

UN Global Compact Communication on Progress

April 12, 2022

Mavenir and its over 5,000 employees in more than 40 countries strives to make the UN Global Compact and its Ten Principles in the areas of Human Rights, Labor, Environment and Anti-Corruption part of our strategy, culture and day-to-day operations.

We are also engaging in projects that advance the broader development goals of the United Nations, including the Sustainable Development Goals (SDGs).

Mavenir's objective - to build the future of networks and transform the way the world connects - provides a foundation for realizing the Ten Principles by fostering communication among individuals, enterprises and governments.

Human Rights¹

Assessment, policy and goals

Mavenir advocates an organizational policy and culture which includes supporting internationally recognized human rights. Our commitment is stated in our Code of Conduct², Modern Slavery statement³ and Diversity and Inclusion statement⁴. Our commitment is demonstrated by our investment in the UN Global Compact, Global Reporting Initiative and other programs. We measure our commitment through Ecovadis and other compliance programs.

Mavenir is committed to providing a healthy and safe workplace for our employees, contractors and the communities where we work and live. This includes identifying and mitigating health and safety risks and supporting those who are affected by H&S events.

¹ See [Mavenir's 2021 Corporate Responsibility Report](#) pages 16, 17, 19 for additional information.

² Mavenir's Code of Conduct and is published [here](#)

³ Mavenir's Modern Slavery Statement is published [here](#)

⁴ Mavenir's Diversity and Inclusion statement is published [here](#)

Mavenir's corporate-sponsored giving and volunteer program, MAVcares, encourages employees to participate in local and global charities to address hunger, poverty, people with disabilities, environment issues and other causes. It is also a conduit for Mavenir's annual corporate donations to charities in the company's six pillar causes.

Implementation

We implement our Human Rights objectives by:

- Endorsing CSR initiatives including the Global Reporting Initiative (GRI), Ecovadis and the UN Global Compact
- Publicizing and encouraging our suppliers to follow our commitment for safe and responsible operations ⁵
- Encouraging employees to support charitable initiatives and causes through paid time off for volunteer work, matching monetary and volunteer hours with corporate donations, and periodically sponsoring volunteer campaigns through our MAVcares program
- Providing employees methods for reporting human rights violations to their manager, HR partners, to the company compliance team, or confidentially to an independent Ethics Hotline
- Periodically providing training courses in human rights topics including diversity and inclusion

Measurement of outcomes

Mavenir measures the effectiveness of our human rights initiatives as part of our comprehensive Environmental, Social and Governance (ESG) program. This includes measuring our annual commitments for GRI, UN Global Compact and other programs, external certification to ISO45001, investigating and resolving issues raised with HR or the independent advocate, and measuring participation in the MAVcares corporate giving program.

⁵ See the Mavenir [Corporate, Environmental and Social Responsibility](#) site

Labor⁶

Assessment, policy and goals

Mavenir implements labor protection regulations and supports initiatives designed to ensure that every employee is treated properly and fairly. As discussed above, our Code of Conduct, Modern Slavery, and Diversity and Inclusion policies are vitally important, and employees have freedom of association and the right to work in a non-discriminating environment. We incorporate these beliefs in our supplier contracts.

Implementation

Periodic discussions and presentations in topics including working in culturally diverse organizations, opportunities to celebrate events such as International Women's Day and other diversity initiatives.

Publishing Labor policies on Mavenir's internal and public websites.

Providing employees methods for reporting human rights violations to their manager, HR partners, via email to the company compliance team, or confidentially to an independent Ethics Hotline.

Ensuring equal opportunities to employees without regard to race, religion, nationality, or gender.

Measurement of outcomes

Mavenir annually assesses our ESG program to review issues, receive stakeholder input, update our strategy and policies, and identify where to focus our resources. This includes review of labor topics. As with human rights, this includes investigating and resolving any issues raised with HR or the independent advocate.

⁶ See [Mavenir's 2021 Corporate Responsibility Report](#) pages 9, 11, 16 and 19 for additional information.

Environment⁷

Assessment, policy and goals

Mavenir supports the UN Global Compact Environmental principles and include these in our ESG policies and processes. As primarily a software company, Mavenir's direct focus is on our office activities, electricity consumption and sources, and the environment impact of travel. Our key suppliers are ISO14001 certified.

Through our annual Ecovadis audit, our objective is to provide transparency regarding our environmental program to our customers and other stakeholders.

Implementation

Mavenir believes in appropriate environment management and has objectives to reduce electric consumption, increase recycling and improve monitoring in our internal operations, and measure our supplier environmental programs.

Environmental causes are a primary pillar of our MAVcares giving program.

Measurement of outcomes

ESG is sponsored at the CEO level and involves all major corporate functions. Our goals and performance are reviewed annually, and appropriate actions for improvement are identified and implemented.

Mavenir is assessed annually by CDP (formerly Carbon Disclosure Project), Quest Sustainability, Ecovadis and other organizations.

Mavenir has not received fines or sanctions for non-compliance with environmental laws or regulations.

We measure employee participation in our MAVcares initiatives, including volunteer activities in our local offices. This measure is an indicator of our effectiveness in encouraging employee awareness of environmental issues.

As with other initiatives, Mavenir investigates and resolves issues raised through the management chain or which are reported to the independent advocate.

⁷ See [Mavenir's 2021 Corporate Responsibility Report](#) pages 11, 12, 14 and 14 for additional information.

Anti-Corruption⁸

Assessment, policy and goals

We support the UN Global Compact principles on anti-corruption, and accordingly Mavenir is committed to conducting business fairly, with integrity and in compliance with all laws in the jurisdictions where we conduct business. Mavenir's Code of Conduct defines the company policy and requires commitment by all directors, officers and employees to understand their personal responsibility, act ethically and report any violations.

Implementation

Mavenir implements anti-corruption processes including:

- Mandatory training for all staff on ethics and anti-corruption
- Annual re-commitment by all leaders and those employees in sensitive areas including procurement, HR and Legal
- A mechanism for reporting ethical concerns to management, the company compliance team, or confidentially to an independent Ethics Hotline
- A checks and balances system applied to financial transactions

Measurement of outcomes

Mavenir measures include:

- Reporting compliance with mandatory ethics training and commitment requirements.
- Compliance is monitored by periodic audits of ethics and anti-corruption processes. As with other initiatives, Mavenir investigates and resolves issues raised through the management chain or which are reported to the independent advocate.

⁸ See [Mavenir's 2021 Corporate Responsibility Report](#) page 14 for additional information.