



Human Rights Statement

Respect for Human Rights

ADTRAN recognizes the importance of maintaining and promoting fundamental human rights in all of our operations and throughout our supply chain. Our values, code, talent, sustainability strategies and employment policies work together to support the United Nation's Universal Declaration of Human Rights and the International Labour Organization Fundamental Principles and Labor Standards. We operate under programs and policies that:

- Provide fair and equitable wages, benefits and other conditions of employment in accordance with local laws
- Recognize employees' rights to freedom of association
- Prohibit forced or child labor
- Promote a workplace free of discrimination and harassment

Community and Stakeholder Engagement

ADTRAN recognizes that we are part of the communities in which we operate. We engage with communities on human rights matters. Our aim is to ensure that we are listening to, learning from and considering the views of the communities as we conduct our business. We believe that local issues are most appropriately addressed at the local level.

Where appropriate, we engage in human rights issues related to our business. This includes issues in our Company, across our value chain and with our various sponsorships, through which we seek to promote respect for human rights.

Our Commitment to the Community

ADTRAN is committed to strengthening and improving the quality of life in our community. Community leadership has always been a hallmark of ADTRAN. Both the company and our employees have had a long history of community involvement.

We encourage employees worldwide to participate in activities that benefit the community. When possible, organizations that are heavily supported through employee volunteerism are given added consideration for resources if consistent with company guidelines.

Diversity and Inclusion

ADTRAN is committed to providing equality to all employees, regardless of gender, race, pregnancy, ethnic origin, disability, genetic information, age, nationality, national origin, sexuality, religion or belief, marital status or social class. The company opposes all forms of unlawful and unfair discrimination. Every employee, whether part-time, full-time or temporary, will be treated fairly and equally under this policy. Selection for employment, promotion, training and/or any other benefit will be made on the basis of aptitude and ability and will not be based on any protected characteristic.

ADTRAN is committed to treating all employees with honesty, fairness and respect, as well as providing a safe and healthy work environment. Abusive, harassing or offensive conduct is unacceptable, whether verbal or physical. Any employee who believes that they have been subjected to harassment and/or discrimination, or who witnesses harassment and/or discrimination must report this conduct immediately to ADTRAN's Employee Relations Manager.

ADTRAN is committed to maintaining a safe environment for its employees. We strive to provide a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions

due to internal and external threats. Security safeguards are provided for employees as needed and/or requested and are maintained with respect for employee privacy and dignity.

Each of us must respect the diversity, talents and abilities of others. At ADTRAN, we define “diversity” as the unique characteristics that make up each of us: personalities, lifestyles, thought processes, work experiences, ethnicity, race, color, religion, gender, gender identity, sexual orientation, marital status, age, national origin, disability, genetic information, military/veteran status, or other differences. We strive to attract, develop and retain a workforce that is as diverse as the markets we serve, and to ensure an inclusive work environment that embraces the strength of our differences.

ADTRAN promotes a work environment where employees and business associates feel valued and respected for their contributions.