

# Equal Employment Opportunity and Affirmative Action

## *United States*

Lumentum practices and promotes equal opportunity for all employees and applicants in all aspects of employment. Company policy prohibits unlawful discrimination on the basis of sex (including pregnancy, childbirth, breastfeeding or related medical conditions), race, religion (including religious dress and grooming practices), color, gender (including gender identity and gender expression), national origin (including language use restrictions, and possession of a driver's license under California Vehicle Code section 12801.9), ancestry, physical or mental disability, medical condition (including cancer and genetic characteristics), genetic information, marital status, registered domestic partner status, age (40 or older), sexual orientation, family and medical leave, military and veteran status, political affiliation, union membership, or any other basis protected by applicable federal, state, local law or regulation. The Company's commitment to equal employment opportunity applies to all persons involved in Company operations. Your understanding and support of this policy helps to make Lumentum an outstanding place to work. The Company has adopted an Affirmative Action Plan and is committed to making a good faith effort towards achieving the Plan's objectives.

Lumentum will make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee unless an undue hardship would result. This reasonable accommodation policy extends to all services, programs and facilities that are provided through employment with the Company.

If you require an accommodation in order to perform the essential functions of the job you should contact your supervisor or Human Resources to request such an accommodation. You should specify the accommodation you believe you need in order to perform the job. The Company will conduct an investigation to identify the barrier that makes it difficult for you to have an equal opportunity to perform the job. The Company will also identify possible accommodations, if any, that would help to eliminate the barrier(s). If the accommodation is reasonable and will not impose an undue hardship, the Company will make the accommodation.

If you believe that you, another employee or an applicant for employment has not been accorded equal opportunities in employment you are encouraged to provide a report, preferably undertake a thorough and objective investigation to address the situation. Each employee is expected to cooperate fully in any Company investigation.

The Company will not knowingly tolerate retaliation for filing a report under this policy. If the Company determines that a policy violation has occurred, effective remedial action will be taken commensurate with the severity of the offense and to deter future violations.

Any supervisor or manager who receives a report or complaint of a violation of this policy should report it immediately to Human Resources. It is the responsibility of every manager and employee to conscientiously follow this policy. Equal Employment Opportunity (EEO) and Affirmative Action posters are located on designated bulletin boards throughout the Company.

The Sr. Vice President of Human Resources serves as the Company's Equal Opportunity Officer.

# Equal Employment Opportunity

## *Global, except for the US*

Lumentum practices and promotes equal opportunity for all employees and applicants in all aspects of employment. Company policy prohibits unlawful discrimination on the basis of race, color, religion, ancestry, ethnicity or national origin, sex (including pregnancy, childbirth, breastfeeding and related medical conditions; gender identity or gender expression), age, marital status, veteran status, political affiliation, union membership, sexual orientation, mental or physical disability or medical condition, or protected genetic information. The Company's commitment to equal employment opportunity applies to all persons involved in Company operations. Your understanding and support of this policy helps to make Lumentum an outstanding place to work.

Lumentum will make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee unless an undue hardship would result. This reasonable accommodation policy extends to all services, programs and facilities that are provided through employment with the Company.

If you require an accommodation in order to perform the essential functions of the job you should contact your supervisor or Human Resources to request such an accommodation. You should specify the accommodation you believe you need in order to perform the job. The Company will conduct an investigation to identify the barrier that makes it difficult for you to have an equal opportunity to perform the job. The Company will also identify possible accommodations, if any, that would help to eliminate the barrier(s). If the accommodation is reasonable and will not impose an undue hardship, the Company will make the accommodation.

If you believe that you, another employee or an applicant for employment has not been accorded equal opportunities in employment you are encouraged to provide a report, preferably in writing, to your supervisor or Human Resources as soon as possible. The Company will undertake a thorough and objective investigation to address the situation. Each employee is expected to cooperate fully in any Company investigation.

The Company will not knowingly tolerate retaliation for filing a report under this policy. If the Company determines that a policy violation has occurred, effective remedial action will be taken commensurate with the severity of the offense and to deter future violations.

Any supervisor or manager who receives a report or complaint of a violation of this policy should report it immediately to Human Resources. It is the responsibility of every manager and employee to conscientiously follow this policy.

This policy applies to all global Lumentum locations. However, in the event there are discrepancies between this policy and local laws or regulations, the local law or regulation will prevail.

The Sr. Vice President of Human Resources serves as the Company's Equal Opportunity Officer.