



COMMSCOPE®

UK Gender Pay Gap Report 2020

ARRIS Global Limited

At CommScope, we push the boundaries of communications technology to create the world's most advanced networks.

Across the globe, our people and solutions are redefining connectivity, solving today's challenges and driving the innovation that will meet the needs of what's next.

For more than 45 years, our global team of more than 30,000 employees, innovators and technologists have empowered customers to anticipate what's next and push the boundaries of what's possible.

CommScope's global headquarters is located in Hickory, North Carolina, USA. The company's products are sold in 190 countries. It has over 100 established manufacturing, administration and research & development (R&D) facilities and distribution centers around the world, including Australia, Argentina, Belgium, Brazil, China, Colombia, Czech Republic, France, Germany, India, Ireland, Israel, Italy, Japan, Mexico, Singapore, Spain, Sweden, United Kingdom and the United States.



“At CommScope, we value the unique perspectives and contributions of all our employees. We know our diversity makes us stronger. Women in CommScope play an equal and critical role in designing, manufacturing and delivering the highest quality products our customers rely on every day. In our company we are committed to taking proactive measures to attract and hire diverse talent across CommScope and upholding a fair and equitable work experience for all.”

Robyn Mingle
Chief Human Resources Officer

Statutory Declaration

I confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Alisdair More
VP, Corporate Accounting and Finance EMEA

In April 2019, CommScope acquired ARRIS and Ruckus, and in the UK, ARRIS Global Ltd. is the single entity, among all the CommScope UK entities, which meet the requirements for gender pay gap reporting based on the number of relevant employees.

- ARRIS Global Ltd. is a UK entity largely consisting of long-tenured employees primarily engineers. The employees of ARRIS Global Ltd. represent 0.9% of CommScope's worldwide employee population.
- Due to the longevity of its employee population and ARRIS Global Ltd.'s focus on engineering, its employee population has a significantly higher proportion of male employees.
- Male employees represent 89% of the entity, with female employees making up the remaining 11% across ARRIS Global Ltd.

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What is the UK's Gender Pay Gap Law?

- Under UK legislation, from 5th April 2017, all UK employers with 250 employees or more in one entity are required to report their gender pay gap annually. This is the fourth year for which ARRIS Global Ltd. has reported its Gender Pay Gap.
- For purposes of this annual reporting, UK law defines how employers must calculate the gender pay gap. It is defined as the difference between the mean and median hourly pay of men and women across the entire relevant employer, expressed as a percentage of men's earnings. The UK Gender Pay Gap reporting does not account for individual qualifications or job grade/level differences.
- The gender pay gap is not the same as equal pay. Both highlight the disparity of pay that women receive in the workplace but are two different things. Under the Equality Act 2010, men and women performing equal work must receive equal pay.

UK
Gender
Pay Gap
Law

Gender Pay Gap Figures

What needs to be reported?¹

1. Mean Difference in Hourly Pay
2. Median Difference in Hourly Pay
3. Proportion of Male and Female in Hourly Pay Quartiles
4. Mean Difference in Bonus Pay
5. Median Difference in Bonus Pay
6. Proportion of Male and Female Receiving Bonus Pay

¹ Per the regulations, the pay gaps and quartiles figures are based on the pay data as of the snapshot date of 5 April 2020. The bonus pay gaps and participation figures are based on bonuses paid over the 12 months prior to the snapshot date; 6 April 2019 - 5 April 2020.

All figures are calculated in compliance with the UK Gender Pay Gap reporting requirements. Gender Pay Gap is different than equal pay as the pay gap figures do not account for individual qualifications or job grade/level differences.

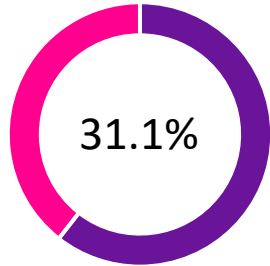
Defining Pay Gap Figures

- **Mean** (also known as average) involves adding up the hourly pay or bonus pay of all the employees and dividing the result by number of employees in the list.
- **Median** is the middle value of hourly pay or bonus pay of all the employees when ranked.
- **Proportion of Male and Female in each Quartile** is the distribution of full-pay relevant male and female employees in each quartile. It is calculated by sorting the hourly pay rates in order of highest to lowest paid and then dividing into 4 equal parts ('quarters').
- **Proportion of Male and Female Receiving Bonus Pay** is the distribution of bonus payments made to men and women relevant employees in the 12 months that ended on snapshot date.

