

2014
SUSTAINABILITY
REPORT

INVESTING IN OUR FUTURE





Wang Weiling demonstrates the proper use of protective eyewear at one of our facilities in Suzhou, China.

Learn more about safety online.



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About this report

Published annually by [CommScope](#) (NASDAQ: COMM), this sustainability report details our efforts to protect the environment, promote the health and safety of our workforce and support the communities where we operate.

This 2014 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, 2014 and December 31, 2014.

This report covers CommScope’s consolidated business, including all wholly owned and controlled subsidiaries. The ethical, economical, and labor KPIs pertain to our entire company.

The Environment, Health and Safety KPIs pertain to our Large Manufacturing Facilities (LMF: 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 at sustainability@commscope.com.

INVESTING IN OUR FUTURE

Our Corporate Responsibility and Sustainability (CR&S) team is hard at work every day making sure we're wisely investing in our future. Our many sustainability efforts capture the essence of our long-term commitment to the people we employ, the customers we serve, the resources we use, the technologies we produce and the future we're creating together.

Looking back on a strong 2014, nowhere was this commitment more apparent than in our environmental milestones. In 2010, we identified 2008 as our baseline to measure future performance. We also established four goals based on assessed risks, opportunities, SA8000, ISO14001 and OHSAS18001 —standards designed to track our progress and drive continual improvement.

In 2012, we shared these goals on our website and in our sustainability report. Two years later, our 2014 results demonstrate a steady progression of positive change.

While this is a strong start, I believe we're only beginning to scratch the surface of our true potential for producing sustainable ideas, solutions and results. We're utilizing innovative technology, intelligent engineering and energy-efficient designs to accomplish our sustainability mission. 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 makes the real difference.

GOAL: REDUCE GREENHOUSE GAS EMISSIONS (GHG) BY 65% BY THE END OF 2020.

RESULT:
60%
REDUCTION IN
GHG

GOAL: ACHIEVE 95% BENEFICIAL REUSE (BER) BY THE END OF 2014.

RESULT:
95%
BENEFICIAL
REUSE

GOAL: ACHIEVE A 5% REDUCTION IN MAJOR REPORTABLE INJURY RATE BY THE END OF 2014.

RESULT:
53%
REDUCTION IN
REPORTABLE
INJURY RATE

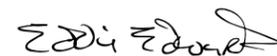
GOAL: ACHIEVE A 5% REDUCTION IN RESTRICTED AND LOST WORKDAY RATE BY THE END OF 2014.

RESULT:
48%
REDUCTION IN
LOST
WORKDAY RATE

Guided by a team of leaders pursuing integrity, generosity and respect, our employees are:

- Designing sustainable networks
- Preserving natural ecosystems
- Practicing honesty and fairness
- Giving back to local communities

For the sake of future generations, we'll continue to pursue a thriving, sustainable CommScope that enriches our people and our planet.



Eddie Edwards
President and Chief Executive Officer



Listen as our CEO shares his vision of sustainability

“For the sake of future generations, we'll continue to pursue a thriving, sustainable CommScope that enriches our people and our planet.”

Eddie Edwards

A SUSTAINABLE PHILOSOPHY

We are proud of our sustainability progress and the positive corporate citizenship our professionals exemplify every day. In 2014, we invested the time to craft a corporate responsibility mission statement that captures the essence of our approach to sustainability:

Meaningful integrity is a decisive personal and company-wide commitment to enable faster, smarter and more sustainable solutions while demonstrating the utmost respect for our human and natural resources.

By utilizing innovative technology, intelligent engineering and energy-efficient designs, we're building sustainable networks that not only help our customers become more agile—they also help preserve the natural ecosystems from which we source our raw materials. Our approach is organized under three pillars:

ETHICS AND GOVERNANCE

We value transparency and work diligently to maintain the highest standards of ethical business practice.

PEOPLE AND COMMUNITY

We value the human rights of our employees and work diligently to positively influence the communities near our facilities.

ENVIRONMENT, HEALTH AND SAFETY

We value the world we live in and work diligently to improve the wellness and personal safety of our professionals.

