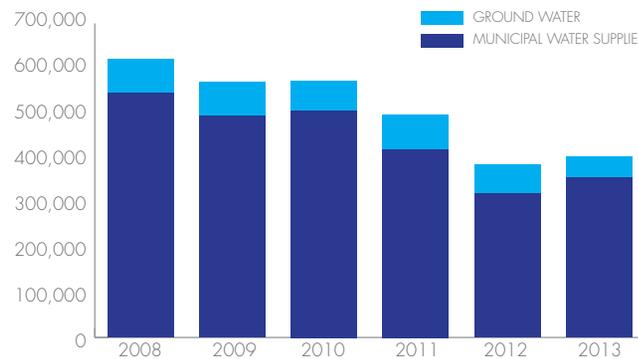
TOTAL WATER CONSUMPTION BY REGION (m<sup>3</sup>/year)



### KPI

There were no significant spills recorded at our large manufacturing facilities in 2013.

TOTAL WATER WITHDRAWAL BY SOURCE (m<sup>3</sup>/year)



Note 1: Ground water withdrawal in 2008 is estimated, since, at that time, no measuring device had yet been established at three of our facilities.

Note 2: 2008 and 2009 municipal water supplies at these facilities are estimated based on 2009 and 2010 consumption.

Note 3: 2011–2013 water consumption figures are based on the total number of large manufacturing facilities. See page 2 for more details.

# PROTECTING BY RESPECTING THE ENVIRONMENT, OUR HEALTH AND SAFETY



## STATESVILLE FACILITY EARNS COVETED SAFETY AWARD

Our broadband facility in Statesville, NC, was recognized with a gold award by the U.S. Department of Labor for an outstanding safety record in 2013.



Jeff Munday, operations manager, accepts the award on behalf of the facility from Cherie Berry, the state's Department of Labor commissioner.

### IMPROVING EMPLOYEE HEALTH AND WELLNESS

Employee wellness is a major priority at CommScope. Healthier employees are less likely to be injured and more likely to excel at work. Under a continuing initiative called "Good for You", our corporate responsibility team seeks to promote healthier lifestyles by:

- Sharing employee success stories
- Embracing best practices that decrease high-risk health factors
- Reducing healthcare costs for CommScope and its workforce
- Investing in ways to encourage healthy, productive employment
- Educating our workforce about our programs and services
- Gauging our success to address our future healthcare needs

### Challenged to shed pounds—and enjoy it

Across the U.S. and around the world, many of our employees are responding. From the 4x4x4 weight loss challenge to the Manage Your Millions 10,000 daily steps challenge to wellness walks and tobacco-free facilities in the U.S., we are fortunate to hear of many instances where our workforce is taking proactive steps to model healthy living. Here are a few of their stories.

CORPORATE CHALLENGE	DURATION	US LOCATIONS	INDIVIDUALS	TOTAL ACHIEVEMENT
4X4X4 WEIGHT LOSS	12 WEEKS (MAR-JUN)	9	260	1,847 LBS LOST (7 LBS/PERSON AVERAGE)
MANAGE YOUR MILLIONS	8 WEEKS (AUG-SEP)	13	355	140,281,362 STEPS (9,823 STEPS/PERSON/DAY)
WELLNESS WARRIOR 5K	OCT-NOV	3	348	\$16,022 TOTAL RAISED



In honor of national "Ride to Work" day, Phil Foster (left) and Chris Stockman promote cycling at our facility in Joliet, IL.

# PROTECTING BY RESPECTING THE ENVIRONMENT, OUR HEALTH AND SAFETY

## APAC sales team blends business with wellness

After hosting a successful PartnerPRO Network summit in Northern Queensland, Australia, for our South Pacific enterprise partners, four sales team members and experienced runners stopped off in Sydney to participate in a half-marathon race sponsored by the *Sydney Morning Herald* newspaper. Stephen Kowal, Isparan Kandasamy, Charles Wong and Reg Evans took to the streets, passing iconic structures like the Sydney Opera House and Darling Harbor. All four finished the race in less than two hours. The May event is Australia's largest and most prestigious. More than 10,000 people finished all 13 miles and raised close to \$1 million for charity.

## Taking the battle for wellness into the ring

When approached by her colleagues in Bray, Ireland, about teaching an on-site "boxercise" class after work, Julie Brown couldn't turn them down. The interval-style training is excellent for weight loss and muscle toning. It also relieves stress and reduces high blood pressure and cholesterol. "When you join this class, there's no going home, sitting on the couch and trying to persuade yourself to go for a jog," Julie said. "My coworkers head straight toward me after work and burn 500-700 calories in a class that's fun and action-packed!"

