

## Policy

At Crown Castle, our commitment to respect and support human rights is consistent with our goal to build a more inclusive Crown Castle community. We strive to promote human rights, dignity and equality in our relationships with our employees, customers, communities and other business stakeholders. This commitment includes protecting the human rights of all persons associated with Crown Castle, including all vulnerable groups.

We are dedicated to conducting our business with integrity and our Human Rights Policy (“Policy”) is informed by guidance from stakeholders as well as the principles of the United Nations (UN) Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the Organization for Economic Cooperations and Development’s (OECD) Guidelines for Multinational Enterprises and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work. Our intent is that our operations and strategies are committed to following these principles.

The principles outlined in this Policy align with the principles found in our Proper Business Practices and Ethics Policy, our Supplier Code of Conduct (“Supplier Code”) and certain of our other applicable policies.

As used in this Policy, the terms “Crown Castle,” “we,” “our company” and “our” refer to Crown Castle International Corp. and its subsidiaries. References to “employees” are to Crown Castle employees, whether full-time, part-time or temporary.

Crown Castle’s [Nominating and Governance Committee](#) assists the Board in overseeing the company’s sustainability strategy, goals and initiatives, which encompass human rights considerations across our operations and value chain. As part of its delegated responsibilities, the Committee reviews and recommends to the Board the company’s corporate governance policies and practices—including ethics and compliance programs and sustainability-related programs, policies and practices—that collectively form the governance framework supporting Crown Castle’s human rights commitments. The Committee also regularly receives updates from senior management on sustainability-related risks, opportunities and progress toward goals. Crown Castle executives maintain day-to-day responsibility for implementing any human rights-related elements within our ethics and compliance programs and sustainability initiatives.

## Applicability

This Policy applies to all Crown Castle employees. In addition to the expectations outlined in the Supplier Code, we expect entities, including their subcontractors and agents, providing products, people or services to Crown Castle (“Suppliers”) to abide by the principles covered in this Policy in their work with Crown Castle and in their broader operations.

## Inclusion & Broad-Based Relationships

Our vision is to build an inclusive, respectful, and broad-based community that creates long-term, sustainable benefits to our employees, stakeholders and all who interact with Crown Castle. Our ability to execute, innovate and adapt to changing customer needs is the only way to create sustainable, long-term value, and requires building and including a broad base to each team and maximizing our unique strengths through inclusion.

## Anti-discrimination and Anti-harassment

Crown Castle is an equal opportunity employer and complies with all applicable federal, state, and local fair employment practices laws. In accordance with Crown Castle's Equal Employment Opportunity Policy, we prohibit discrimination or harassment against employees, applicants and covered persons because of race (including traits historically associated with race, such as hair texture and protective hairstyles), color, religion, creed, national origin or ancestry, ethnicity, sex (including pregnancy or pregnancy related conditions), gender sexual orientation, age, physical or mental disability, citizenship, genetic information, marital status, past, current, or prospective service in the uniformed services or any other characteristic protected under applicable federal, state, or local law.

## Health and Safety

At Crown Castle, we foster a culture of safety and believe safety is paramount to our business. In accordance with Crown Castle's Health and Safety Policy, Crown Castle is committed to fostering an industry-leading safety program designed to protect our employees, Suppliers and the communities we serve. We comply with applicable laws and regulations concerning occupational health and safety.

We believe every employee has a right to feel safe at work. To protect our employees, we provide personal protective equipment (PPE) and expect our employees to use PPE when required. Employees must also follow safety best practices and are expected to participate in safety and health program activities, report safety incidents and concerns and adhere to safety standards and guidelines.

In accordance with the Supplier Code, we expect our Suppliers to share our commitment to health and safety. Our Suppliers are expected to maintain a safe work environment for their workers and Crown Castle's employees. Crown Castle's Suppliers are accountable for safe work practices and compliance with safety regulations, national standards and applicable Crown Castle policies and procedures.

## Labor and Human Rights

**Human Trafficking and Involuntary Labor.** Crown Castle is against human trafficking, child labor, forced labor or any other forms of involuntary labor in its operations.

**Compensation, Benefits, and Working Hours.** We provide our employees with competitive compensation relative to our industry and offer comprehensive benefits to eligible employees. In addition, Crown Castle complies with applicable laws and regulations regarding working hours, wages, overtime and benefits.

**Freedom of Association and Collective Bargaining.** We respect the rights of our employees to associate freely, bargain collectively and to form, join or not join labor unions.

**Water Resources.** Crown Castle recognizes access to water as a fundamental human right. We strive to ensure that our operations do not negatively impact aquatic ecosystems and, if not feasible, seek to mitigate our impact.

## Grievance Mechanism: Reporting Concerns and Suspected Violations

We strive to create a workplace in which open and honest communication is valued. Crown Castle encourages and empowers our employees to ask questions and report ethical concerns and suspected violations to their People Leader or Employee Relations, as soon as possible.

Our employees, contingent workers, customers and other third parties with whom we work may report grievances and suspected concerns and violations by calling the Ethics Alert Line at 1-866-480-6138 or navigating to: <https://crowncastle.alertline.com>. The Ethics Alert Line System is managed by an external vendor and is available around the clock. Concerns and suspected violations can be reported anonymously and confidentially. Crown Castle maintains a strict, non-retaliation policy for concerns raised in good faith.

## Updating the Policy

Crown Castle reserves the right to modify this Policy at any time, with or without notice. This Policy should be construed to comply with any applicable laws and any inconsistencies will be resolved in favor of applicable law. Crown Castle will annually review this Policy. Any updates to the Policy will be posted on Crown Castle's internal and external websites. Questions regarding the Policy can be directed to [sustainability@crowncastle.com](mailto:sustainability@crowncastle.com).