

Policy

Crown Castle values the importance of equality and is committed to ensuring all employees are treated equitably. As such, we prohibit pay discrimination, based on any other characteristic protected under applicable law, including, without limitation, sex, sexual orientation, or gender. Employees in the same work location who perform substantially equal work will be paid at the same rate, except where differences in pay rate are based on:

- Seniority, merit, education, or experience
- Any factor other than characteristics protected under applicable law

This Policy covers jobs that require substantially equal skill, effort, responsibility, and scope and are performed under similar working conditions.

Reporting

If you believe you have been discriminated against in violation of this Policy, you must immediately report your concerns to Employee Relations (employeerelations@crowncastle.com) or utilize the confidential AlertLine at 866-480-6138 or crowncastle.ethicspoint.com.

Updating the Policy

The company will annually review this Policy. Any updates to the Policy will be posted on the CONNECT Policies and Guidelines page.

Questions

Questions regarding this Policy should be directed to Employee Relations (employeerelations@crowncastle.com).