Organized to succeed

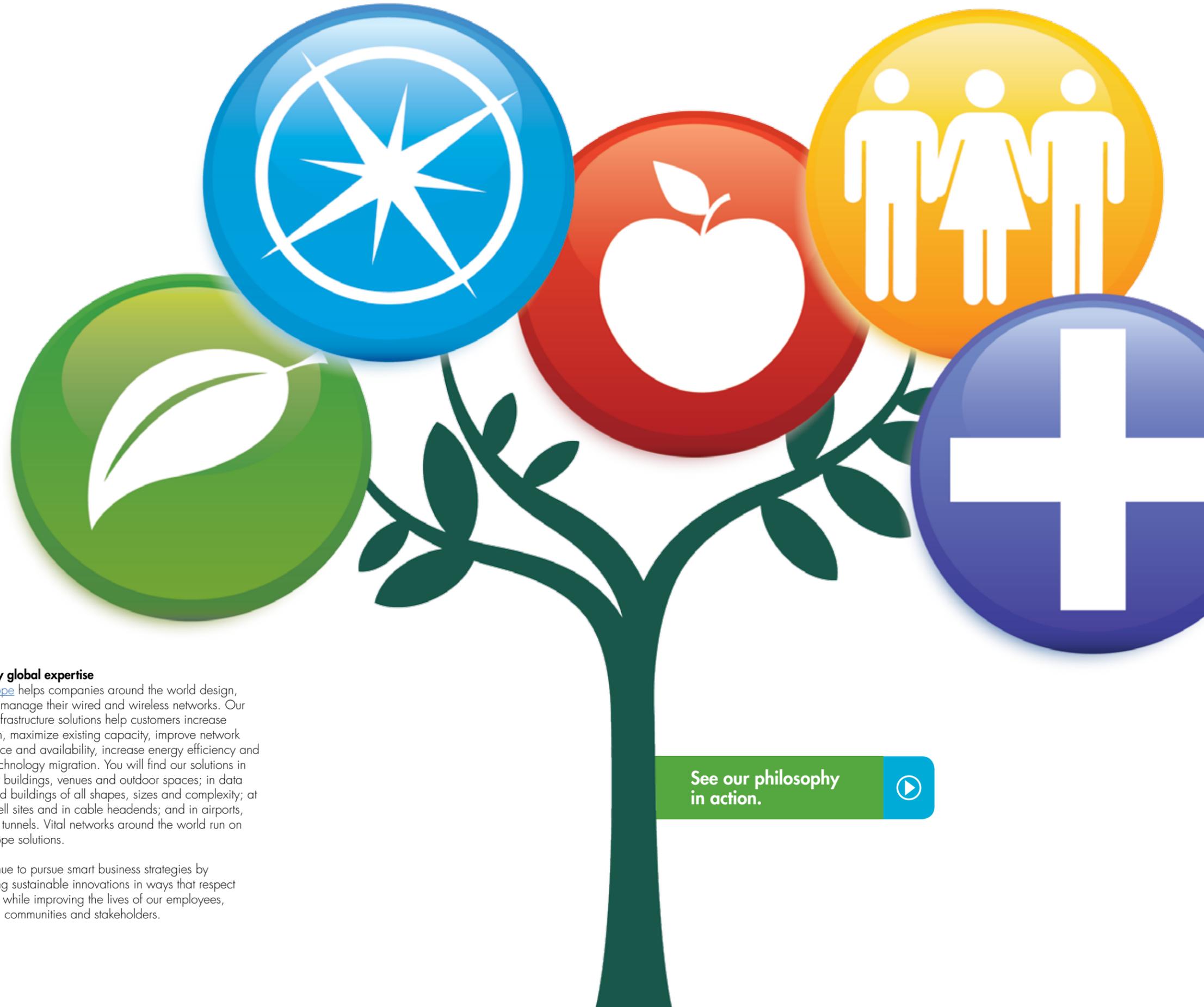
Three teams are responsible to create, direct and implement our sustainability strategy. These teams maintain a thorough system of checks and balances designed to minimize social, environmental, physical and ethical risks.

1. The Executive Sustainability Council (ESC): Includes individuals from our [senior management team](#). ESC members meet quarterly to review overall corporate strategy and approve company-wide initiatives.
2. The Corporate Responsibility Team (CoRe): Monitors legal requirements, industry trends and initiatives; determines best practices; develops company policies; conducts internal audits; provides advice on legal and compliance matters; and works with local facility teams to implement sustainability initiatives.
3. Facility teams: These cross-functional teams implement direction from the CoRe team locally, coordinating activities in support of the strategy and goals outlined by the ESC.

