

## ARRIS International, plc (ARRIS) UK Modern Slavery Act Statement

### Introduction

The U.K. Modern Slavery Act of 2015 came into effect on October 15, 2015. The Act seeks to address the role of businesses in preventing modern slavery from occurring in their supply chains and business operations. In particular, the law requires certain businesses to clearly present the steps it has taken to ensure there is no modern slavery in its own business and supply chain.

Modern slavery is a crime and a violation of human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which deprive a person's liberty by another to exploit them for personal or commercial gain.

ARRIS International, plc including its worldwide subsidiaries (ARRIS) has a zero tolerance for modern slavery, and we are committed to acting responsibly by implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business operations or our supply chain.

### Our business & supply chain structure

ARRIS International plc is a global leader in entertainment, communications and networking technology. Our innovations combine hardware, software and services to enable advanced video experiences and constant connectivity across a variety of environments—for service providers, commercial verticals, small enterprises, and the billions of people they serve. We are headquartered in Suwanee, Georgia.

ARRIS collaborates with its customers across three core business units:

- Customer Premises Equipment (CPE), featuring access devices such as video set-tops and gateways, and broadband modems, gateways, and routers
- Network & Cloud, combining broadband and video infrastructure with cloud-based software solutions
- Enterprise Networks, incorporating the Ruckus Wireless and ICX Switch business and focusing on wireless and wired connectivity

Our multi-tiered supply chain comprises suppliers and partners all over the world. Suppliers provide completed products as well as direct materials for our production processes and manufacturing partners.

### Policies in relation to slavery and human trafficking

We have taken steps to ensure that slavery is not taking place in our business operations and supply chain through the [ARRIS Human Rights Policy](#) and [ARRIS Supplier Code of Conduct](#). The ARRIS code of conduct covers topics such as Slavery, forced labor, child labor, sex trafficking, human trafficking and workplace abuse. The code requires that our suppliers not use child or forced labor when producing our products, and comply with all applicable laws, rules and regulations in all locations where they conduct business. In addition to our supplier code of conduct, we are a signatory to the [Responsible Business Alliance \(formally EICC\) Code of Conduct](#). The code contains specific requirements covering slavery and human trafficking.

## Our due diligence Process

We have developed a process to verify, evaluate and address risks of slavery and human trafficking in our supply chain. Fig 1 outlines to core process steps:

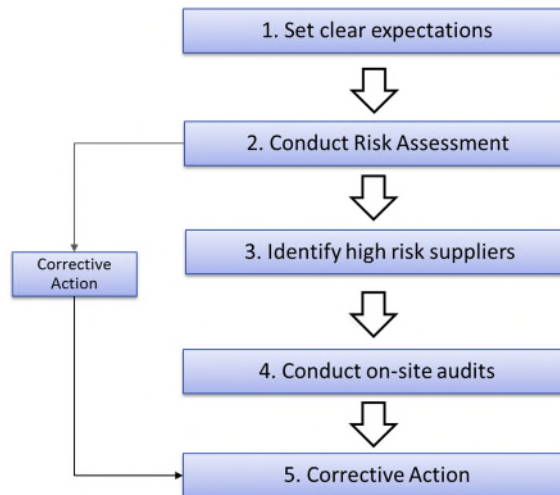


Fig1 Process Overview

- Our zero-tolerance approach to modern slavery is communicated to all suppliers, contractors and business partners at the outset of the relationship and reinforced as appropriate thereafter. We expect all those in our business operations and supply chain to comply with our code of conduct and policies. Our supplier contractual requirements mandate our approach to slavery and human trafficking in the supply chain.
- As part of our risk management process, we conduct an annual review and risk assessment of our supply base to identify 'areas of high concern' in relation to slavery and human trafficking. A supplier's risk status is based on the supplier's human rights record, location, worker population and supplier appetite for slavery and human trafficking eradication.
- We regularly audit our supply chain to evaluate and address risks of human trafficking and slavery. Under our various supply contracts, we have the right to audit all our suppliers for compliance with the ARRIS Supplier Code of Conduct and applicable requirements. All suppliers are expected to keep accurate records to prove compliance with the Supplier Code of Conduct.
- To facilitate our audit process, we also employ independent third parties to conduct audits.
- Where non-compliances are identified, suppliers are required to develop an improvement plan. We monitor the supplier status against its improvement plan until compliance has been satisfied.

- If Suppliers choose not to comply with our code of conduct, we follow up to understand reasons for declining performance but ultimately the supplier can be removed from our supply chain if they are unable to comply.

### **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chain and our business operations, we provide training to all relevant ARRIS employees. The training emphasizes our requirement that suppliers and those working on our behalf must comply with our Code of Conduct.

Building and improving the capability of suppliers to avoid slavery and human trafficking issues is paramount to our overall strategy, as such we are committed to sharing information about best practices to assist suppliers in improving conformation to the ARRIS supplier Code of Conduct and the requirements of the Responsible Business Alliance code.

### **Measure of effectiveness**

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business operations or supply chain:

- Supplier performance rating.
- Supplier audits - complete v target.
- Number of incidents open v closed.
- Incident severity.
- Training completion rate.

### **Grievance and whistle blowing mechanisms**

We have put in place systems to encourage the reporting of concerns and the protection of whistleblowers in relation to slavery and human trafficking issues.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our ARRIS slavery and human trafficking statement for the current financial year.

A handwritten signature in black ink, appearing to read "B. McClelland".

**Bruce McClelland**  
**ARRIS CEO**  
**December 2017**