

## Political Contributions & Employee Participation In Politics

It is Telco Antennas policy that we participate in politics as private citizens, not as Telco Antenna employees. Therefore, it is the policy of Telco Antennas not to make contributions of resources such as money, goods or services to political candidates or parties. This policy applies equally in all countries where Telco Antennas does business, regardless of whether or not such contributions are considered legal in any host country.

We encourage Telco Antennas employees to participate in political activity in their individual communities. The company will do everything reasonable to accommodate employees who need to be away from work while running for or holding political office, or fulfilling significant party duties during a campaign or election. Telco Antennas will not pay employees for time off for political activity. However, if law requires an employer to give time off, with pay, to any employee holding public office, then that law takes precedence.

Telco Antennas Pty Ltd.