Backed by global expertise

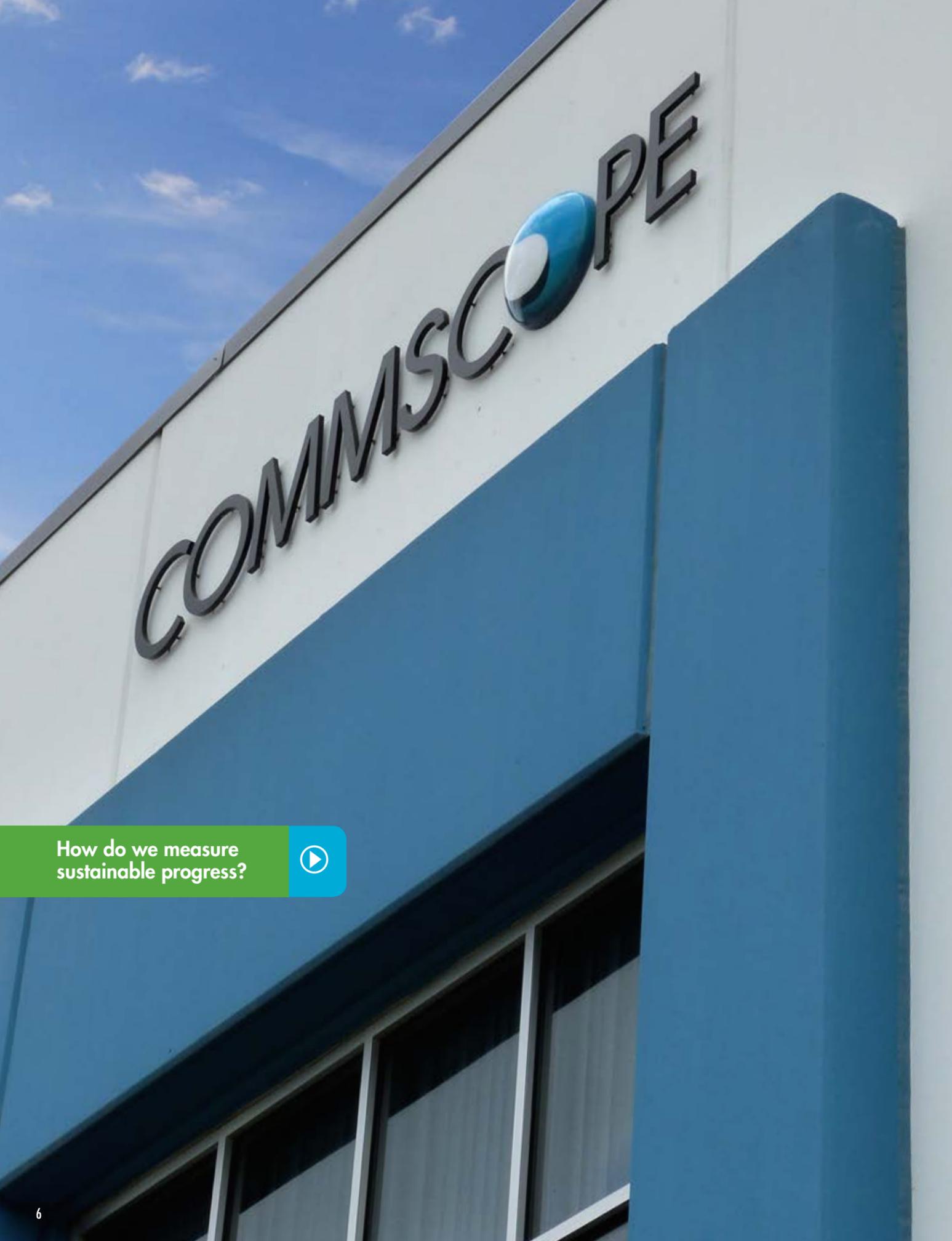
[CommScope](#) helps companies around the world design, build and manage their wired and wireless networks. Our network infrastructure solutions help customers increase bandwidth, maximize existing capacity, improve network performance and availability, increase energy efficiency and simplify technology migration. You will find our solutions in the largest buildings, venues and outdoor spaces; in data centers and buildings of all shapes, sizes and complexity; at wireless cell sites and in cable headends; and in airports, trains and tunnels. Vital networks around the world run on CommScope solutions.

We continue to pursue smart business strategies by engineering sustainable innovations in ways that respect our planet while improving the lives of our employees, customers, communities and stakeholders.



See our philosophy
in action.





How do we measure sustainable progress? 

2014 HIGHLIGHTS

Last year proved to be noteworthy in many ways.

In 2014, we:

- Acquired Alifabs Group to better position the company for continued wireless success
- Introduced new initiatives to streamline and strengthen how we conduct our business
- Achieved and celebrated several ambitious production and wellness milestones
- Adjusted our global manufacturing and distribution network to better meet customer requirements by adding or reducing size and capacity of facilities at strategic locations around the world

Key acquisition

To expand our metro cell and small cell services and offer additional support for European wireless operators, CommScope acquired United Kingdom-based Alifabs Group. Alifabs' Cabinets & Ancillaries unit in Yorkshire, England, is a market leader in the design, manufacture, and supply of enclosures for the U.K. telecommunications, utility and energy markets. Alifabs' Design & Construction business in Guildford, England, is a leading supplier of cellular monopoles, smaller streetworks towers and tower solutions.

Strategic initiatives

To drive out unnecessary complexity, become more agile and streamline operations, we launched a major company-wide initiative last year, aptly named Simply CommScope. Teams from across the company are working hard to simplify processes and structure, better manage our data and improve order-to-cash times. The goal is to make doing business with CommScope as easy and as fast as possible for our customers.



In late 2013, our quality team surveyed a variety of cross-functional employee groups. What emerged from that feedback in 2014 came to be known as Quality Matters, a major initiative designed to reinforce a culture of quality across every aspect of CommScope. The initiative helps employees see, hear and feel quality all around them, encouraging them to instinctively and confidently take ownership for the work they do.



