



## Anti-Slavery and Human Trafficking Statement

Sonus Networks, Inc. and its subsidiaries (collectively, "Sonus") have a strong and unwavering commitment to prohibiting slavery and human trafficking by any of its business entities, employees, and other parties associated with Sonus. In compliance with law, this Anti-Slavery and Human Trafficking Statement (the "Statement") serves to ensure a work environment that is free from human trafficking, forced labor, and unlawful child labor. Sonus has not and will not tolerate or condone the use of unlawful child labor or forced labor in the supply of goods and services it sells, and will not accept goods or services from suppliers that utilize child labor or forced labor in any manner in any part of our organization. Slavery and human trafficking are inexcusable crimes that unfortunately exist in countries throughout the world. This Statement summarizes Sonus' actions in 2016 to prove its commitment to prohibiting slavery and human trafficking, and also defines Sonus' efforts and dedication to eradicate slavery and human trafficking from its organization as well as its supply chains.

In 2016, Sonus:

- Did not use forced or compulsory labor (i.e., any work or service that a worker performs involuntarily, under threat of penalty, etc.)
- Ensured that the overall terms of employment are voluntary
- Did not hold passports of migrant workers
- Did not pay fees to agents other than reputable temporary worker agencies [where there is an opportunity for workers to engage in temporary to permanent employment]
- Complied with the minimum age requirements prescribed by applicable laws unless a specific contract contains stricter age requirements
- Compensated its workers with wages and benefits that meet or exceed the legally required minimum and will comply with overtime pay agreements
- Abided by applicable law concerning the maximum hours of labor
- Kept records of, and be entirely transparent in complying with, the above

Sonus believes that it has taken and continues to take reasonable and practicable steps, including audits, to ensure that our standards are being implemented throughout the businesses of our suppliers and that local legislation is complied with. Additionally, each of our contract manufacturers strictly enforces labor and human rights policies, which include policies against slavery and human trafficking. We will assess any instances of non-compliance on a case-by-case basis and then tailor remedial action appropriately.

As part of Sonus' initiative to identify and mitigate risk:

- We have built long-standing relationships with our contract manufacturers and have made clear our expectations of business behavior. Additionally, we have depended upon and continue to rely upon our contract manufacturers to enforce our expectations regarding labor and human rights within the lower levels of the supply chain



- With regard to national or international supply chains, where possible, our point of contact has been with a US company or branch, and we have confirmed that these entities have suitable anti-slavery and human trafficking policies and processes
- We have in place systems to encourage the reporting of concerns and the protection of whistleblowers

We used the following key performance indicators to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Completion of audits by area managers and business development managers
- Use of labor monitoring and payroll systems

Sonus' suppliers, subcontractors and business partners (collectively, the "Suppliers") are an important part of our success and culture. Sonus expects each of these Suppliers to conduct their business with the same commitment to ethical business practices as ours. Sonus strongly opposes any use of slavery or human trafficking in the distribution of its own products, or its clients' products, and fully supports the promotion of ethical and lawful business practice within our workplace.

Suppliers must be able to demonstrate compliance with this Statement at the request and satisfaction of Sonus. If a Supplier is found to be in violation of this Statement, Sonus will take prompt, remedial measures to address the alleged violation, including but not limited to termination of the business relationship and involvement of legal authorities.

This Statement covers all Sonus employees and its subsidiaries. In the event that anything in this Statement may conflict with local law, local law will control the interpretation and application of this Statement. Additionally, this Statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our company's slavery and human trafficking statement for the current financial year.

By Order of the Board of Directors,

A handwritten signature in black ink, appearing to read 'Raymond P. Dolan'.

Raymond P. Dolan  
Chief Executive Officer and Director