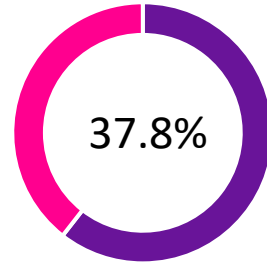
These figures have been calculated in compliance with the UK Gender Pay Gap reporting requirements. It does not account for individual qualifications or job grade/level differences.

Gender Pay Gap Figures for ARRIS Global Limited

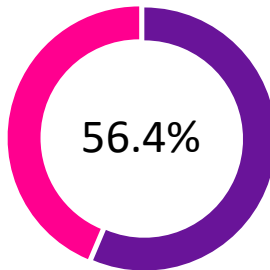
1. Mean Hourly Pay Gap¹



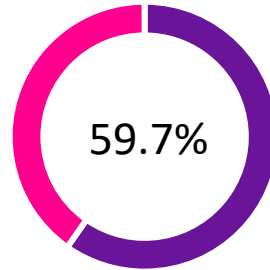
2. Median Hourly Pay Gap¹



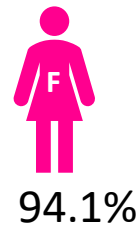
4. Mean Bonus Pay Gap²



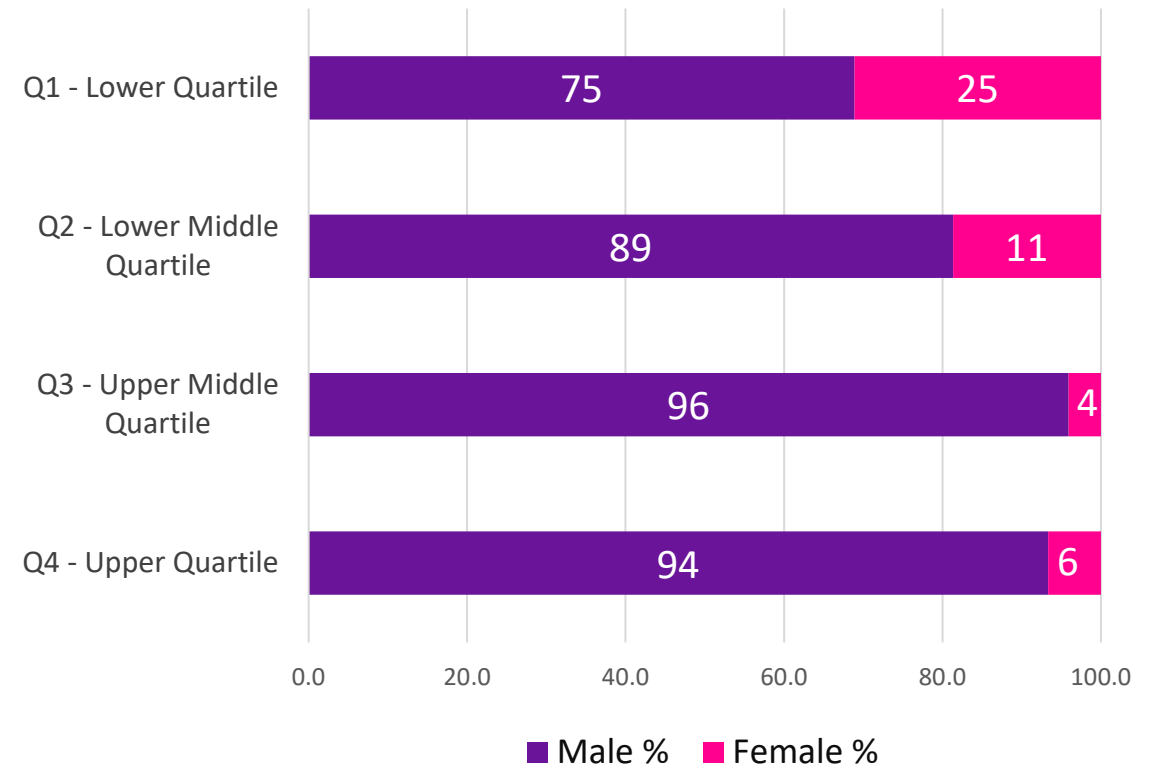
5. Median Bonus Pay Gap²



6. Proportion of Males and Females Receiving Bonus²



3. Proportion of Male and Female in Hourly Pay Quartiles¹

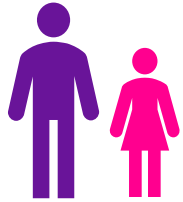


¹Based on relevant pay at snapshot date 5 April 2020.