Major milestones

- Our team in Goa, India, celebrated the historic production of its millionth base station antenna in November.
- Our facility in Reynosa, Mexico, celebrated 25 years producing world-class solutions in October.
- In support of our commitment to health and wellness, all U.S. facilities became tobacco free in July.

Facility news

- We proudly opened a new Reliability Center in Suzhou, China, focused on base station antennas.
- Due to marketplace shifts, business forecasts and excess capacity at the facility, we closed our wireless facility in Guangzhou, China.
- To enhance our service to enterprise customers in India and beyond, we broadened our enterprise presence with a new fiber assembly operation in Goa, India.
- In response to the growing demand for enterprise fiber-optic solutions in Europe, Middle East and Africa, we added new production capabilities to our facility in Bray, Ireland.
- Employees in Omaha, Nebraska and South Africa moved to more energy-efficient offices featuring CommScope cabling and Redwood® lighting that can be showcased during customer tours.



TAKING A PROACTIVE APPROACH TO GREENHOUSE GAS EMISSIONS

Greenhouse gas (GHG) emissions like carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulfur hexafluoride can trap heat in the atmosphere and cause adverse climate change.

In 2010, we established a baseline and a goal that, by 2020, we would achieve a 25 percent reduction in GHG emissions at our large manufacturing facilities—those larger than 70,000 square feet. Thanks to the tireless efforts of many environmentally conscious employees at facilities worldwide over the past seven years, in 2014 we increased our commitment to reduce 65 percent of total GHG emissions. By the end of 2014 we achieved an outstanding 60 percent global reduction in greenhouse gas emissions.

Several key projects and initiatives helped significantly reduce our GHG emissions:

- Reducing our reliance on the blowing agent C318 in cable production—with a view toward introducing an alternative agent with a much lower global warming potential (GWP)
- Adjusting compressors and compressed-air system settings
- Optimizing the setup of our equipment
- Replacing aging lighting systems with LEDs and sensors
- Replacing high-GWP air-conditioning refrigerants with better alternatives

We may readjust our 65 percent milestone figure in the near future to reflect our proposed acquisition of part of TE Connectivity's business. Learn more about [our perspective on GHG emissions reduction](#).

"We're thrilled that our people have demonstrated such a tremendous commitment toward GHG emissions reduction. When it comes to respecting the environment, every CommScope team member has a reason to be proud."

Zuzi Pospechova
Manager of Corporate Responsibility



Suresh Narayan and Pravin Helekar help plant flowers near our facility in Goa, India in celebration of Earth Day.

ENVIRONMENTAL ACHIEVEMENTS

2014

LONG-TERM OBJECTIVE: BY THE END OF 2020, COMMSCOPE WILL REDUCE GREENHOUSE GAS (GHG) EMISSIONS FROM ITS LARGE MANUFACTURING FACILITIES BY 65%.* (REPORTING IN METRIC TONS OF CO₂e, BASELINE 2008).

MID-TERM OBJECTIVE (2 YEARS): BY THE END OF 2014, COMMSCOPE WILL DIVERT NONHAZARDOUS LARGE MANUFACTURING FACILITY WASTE FROM LANDFILLS TO ACHIEVE A 95% BENEFICIAL REUSE OF WASTE (BER).

* Adjusted in 2014 from 25% to 65%

STATUS: ON TRACK. ACHIEVED A 60% REDUCTION BY THE END OF 2014.

STATUS: ACHIEVED. ACHIEVED 95% BY THE END OF 2014.

ENVIRONMENTAL GOALS

2015

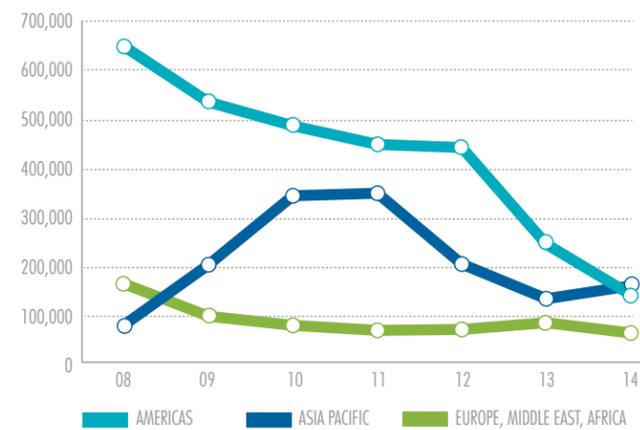
LONG-TERM OBJECTIVE: BY THE END OF 2020, COMMSCOPE WILL REDUCE GREENHOUSE GAS (GHG) EMISSIONS FROM ITS LARGE MANUFACTURING FACILITIES BY 65%. (REPORTING IN METRIC TONS OF CO₂e, BASELINE 2008).

MID-TERM OBJECTIVE (2 YEARS): BY THE END OF 2016, COMMSCOPE WILL DIVERT NONHAZARDOUS LARGE MANUFACTURING FACILITY WASTE FROM LANDFILLS TO ACHIEVE A 97% BENEFICIAL REUSE OF WASTE (BER).

