

# COMMSCOPE®

GRI INDEX 2015



The [2015 Sustainability Report](#) was developed in accordance with the GRI G3 guidelines.

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, 2015 and December 31, 2015.

PROFILE	DESCRIPTION	REPORTED	REFERENCE
<b>STRATEGY AND ANALYSIS</b>			
1.1	Statement from the most senior decision-maker of the organization.	●	<a href="#">2015 Sustainability Report</a> : A message from our chief executive officer
<b>ORGANIZATIONAL PROFILE</b>			
2.1	Name of the organization.	●	<a href="#">2015 Sustainability Report</a> : 2015 Highlights <a href="#">2015 Annual Report</a> : 10-K
2.2	Primary brands, products, and/or services.	●	<a href="#">2015 Annual Report</a> : 10-K
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	●	<a href="#">2015 Annual Report</a> : 10-K
2.4	Location of organization's headquarters.	●	<a href="#">2015 Annual Report</a> : 10-K
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	●	<a href="#">2015 Sustainability Report</a> : About This Report <a href="#">2015 Annual Report</a> : 10-K
2.6	Nature of ownership and legal form.	●	<a href="#">2015 Sustainability Report</a> : 2015 Highlights <a href="#">2015 Annual Report</a> : 10-K
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	◐	<a href="#">2015 Annual Report</a> : 10-K
2.8	Scale of the reporting organization.	●	<a href="#">2015 Sustainability Report</a> : 2015 Highlights 2015 Progress: Financial, Ethical and Labor Performance <a href="#">2015 Annual Report</a>
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	●	<a href="#">2015 Sustainability Report</a> : 2015 Highlights <a href="#">2015 Annual Report</a> : 10-K
2.10	Awards received in the reporting period.	●	<a href="#">Recognizing Excellence</a>

● FULLY REPORTED    ◐ PARTIALLY REPORTED

PROFILE	DESCRIPTION	REPORTED	REFERENCE
<b>REPORT PARAMETERS</b>			
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	●	<a href="#">2015 Sustainability Report</a> : About This Report
3.2	Date of most recent previous report (if any).	●	<a href="#">2014 Sustainability Report</a> (published on 22 September, 2015)
3.3	Reporting cycle (annual, biennial, etc.)	●	<a href="#">2015 Sustainability Report</a> : About This Report
3.4	Contact point for questions regarding the report or its contents.	●	<a href="mailto:sustainability@commscope.com">sustainability@commscope.com</a>
3.5	Process for defining report content.	●	<a href="#">2015 Sustainability Report</a> : About This Report
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	◐	<a href="#">2015 Sustainability Report</a> : About This Report
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	◐	<a href="#">2015 Sustainability Report</a> : About This Report
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	◐	<a href="#">2015 Sustainability Report</a> : About This Report
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g. mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	●	<a href="#">2015 Sustainability Report</a> (throughout report where applicable)
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	●	<a href="#">2015 Sustainability Report</a> : About This Report
3.12	Table identifying the location of the Standard Disclosures in the report.	●	2015 GRI Index (this document)
<b>GOVERNANCE, COMMITMENTS, AND ENGAGEMENT</b>			
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	●	<a href="#">2015 Sustainability Report</a> : Corporate responsibility and sustainability philosophy <a href="#">2015 Annual Report</a> : 10-K
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	●	<a href="#">2015 Sustainability Report</a> : A message from our chief executive officer <a href="#">Corporate Responsibility &amp; Sustainability Governance</a>
4.3	For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	–	<a href="http://ir.commscope.com/corporate-governance.cfm">http://ir.commscope.com/corporate-governance.cfm</a>
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	◐	<a href="#">2015 Annual Report</a> <a href="http://ir.commscope.com/contactus.cfm">http://ir.commscope.com/contactus.cfm</a>
4.14	List of stakeholder groups engaged by the organization.	●	<a href="#">2015 Sustainability Report</a> : About This Report
4.15	Basis for identification and selection of stakeholders with whom to engage.	◐	<a href="#">2015 Sustainability Report</a> : About This Report
<b>ECONOMIC PERFORMANCE</b>			
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	●	\$3.8 billion <a href="#">2015 Annual Report</a> : 10-K <a href="#">2015 Sustainability Report</a> : 2015 Progress: Financial, Ethical and Labor Performance
<b>SOCIAL PERFORMANCE: LABOR PRACTICES AND DECENT WORK</b>			
SO2	Percentage and total number of business units analyzed for risks related to corruption.	●	100%, 23 organizational units <a href="#">2015 Sustainability Report</a> : 2015 Progress: Financial, Ethical and Labor Performance

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KPI	DESCRIPTION	REPORTED	REFERENCE
<b>SOCIAL PERFORMANCE: LABOR PRACTICES AND DECENT WORK</b>			
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.	●	<b>Over 19,000 employees</b> Regular: 89% Temporary: 11%  <b>Workforce by Region:</b> Americas 59% Asia Pacific 30% Europe, Middle East, Africa 11%
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	●	Zero fatalities. <b>Injury Rate: 0.52</b> Americas 1.02 Asia Pacific 0.20 Europe, Middle East, Africa 0.71 <b>Restricted and lost workday rate: 10.11</b>
<b>SOCIAL PERFORMANCE: HUMAN RIGHTS</b>			
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	●	Goa, India Reynosa, Mexico Suzhou, China <a href="#">2015 Sustainability Report</a> : page 13
<b>ENVIRONMENTAL PERFORMANCE</b>			
EN3	Direct energy consumption by primary energy source.	●	<b>Total: 223,758 GJ</b> Natural Gas: 65,132 GJ Gasoline: 3,634 GJ Diesel: 126,279 GJ Propane: 374 GJ LPG: 28,339 GJ
EN4	Indirect energy consumption by primary source.	●	<b>Total: 580,197 GJ</b> Electricity: 578,792 GJ District Heating: 1,405 GJ
EN8	Total water withdrawal by source.	●	<b>Total: 406,429 m<sup>3</sup></b> Ground Water: 62,703 m <sup>3</sup> Municipal Water: 343,726 m <sup>3</sup>
EN16	Total direct and indirect greenhouse gas emissions by weight.	●	<b>Total: 199,741 metric tons of CO<sub>2</sub>e</b> Direct (Scope 1): 112,929 metric tons of CO <sub>2</sub> e Indirect (Scope 2): 86,812 metric tons of CO <sub>2</sub> e
EN23	Total number and volume of significant spills.	●	Zero