²Based on relevant bonus pay for period 6 April 2019 to 5 April 2020. CommScope did not set rates of pay or bonus targets for ARRIS Global Ltd. during the time period reflected in the reporting.

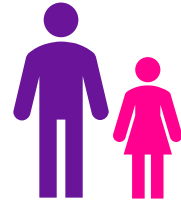
These figures have been calculated in compliance with the UK Gender Pay Gap reporting requirements. It does not account for individual qualifications or job grade/level differences.

Gender Pay Gap



Mean Pay for Men

31.1% higher
than that of women



Median Pay for Men

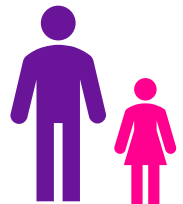
37.8% higher
than that of women

According to the Institute of Engineering & Technology (IET) survey of 2019, females constitute only 11% of the UK Engineer and technical workforce and has remained unchanged since 2017.

The relevant population in CommScope is 89% male, which corresponds with the male dominated talent pool typical for a company in the STEM sector.

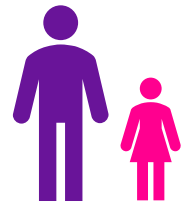
This current demographic, coupled with the high employee retention rate and limitations of the local female technical talent pool, are the primary factors driving the gap.

Bonus Pay Gap



Mean Bonus Pay for Men

56.4% higher
than that of women



Median Bonus Pay for Men

59.7% higher
than that of women

ARRIS UK employees are eligible to participate in the company corporate bonus or sales incentive plan. As with last year's report, some employees were not eligible for a bonus during the reporting period as they may have had an employment start date after the bonus plan year close, although they will be entitled to participate in the plan the next year.

Bonus Pay gap is seen beneficial to males as it has been in the past years. This could be attributed to the fact that the majority of males are in leadership and management roles with higher bonus targets, resulting in males being paid higher bonus, commissions and equity.

Managing the Gender Pay Gap

Our people make CommScope the trusted partner that our customers, suppliers and distributors can rely on.

We strive to create and sustain a culture that values the unique perspective and contributions of all current and future employees. We foster a dynamic and inclusive workplace for all that embraces our diverse populations and experiences. We know our diversity makes us stronger. Women play an equal role in inventing broadband network and solution & managing functions that are making a difference in industry today.



CommScope is an Equal Opportunity Employer.

Win as one team

Always together, never alone. Part of what makes us unique is our diverse set of experiences and perspectives, which provide a uniquely strong support system. We work together, across borders and boundaries, toward a singular goal—to win. We strive to attract, retain, and develop a strong and diverse global workforce.

The CommScope Diversity & Inclusion Business Network (DIBN)

CommScope has a Diversity & Inclusion Business Network (DIBN). It was created to appreciate one another's differences, provide opportunity, promote creativity and innovation, learn and lead, grow their careers and support our communities. We have over 1,800 members, with global ambassadors and a leadership council that keep the conversation going and advocate for change in our company and in the communities where we live and work. Diversity is more than just race and gender - it's about the whole set of experiences, backgrounds, beliefs and belief systems that make us who we are.

The DIBN strategy aims to:

- Provide business-relevant development and networking opportunities for all members.
- Cultivate the growth and development of all members while focusing on female leaders and early-career professionals.
- Engage in community science, technology, engineering and mathematics (STEM) efforts to support the next generation of technologists.
- Help leaders fuel collaboration by harnessing diversity.
- Collaborate across CommScope to embed a diversity and inclusion focus in our business and organization strategies.