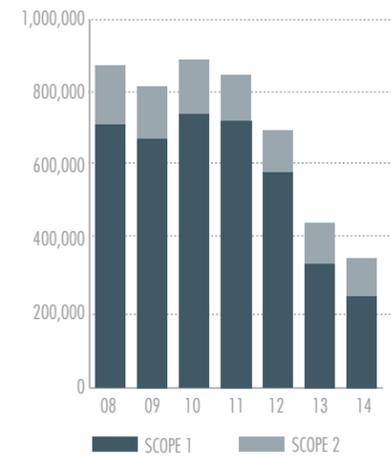
2014 PROGRESS: ENVIRONMENTAL PERFORMANCE

TOTAL DIRECT AND INDIRECT GREENHOUSE GAS EMISSIONS BY WEIGHT (metric tons CO₂e)

BY REGION

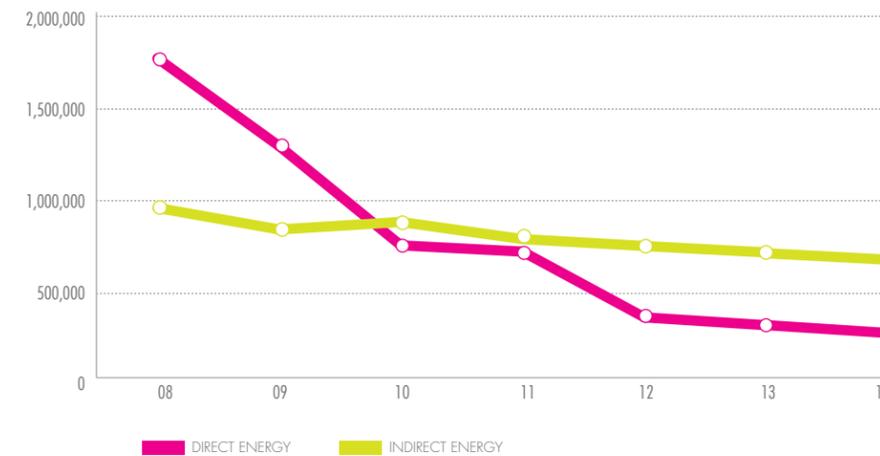


BY SCOPE



Note 1: 2012 - GHG emissions from natural gas consumption adjusted due to late reporting from China facilities in 2013.
 Note 2: Fugitive emissions - 5 refrigerants monitored until end of 2012, additional 15 refrigerants monitored from 2013.
 Note 3: 2011, 2012, 2013, 2014 refer to organizational changes in Announcements section of our annual sustainability reports.

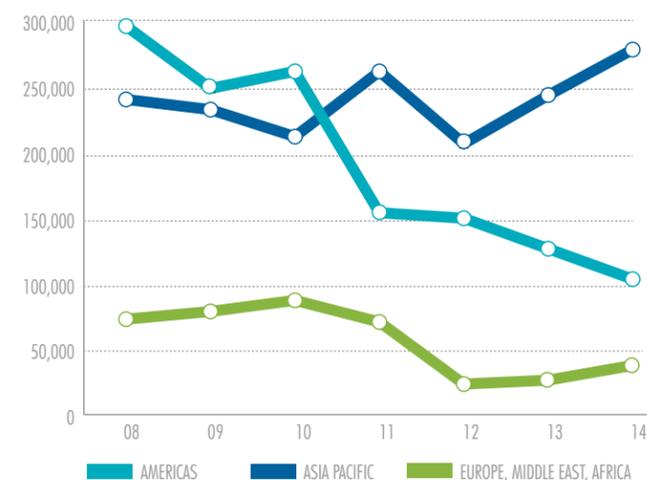
DIRECT AND INDIRECT CONSUMPTION BY PRIMARY ENERGY SOURCE (gigajoules)



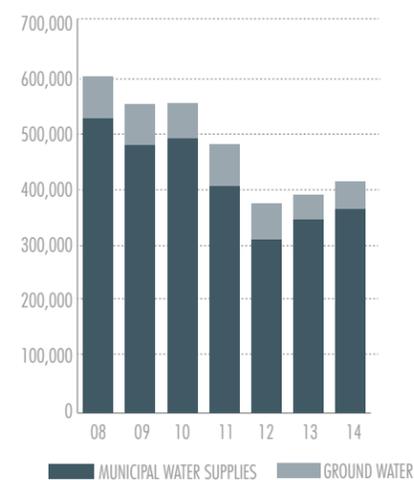
Note 1: 2012 - natural gas consumption adjusted due to late reporting from China facilities in 2013.
 Note 2: 2011, 2012, 2013, 2014 refer to organizational changes in Announcements section of our annual sustainability reports.

