

Uniti Group Inc.

Human Rights Policy

(Effective October 1, 2019)

Purpose. Uniti Group Inc. (the “Company”) believes the business succeeds in 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 supports the United Nation’s Guiding Principles on Business and Human Rights and expects its employees to follow this Policy by consistently applying its standards in all business dealings and transactions. The Company endeavors:

- To engage proactively with business partners and other stakeholders to uphold the highest standards of human rights throughout its business footprint;
- To identify opportunities to engage and use our leverage in business relationships to proactively support 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 abuse and violations and to seek to provide for, or cooperate in, their remediation if ever discovered; and
- 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 origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. The Company seeks to recruit a talented workforce solely on the qualifications, performance, skills and experience of the applicable candidates.
- *Safe, Healthy and Secure Workplace.* The Company’s comprehensive set of health and safety programs, as well as our workplace security plans, demonstrate the Company’s commitment to provide a safe and healthy workplace for each and every member of our workforce.
- *Forced Labor and Human Trafficking.* The Company prohibits the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking and does not engage with any outside third parties that are not also opposed to and safeguarded from all forms of forced labor and human trafficking.
- *Child Labor.* The Company employs zero tolerance toward child labor, including abuse and exploitation,

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 our business activities may have on human rights. The Company also encourages its customers, sub-contractors and suppliers to adopt similar policies and objectives.