

**DESCRIPTION:**

CommScope vets international vendors for LGBTQ policies but has not publicly terminated business relationships based on views or beliefs. The company conducts unconscious bias trainings for employees. However, CommScope protects its employees against viewpoint discrimination. It does not discriminate against charitable organizations based on views or beliefs and has not used its corporate funds for ideological purposes. For these reasons, CommScope receives a Lower Risk rating.

Corporate Weaponization

Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries.

Medium Risk

CommScope promotes divisive sex and gender policies. Its Supplier Code of Conduct requires international vendors to include sexual orientation and gender identity in their nondiscrimination policy (1). However, the company has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs.

Lower Risk

CommScope does not discriminate against charitable organizations based on views or beliefs (1)(2).

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion.

Medium Risk

CommScope protects its employees against viewpoint discrimination (1). The company prioritizes diversity over merit in its business practices (2).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression.

High Risk

CommScope's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through

bias education training in the workplace [\(1\)](#)[\(2\)](#). CommScope has held unconscious bias, diversity, and inclusivity employee trainings, and uses software to address unconscious bias when screening job applicants [\(3\)](#).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. Lower Risk

CommScope has not used corporate funds to advance ideological causes, organizations, or policies [\(1\)](#).

Uses corporate political contributions for ideological, non-business purposes.

N/A

CommScope does not operate a PAC or report on its lobbying at this time [\(1\)](#)[\(2\)](#)[\(3\)](#).

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