TOTAL WATER WITHDRAWAL (m³/year)

BY REGION



BY SOURCE



Note 1: 2008, 2009 municipal water supplies at three facilities not known, estimated as per 2009 and 2010 consumption
 Note 2: 2011, 2012, 2013, 2014 refer to organizational changes in 2014 Announcements section of our annual sustainability reports

Total number and volume of significant spills

One significant spill caused by a third-party carrier vehicle was recorded at our large manufacturing facility in Catawba, NC, on April 25, 2014. The local fire department and facility emergency response team immediately contained and cleaned the spill. No residual impact was detected.

A significant spill is defined as an accidental release of any regulated or hazardous substance, physical or biological agent that may affect human health, land, vegetation or bodies of water. If a spill impacts the air, water or land outside a facility and requires a designated EHS person to report the matter to any jurisdiction—or requires a third party for cleanup—it must be reported.

Orland Park cleanup effort

In 2014, the solvent-impacted source area was remediated using low-temperature electrical heating to successfully promote the vaporization and degradation of the highest concentrations of solvent compounds. In March 2015, the Remedial Action Completion Report was submitted to the Illinois EPA requesting a focused No Further Remediation determination, which IEPA issued in August 2015.



Water is life. Learn how we're conserving it.



“SAFETY STARTS WITH ME” IS CHANGING OUR CULTURE

Launched in 2014 at several CommScope facilities in the Americas region (Reynosa, Mexico, and Eules, TX), our *Safety Starts with Me* initiative is receiving support from senior management to help CommScope employees foster a culture where safety is an everyday proactive priority. Behavior change is the driving force behind the campaign. It stresses a deliberate, procedure-based approach to workplace activities.

At the heart of the initiative are 10 model behaviors designed to minimize workplace accidents:



Why launch a company-wide safety campaign?

“Our research indicated that 90 percent of workplace safety-related incidents take place because of at-risk behavior. Because of that, *Safety Starts with Me* enables team members to take personal ownership of their safety to avoid engaging in dangerous activities.”

Ciaran Doyle
Director, Global Environment, Health and Safety

HEALTH & SAFETY ACHIEVEMENTS

2014

SHORT-TERM OBJECTIVE (1 YEAR): IN 2014, COMMSCOPE’S GOAL IS TO ACHIEVE A 5% REDUCTION IN MAJOR REPORTABLE INJURY RATE. (BASED ON A THREE-YEAR AVERAGE)

STATUS: ACHIEVED.
IN 2014, WE ACHIEVED A RATE OF 0.51 (53% REDUCTION).

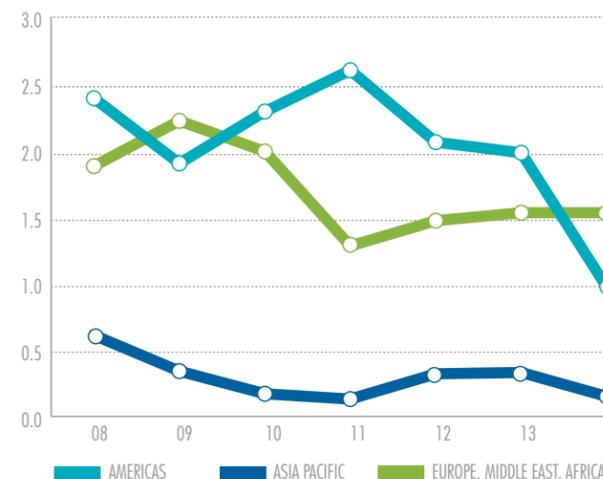
SHORT-TERM OBJECTIVE (1 YEAR): IN 2014, COMMSCOPE’S GOAL IS TO ACHIEVE A 5% REDUCTION IN TOTAL RESTRICTED AND LOST WORKDAY RATE. (BASED ON A THREE-YEAR AVERAGE)

STATUS: ACHIEVED.
IN 2014, WE ACHIEVED A RATE OF 16.03 (48% REDUCTION).

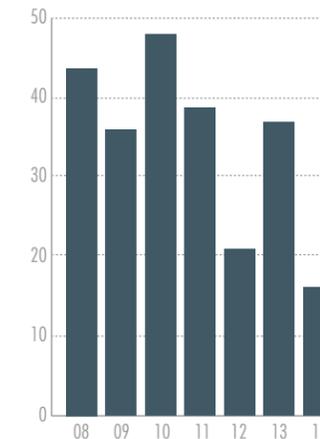
2014 PROGRESS: HEALTH AND SAFETY PERFORMANCE

