

# Uniti Group Inc.

## Human Rights Policy

(Effective October 1 2019)

**Purpose.** Uniti Group Inc. (the "Company") believes the business success and environments where human rights are protected and respected. Human rights is a growing area of importance to our employees, shareholders, investors, customers and the communities in which we operate. This Human Rights Policy (the "Policy") contains over-arching principles that we strive to respect and promote through our corporate operations

**Commitments.** The Company strives to promote the enjoyment of human rights within the communities in which we operate and to respect the human rights of all people affected by our business footprint. The Company respects human rights directly in the communities where we operate;

- To maintain a work environment that reflects respect for human rights and is free from all discrimination and harassment, aligned with our Code of Business Conduct and Ethics & Whistleblower Policy (the "Code

\_\_\_\_\_");

- To strive to avoid complicity in human rights abuses and violations and to seek to provide for, or cooperate in, their remediation if ever discovered;
- To promote and ensure channels for transparent and open communication where all internal and external stakeholders can raise concerns without fear of retaliation or reprisal including the Company's ethics hotline as provided in the Code

**Focus Areas.** The Company strives to incorporate the commitments contained in this Policy into the following areas of its business footprint:

- **Diversity and Inclusion** The Company values diversity and promotes practices that advance the inclusion of all people with whom we work. The Company is committed to equal opportunity and does not tolerate any form of discrimination or harassment in the workplace. The Company strives to maintain safe work environments that are free from harassment or discrimination based on race, sex, color, national or social

throughout our business operations and supply chains. The Company acknowledges its obligation to protect children from harm and therefore we prohibit the hiring of individuals under 18 years of age.

- **Work Hours, Wages and Benefits** The Company believes fair and just compensation reduces the financial strain of a general workforce population and the we are committed to paying a competitive wage relative to the industry and local labor markets. The Company strives for full compliance with applicable wage, work hours, overtime and benefits laws.

**Summary.** At every stage, the Company will seek to advise and cooperate with customers, vendors, targets and employees to identify and address any actual or potential adverse impacts or activities may have on human rights. The Company also encourages its customers, subcontractors and suppliers to adopt similar policies and objectives.