Future skills and employment

CommScope has an Early Career strategy aimed at recruiting people for Internships, Co-Ops and Graduate Rotational programs. As we grow the business, we continually look to hire the next generation of top talent. Our early career strategy includes internships and co-ops. To expand these efforts, we're developing a Graduate Rotational Program. In 2020, 81 participants enrolled in our university relations and early careers programs across the globe, including 73 interns and eight co-ops. This program encompassed Sales, Finance, Supply Chain, and other core business functions (CommScope 2021 Sustainability Report).

Managing the Gender Pay Gap

Attracting and Retaining Talent

We empower employees to take action, seize opportunities and push what's possible. Continuous improvement helps us develop our team with the strongest talent we can find. Our hiring managers focus on people to help grow the company organically while sustaining our culture of idea generation, exploration and teamwork.

It's clear we have work to do to shift the demographics in our company to ensure long-term success for CommScope and our people. Our Diversity & Inclusion Business Network in the UK is active in STEM programmes to help encourage young female students to explore careers in technology, thus strengthening our future pipeline of talent. CommScope leadership regularly reviews our organizational talent pool with a targeted focus on promoting female leaders at higher levels.

We've implemented a new tool which gives score that helps recruiters identify candidates, using appropriate language that is deemed more friendly to a particular gender, ethnicity and age, and highlights where a job description may be more aligned to a specific demographic. In addition, our recruiters are working with hiring managers to include diverse candidates consistently in the interview process.

Although smaller than usual due to COVID-19, we ran a successful and diverse internship program in 2020 year, upon which we will continue to build to help to improve our current gender ratio and pay gap.

On global scale, we are seeking more female engineers in different functional roles, such as programme development, software and product development. We plan to restart the CommScope apprenticeship programme that will target a more diverse and female audience.

Managing the Gender Pay Gap

Global Gender Pay Equity

CommScope has multiple approaches to ensuring competitive, equitable pay and comprehensive benefits, including regional benchmarking. We also offer recognition and rewards programs.

Pay Equity

To help ensure that we continue to deliver insights and ingenuity for a fast-changing marketplace, it's essential that we pay employees competitively and equitably. Globally, we sustain our pay-for-performance compensation philosophy, regularly completing pay equity assessments to calculate the results of our pay practices. We compensate employees equitably, relative to experience and performance, regardless of gender, nationality or disability. In 2019, we continued our global pay equity assessment to tangibly measure the results of our pay practices. Following the acquisition of ARRIS, we conducted the assessment covering 27,000 employees globally. We found that 99% of the employees were paid equitably in comparison to their gender-opposite peers. We promptly corrected any significant discrepancies identified.

Compensation

CommScope's compensation plans and programs:

- Attract and retain skilled, high-performing individuals;
- Pay base salaries that are competitive in our industry and the local markets in each country where we operate; and
- Provide short- and long-term incentives (when appropriate) that are tied to superior employee and company performance.

The proportion of total rewards aligned with variable (incentive) pay increases with job level and is reflective of the job level's influence on both short and long-term results. Eligibility for the Annual Incentive Plan (AIP) and Long-Term Incentive Plan (LTIP) are based on the job level and market competitiveness.

Managing the Gender Pay Gap

Benefits

We provide comprehensive market-aligned benefits at a country level, reviewing annually to validate against proprietary market data. Benefits typically include medical plans, life/disability and accident coverage, retirement benefits and locally applicable benefits. 2020 has seen excellent progress completing harmonized recommendations in more than ten countries. CommScope also introduced the COVID-19 Leave Policy, giving eligible employees additional paid leave, equivalent of up to 10 workdays.

Recognition and Reward Programs

In order to retain and attract employees', CommScope recognises and rewards employees in the organization for their talent, skills and hard work.

Award	Description
STAR Awards	Employees receive cash STAR Awards and certificates for unique and exceptional achievements that support CommScope's values.
Innovators in Action	Innovators in Action recognizes and rewards our best innovators, celebrates their accomplishments, shares their knowledge and inspires collaboration. The program includes semi-annual and annual ceremonies and top innovator meetings.
Inventor Incentive Awards	These awards recognize engineers and technologists who submit patentable inventions on CommScope's behalf. Each winner receives a Lifetime Achievement Award, which supplements the patent compensation.
Lifetime Achievement Awards	The Lifetime Achievement Awards recognize innovators who accumulate 10, and later 25, qualifying inventions with at least one qualifying patent grant for each invention. Employees also receive awards retrospectively for previous inventions.



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