RATES OF INJURY, LOST AND RESTRICTED DAYS

INJURY RATE BY REGION



TOTAL LOST AND RESTRICTED WORKDAY RATE



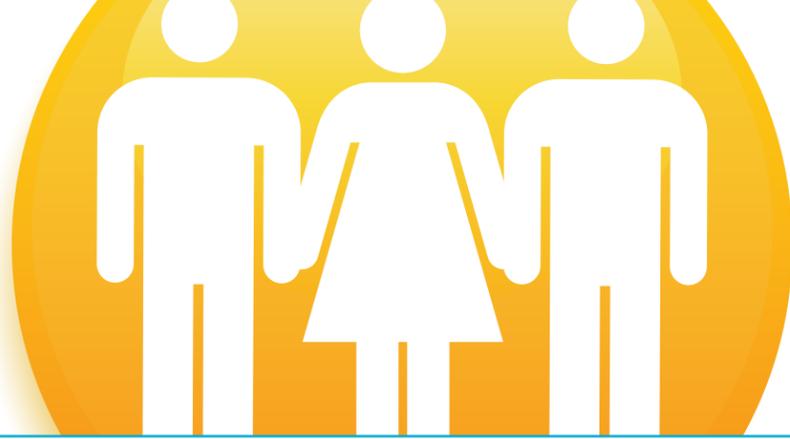
Note 1: No work-related fatalities occurred at our large manufacturing facilities during 2008–2014.
 Note 2: In 2014, for every 1,000 employees, 5 employees have been involved in a major reportable injury.
 Note 3: Injury rate includes major reportable injuries and work-related illnesses. Minor injuries are not included.
 Note 4: Major reportable injuries are defined in our global EHS management system as “Incidents - Health & Safety - Level 3 and 4”.

HEALTH & SAFETY GOALS

2015

SHORT-TERM OBJECTIVE (1 YEAR): IN 2015, COMMSCOPE’S GOAL IS TO ACHIEVE A 25% REDUCTION IN MAJOR REPORTABLE INJURY RATE. (BASED ON A THREE-YEAR AVERAGE)

SHORT-TERM OBJECTIVE (1 YEAR): IN 2015, COMMSCOPE’S GOAL IS TO ACHIEVE A 25% REDUCTION IN TOTAL RESTRICTED AND LOST WORKDAY RATE. (BASED ON A THREE-YEAR AVERAGE)



INTRODUCING “THE BEST OF COMMSCOPE”

CommScope conducted its global employee engagement survey in late 2013. Leaders expected participation to hover around 60 percent. Once the results were tabulated, 78 percent of CommScope employees had participated. The results revealed many of our strengths and several opportunities for improvement.

While 81 percent of employees were “proud to be associated with CommScope” and 72 percent would “recommend CommScope as a great place to work,” the two entries with the least favorable responses read:

- 57 percent of employees responded favorably to the statement, “My immediate manager gives me regular feedback on my performance.”
- 49 percent of employees responded favorably to the statement, “CommScope makes adequate use of recognition and rewards.”

The results made it clear that the company could do a better job of giving non-monetary recognition to the employees. In 2014, led by Joanne Townsend, senior vice president of Global Human Resources, the HR team unveiled a new employee recognition initiative called The Best of CommScope.

“We benchmarked 25 top companies, including Apple, Intel and IBM. They all have an active reward and recognition program, which tells us the world’s best companies believe it’s important to have a formal process for letting employees know they are valued,” said Tina Garrett, vice president, Global HR Commercial.

Soon after The Best of CommScope was established, the company introduced the first of many awards: the Star Award. The award gives managers the opportunity to recognize exceptional employee performance. The award has three levels of monetary value that can be given as cash or a gift card. So far, more than 350 exemplary recipients have been honored with the award.



“We’re so happy to see that managers are already handing out Star Awards,” said Tina. “In the short time since the award was introduced, managers from across the company have been using it to recognize performance that supports our values of integrity, innovation and agility.”

“We’re so happy to see that managers are already handing out Star Awards.”

Tina Garrett
Vice President, Global HR Commercial

Investing in our communities

We recognize the value of giving back to the communities near our facilities. That’s why all of our major facilities sponsor local philanthropic projects throughout the year. A few recent examples include:

- **The Americas:** During their 10th quarterly blood drive, employees in both Richardson, TX, sites collected 33 units of blood, used by local healthcare facilities to transfuse emergency patients.
- **Asia Pacific:** Nine volunteers from the Singapore sales office took 38 seniors from the Lion Befrienders Service Association to the local aquarium and wrapped up the day by sharing a home-cooked meal.
- **Europe, Middle East and Africa:** Diagnosed with leukemia in 2013, a young boy named Euan inspired 10 CommScope employees in Lochgelly, Scotland, to hike 24 miles for CCLASP, an Edinburgh-based charity.



How we’re caring for communities near us.

Materials Planner April Layne is all smiles after receiving the Star Award for significantly increasing cash flow for consignment materials at our facility in Claremont, NC.





OUR CODE OF ETHICS RECEIVES A MAKEOVER

Integrity is a hallmark of the CommScope story. Along with agility and innovation, it's one of our three core values. It informs how we treat our customers and our employees. But who says a company's code of ethics has to be dry and difficult to understand? After all, it's an important document that should invite our interest, not shun it.

That was the thinking behind CommScope's newly-revised [Code of Ethics and Business Conduct](#), which became effective at the close of 2014.

"While we made no significant policy changes," said William Pleasant, vice president and assistant general counsel, "it had been more than 15 years since our existing code was developed. It was time to freshen it up and make it more accessible. I think both employees and visitors to our website will find this revised version much easier to read and more visually appealing."

