

# Corporate Social Responsibility Policy

*“ Making Lumentum a great place to work is part of our guiding principles. We are committed to the highest standards of social, ethical, environmental, and safe conduct within our facilities, processes, and throughout our supply chain ”*

Alan Lowe, President & Chief Executive Officer



## LABOR

Lumentum is committed to uphold the **human rights of workers** and to treat each of them with dignity and respect, as established in international human rights standards such as the UN Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. This applies to all workers including direct, indirect, contingent, contract, student, migrant and any other type of worker.



## ENVIRONMENT, HEALTH AND SAFETY

Lumentum is committed to minimizing the **environmental impact** of our activities and **protecting the health and safety** of our employees and all those who may be affected by our operations. We strive to continually improve our Environmental, Health and Safety (EHS) performance. We require employees at every level of the organization to take an active role in our EHS efforts and to perform their jobs in accordance with this policy.



## ETHICS

Lumentum conducts its business affairs with uncompromising integrity. We expect every member of the Lumentum community to behave ethically and to comply with all applicable laws, regulations and Lumentum policies. The **Lumentum Code of Business Conduct** outlines the broad principles of legal and ethical conduct embraced by our organization.



## MANAGEMENT SYSTEM

Lumentum is committed to the **Responsible Business Alliance Code of Conduct** and has established a management system designed to ensure: (a) compliance with applicable laws, regulations, and customer agreements related to our operations and products; (b) conformance with our policies; (c) identification and mitigation of operational risks; (d) and continuous improvement. Lumentum requires a similar commitment to be adopted by all of our suppliers and subcontractors.