Far right: CommScope employees take a quick photo break during their boxercise class in Bray, Ireland. Front row, from the left: Sharon Quinn and Olivia Quigley. Back row, from the left: Michelle Duffy, Caroline Sillery, Pamela McCann and Orla Kelly.



Above: Chicago's Urbanathlon included six CommScope employees and one friend. From the left: Mike Schaible, Nathan Benton, Ken Raquel, Mark Mercer, Shane Nelson (a friend of Mike's), Jenny Tauer and Phil Helmstetter.

## COMMSCOPE NAMED "HEALTHIEST EMPLOYER" FINALIST

When it comes to healthy employees, the *Charlotte Business Journal* named CommScope one of its finalists for 2013. The support of our executive management team, steering team and local wellness champions enabled us to make solid progress last year.

## Chicago race rallies six CommScope runners

On October 18, six employees from CommScope team took part in the [Men's Health Urbanathlon](#) held along Chicago's Lake Michigan shoreline. Some traveled from as far away as South Carolina to run the 10.8-mile race with their colleagues. "The course was peppered with obstacles, so it was a lot more challenging than a standard race, but we all finished," said Ken Raquel, one of the few team members based in Illinois. Mike Schaible, CommScope's vice president of global customer solutions, recommended the idea to his team as a great way to engage fitness-oriented teambuilding.



# PROTECTING BY RESPECTING THE ENVIRONMENT, OUR HEALTH AND SAFETY



## Ensuring that “Safety Starts with Me”

In addition to a healthy workforce, improved on-the-job safety is a win-win situation for every member of our team. In September 2013, CommScope placed an even greater emphasis on safety by introducing an initiative called “Safety Starts with Me!”

The initiative is designed to communicate the importance of workplace safety and reduce preventable injuries through ten principles ranging from the proper use of personal protective equipment to maintaining clear pathways to emergency exits.



Beyond the company’s efforts to reinforce the importance of workplace safety, individual employees and teams at various facilities have also taken proactive steps to achieve the same goal.

## Competitive games in Suzhou serve as strong safety reminders

In August, 55 employees from our Suzhou facility participated in fire evacuation and first-aid obstacle course competitions designed to mimic an escape from a burning building. Participants learned how to apply bandages and perform CPR.

## COMMSCOPE TEAM EARNS OHSAS 18001 ACCREDITATION

After nine months of preparation, the team at our facility in Brno, Czech Republic, recently passed the audit for OHSAS 18001 accreditation. OHSAS 18001 is widely considered the world’s most recognized occupational health and safety management system standard.



From the left: Marko Samardžič, Tomáš Rez, Alena Sedláčková, Jan Vřítna, Petra Malečková Marková, Radim Němeček, and Lenka Kokojanová.

George Shi, vice president of operations, awarded prizes. Thirty teams from both Suzhou locations also competed in a game show about safety guidelines. “To strengthen our culture of personal safety, we’re always looking for creative ways to improve the knowledge and safety awareness of employees,” said Roger Qin, EHS manager for China.

Injecting a little fun and competition into a safety program can be an effective way to raise awareness, as employees at both Suzhou facilities learned in October 2013. From the left: JinXin Zhang, Xiaohui Liu, Shengju Leng, HaiBing Wang, Rong Zhang, Jiali Deng.

# PROTECTING BY RESPECTING THE ENVIRONMENT, OUR HEALTH AND SAFETY

## Jeff Wofford earns the Eugene Cernan Aviation Safety Award

Jeff Wofford, CommScope's aviation director and chief pilot, earned the honors by demonstrating a consistent dedication to aviation safety throughout 2013. He received a trophy and an OMEGA Moonwatch, the only timepiece ever worn to the Moon. Created in 2011, the award is given to individuals who champion the principles of Captain Eugene Cernan, naval aviator, NASA Apollo astronaut and ambassador of the Safety Standdown Program. Cernan was the last man to leave footprints on the Moon's surface.



Jeff Wofford (left) accepts the Eugene Cernan Aviation Safety Award from Captain Cernan (right).

The program's mission is to inform and inspire aviation professionals to commit to lifelong learning and achieve higher standards of safety and professionalism. CommScope's aviation team also received the Bombardier's Safety Standdown award in 2007—one of only four flight departments in the U.S. to be recognized that year.

## Brno and Suzhou facilities earn OHSAS 18001 accreditation

OHSAS 18001 is widely regarded as the world's most prestigious occupational health and safety management system standard. After months of preparation, another pair of CommScope facilities passed the audit for OHSAS 18001 accreditation.

