

ARRIS International, plc (ARRIS) Human Rights Policy

ARRIS International, plc including its worldwide subsidiaries (ARRIS) is committed to the advancement of human rights for all. Our human rights policy is based on our commitment to conduct business legally, ethically and with integrity everywhere we operate. In our daily operations, we follow this policy in dealing with employees, suppliers (including contract manufacturers) and others with whom we do business. Our [Policy on Business Ethics and Code of Conduct](#), [Supplier Code of Conduct](#), [Environmental](#), [Health & Safety](#), and relating policies are consistent with the [International Labor Organization](#) conventions, the [United Nations Universal Declaration of Human Rights](#), and the [Electronic Industry Citizenship Coalition \(EICC\) Code of Conduct](#).

ARRIS is a member of the EICC and is committed to supporting the EICC Code of Conduct. We require our suppliers (including contract manufacturers) to conform to these requirements and submit to assessments and/or audits upon demand.

ANTI-DISCRIMINATION

We employ people on the basis of their ability to do the job, and we prohibit discrimination based on employees' personal characteristics, conditions, affiliations, or beliefs.

FREELY CHOSEN EMPLOYMENT

We do not use forced, enslaved, trafficked, imprisoned or indentured labor, including debt bondage. We ensure that terms of employment are voluntary. If we recruit contract or migrant employees, we pay agency recruitment fees and ensure there are no unreasonable employment or relocation expenses. We do not require any worker to remain in employment for any period of time against his or her will, or use practices which restrict employees' ability to terminate employment. We do not require employees to lodge "deposits" or hand over government-issue identification, passports or work permits as a condition of employment, unless required by law.

NO CHILD LABOR

Our hiring practices conform with the International Labor Organization conventions for minimum age (C138) and child labor (C182). We direct that employees under the age of

18 should not perform hazardous work and should be restricted from night work if it interferes with educational needs.

FAIR WORKING HOURS

We manage operations to ensure that overtime does not exceed levels that create inhumane working conditions. We do not require our employees to work more than the maximum hours of daily labor set by local law. We do not require, on a regularly scheduled basis, work in excess of 60 hours per week or in excess of six consecutive days without a rest day.

WAGES AND BENEFITS

Our employees are compensated in accordance with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. Our employees receive at least the minimum legal wage or, where no wage law exists, the local industry standard. We always provide wages and benefits to our employees that at least meet basic needs. For each pay period, we provide employees with an understandable wage statement that includes sufficient information to verify accurate compensation for work performed. We do not deduct wages as a disciplinary measure.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

We recognize the right of our employees to join associations of their own choosing or to refrain from joining, and the right to collective bargaining, unless otherwise prohibited by law. We respect employee rights to open communication, direct engagement, and humane and equitable treatment.

SAFE AND HEALTHY WORKING CONDITIONS

We provide a safe and healthy work environment for employees. In cases where we provide housing or eating facilities, we operate and maintain them in a safe, sanitary and dignified manner.

NO HARSH OR INHUMANE TREATMENT

The safety and security of employees at our facilities is a priority. We prohibit the threatened or actual physical abuse and harassment of employees.

REPORTING RESOURCES

We encourage employees and others to report concerns regarding any action or condition that may be unsafe, inconsistent with our policies or in violation of applicable law.



Bruce McClelland
ARRIS CEO
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