



Human Rights Policy

Frontier's purpose is to Build Gigabit America, the digital infrastructure that enables high-speed, reliable connectivity. Our beliefs define what we stand for: Digital Society, Community Inclusion and the Environment. We know that fulfilling our purpose will have impacts far beyond our business and take this responsibility very seriously. Our Human Rights Policy is fundamental to our commitment to compete ethically, do business the right way and support our communities.

Frontier believes in the dignity of every human being and respects individual human rights as set forth in the United Nations' Universal Declaration of Human Rights and Guiding Principles on Business and Human Rights. We are committed to assessing the impacts of our current and future business strategies, products and activities on human rights and to addressing adverse impacts. We support and protect individual rights in our engagements with employees, customers, communities, governments and suppliers. In addition, we contribute to the protection of fulfillment of human rights through compliance with applicable federal and state laws and regulations and through the maintenance and adherence of related policies and programs.

Frontier's position on human rights is supported by our Code of Ethics as well as through our policies relating to employment, procurement and environmental, health and safety. These policies are designed to promote, protect and respect human rights at Frontier and with the people and companies with whom we do business.

Our policies include:

- Creating and maintaining a diverse and inclusive work environment that emphasizes treating all with dignity and respect
- Providing fair working hours, wages and benefits for those who work on our behalf
- A zero-tolerance policy for harassment or discrimination (whether committed by a coworker, a supervisor, or a non-employee)
- Striving to provide a safe, secure, and healthy work environment for all
- A zero-tolerance policy for the use of forced labor or human trafficking practices
- Protecting individual privacy and confidential customer information
- Supporting open communication between management and employees
- Never knowingly doing business with contractors, subcontractors, business partners and suppliers who violate our policies.

This policy applies to Frontier Communications Parent, Inc. and its subsidiaries ("Frontier")

Anyone can report a human rights concern. We maintain a third party-managed Ethics Hotline that permits the reporting of potential violations of our Human Rights policy, Code of Ethics or other concerns. Employees can report anonymously via the Ethics Hotline 24 hours a day, seven days a week.