## Bill Dutton takes first-place safety honors

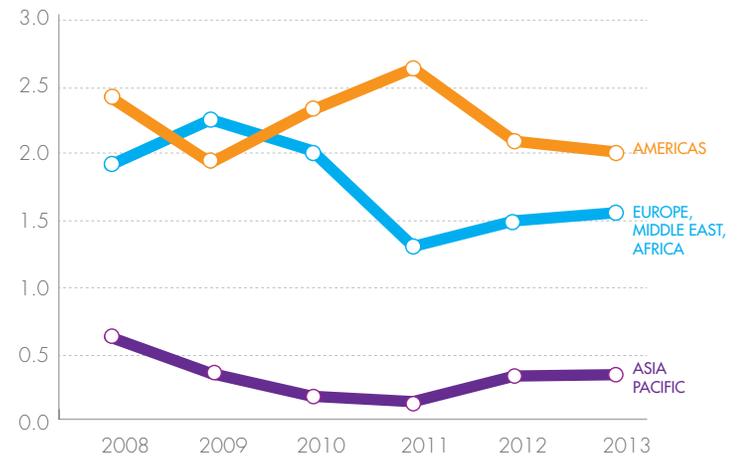
Bill Dutton, a 19-year truck driver for CommScope, scored highest in the 18-wheel sleeper truck class during a competition hosted annually by the [North Carolina Trucking Association](#). Contestants took a written exam, performed a behind-the-wheel test and conducted a safety inspection. During his tenure with CommScope, Bill has driven over two million accident-free miles. Congratulations to Bill on his great achievements!



## KPI

No work-related fatalities occurred at our large manufacturing facilities during the past five years (2008-2013).

## INJURY RATE BY REGION



- Note 1: In 2013, less than one in every 100 employees was involved in a major reportable injury.
- Note 2: The injury rate includes only major reportable injuries. Minor injuries are not included.
- Note 3: Major reportable injuries are classified in our global EHS management system under "Incidents - Health & Safety - Level 3 and 4".

After driving over two million accident-free miles, 19-year CommScope truck driver Bill Dutton poses with his first-place award from the North Carolina Trucking Association.

## BY THE NUMBERS KEY PERFORMANCE INDICATORS

ASPECT	GRI KPI	COMMSCOPE DESCRIPTION	REPORT PAGE
Corruption	SO2	Percentage and total number of organizational units analyzed for ethical risks.	<a href="#">10</a>
Child labor	HR6	Operations in countries identified as having significant risk for incident of child labor (UNICEF/ILO data), and measures taken to contribute to eliminating it.	<a href="#">18</a>
Employment	LA1	Total number of employees by employment type and region.	<a href="#">18</a>
Energy	EN3	Direct energy consumption by primary source.	<a href="#">20</a>
Energy	EN4	Indirect energy consumption by primary source.	<a href="#">20</a>
Water	EN8	Total water withdrawal by source and region.	<a href="#">22</a>
Emissions, effluents and waste	EN16	Total direct and indirect greenhouse gas emissions by weight.	<a href="#">20</a>
Emissions, effluents and waste	EN23	Total number and volume of significant spills.	<a href="#">22</a>
Occupational health and safety	LA7	Total number of fatalities and injury rate by region.	<a href="#">26</a>
Economic performance	EC1	Company revenue.	<a href="#">4</a>

### Terms defined by the ISO 14064-1: 2006 standard

**Greenhouse gas (GHG):** a gaseous constituent of the atmosphere, both natural and anthropogenic, that absorbs and emits radiation at specific wavelengths within the spectrum of infrared radiation emitted by the Earth's surface, the atmosphere and clouds. GHGs include carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), and sulfur hexafluoride (SF<sub>6</sub>).

**Carbon dioxide equivalent (CO<sub>2</sub>e):** a unit designated to compare the radioactive transformation of a GHG to carbon dioxide. To quantify GHG emissions, CommScope uses calculation tools approved by the Greenhouse Gas Protocol Initiative. To learn more, [visit our website](#).

### CommScope EHS management system definitions

**Significant spills** are accidental releases of any regulated or harmful substance, physical or biological agent. If the significant spill or accidental release impacts the air, water or land outside the facility, requires the designated EHS person to report to any jurisdiction, or requires a third party for cleanup, it must be reported.

### Injury rate formula

CommScope divides the total number of major injuries by the total hours worked and multiplies by 200,000. The 200,000 figure is derived from multiplying 50 working weeks by 40 hours per 100 employees. Minor injuries are not included.

**For more details, view the complete [Global Reporting Initiative \(GRI\) Index](#).**



## INVESTING IN OUR FUTURE

Our future as a global network infrastructure provider relies on our ability to lead with character and commitment, to give with no expectation of receipt and to respect the people we serve and the world in which we do business.

As we continue to pursue smart business strategies that enable newer, faster, more effective forms of communication, we'll also do our best to protect the future of our people and our planet.

THIS IS OUR PROMISE TO YOU. THIS IS COMMSCOPE.

COMMSCOPE®

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