The new 40-page code covers our mission, values and perspective on ethical business practice. In light of our continuing commitment to transparency and compliance, it also explains how to approach bribery, corruption, lobbying, contracting, proprietary information, conflicts of interest, data protection, social media and employee diversity.

"I think both employees and visitors to our website will find this revised version much easier to read and more visually appealing."

William Pleasant
Vice President and Assistant General Counsel

Check out our updated Code of Ethics.



2014 PROGRESS: FINANCIAL, ETHICAL, AND LABOR PERFORMANCE

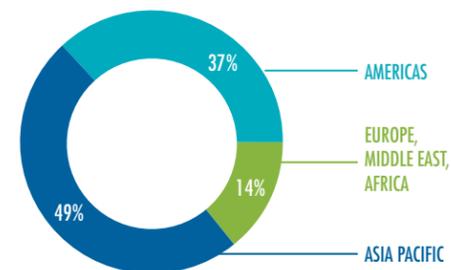
The following financial figures represent direct economic value generated and distributed. This includes revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments. For more financial insight, view our [2014 Annual Report](#).

Wireless	\$2,470M
Enterprise	\$851M
Broadband	\$511M
2014 revenue	\$3,832M

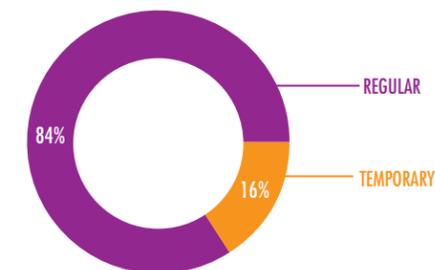
To fulfill the key performance indicator regarding the percentage and total number of business units analyzed for risks related to corruption, all of CommScope's 23 business units were analyzed each quarter in 2014 for ethical risk.

TOTAL WORKFORCE BY EMPLOYMENT TYPE, EMPLOYMENT CONTRACT AND REGION

HEADCOUNT BY REGION



WORKFORCE BY EMPLOYMENT TYPE



Operations and significant suppliers identified as having significant risk for incidents of child labor, including measures taken to contribute to the effective abolition of child labor.

Operations (LMFs) with significant risk:
Suzhou, China
Guangzhou, China
Goa, India
Reynosa, Mexico

Operations (LMFs) audited:
Lochgelly, Scotland
Goa, India
Brno-Modrice, Czech Republic
Buchdorf, Germany
Suzhou (CSA), China

New and existing suppliers reviewed:
Americas: 44
Asia Pacific: 102
Europe, Middle East, Africa: 11
Total: 157

No child labor findings were confirmed. Measures:
Child labor policy
[Internal audits—large manufacturing facilities](#)
[Supplier sustainability survey](#)

GO EXPLORE

Thank you for reading the 2014 sustainability report. You are integral to our story, so we invite you to continue the conversation with us online.

INVESTING IN OUR FUTURE

This report is a small window into a wide variety of sustainable activities we engage in each year. Explore all of the ways CommScope is leaving our world better than how we found it.

ACHIEVING OUR GOALS

We invite you to take a few minutes and explore the metrics and goals we use to measure our progress and promote advancement against our top sustainability priorities.

PROTECTING OUR PLANET

Our business operates within a variety of ecosystems—economic, social, industrial and natural. We encourage you to learn more about how our hard work positively influences the environment.

ENSURING OUR SAFETY

The safety of our global workforce—every single unique employee—is essential to the foundation and future of our company. Learn more about how we're creating safety awareness.

CULTIVATING OUR PEOPLE

CommScope is a robust, diverse family filled with a broad range of personalities and perspectives. Want to know how we're helping them and their families succeed? Check out CommScope in the community.

IMPROVING OUR HEALTH

The success of our organization depends on the productivity of our professionals. Learn how we're developing fitness, health and wellness events for CommScope teams around the world.

MAINTAINING OUR INTEGRITY

CommScope professionals are held to an exemplary ethical standard that we simply refer to as "doing the right thing". Explore our core values and guiding principles.

UPHOLDING OUR STANDARDS

From ethical business practices to workplace safety to environmental stewardship, each CommScope employee has agreed to honor these principles and policies. We invite you to get to know our standards.

TRACKING OUR RESULTS

Take a look at our GRI index to understand how our reporting efforts align with internationally accepted standards, including the Global Reporting Initiative.

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.

CommScope (NASDAQ: COMM) helps companies around the world design, build and manage their wired and wireless networks. Our network infrastructure solutions help customers increase bandwidth; maximize existing capacity; improve network performance and availability; increase energy efficiency; and simplify technology migration. You will find our solutions in the largest buildings, venues and outdoor spaces; in data centers and buildings of all shapes, sizes and complexity; at wireless cell sites and in cable headends; and in airports, trains, and tunnels. Vital networks around the world run on CommScope solutions.

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