

# Inclusion and Opportunity Statement



VIAVI strives to foster, cultivate, and preserve a culture of inclusion and opportunity.

The unique contributions and capabilities of our employees comprise our most valuable asset. The collective sum of the individual differences, life experiences, knowledge, innovation, business acumen, self-expression, promotes a culture that enhances our reputation and achievement.

VIAVI has long been working to ensure that all individuals have an equal opportunity to enjoy a fair, safe and productive work environment – regardless of age, ancestry, race, color, disability (mental and or physical disability or medical condition), gender, gender identity or, gender expression, genetic information, family or marital status, registered domestic partner status, military and veteran status, religious/ creed, language, national origin, citizenship status, sex, sexual orientation, socio-economic status, or any other protected category or description under applicable law as described in the VIAVI Anti-Unlawful Harassment, Non-Discrimination and Retaliation Prevention internal policy. We embrace, encourage, and celebrate our employees' differences and what makes them unique.

VIAVI inclusion and opportunity initiatives are applicable but not limited to our practices and policies on recruitment and selection including compensation and benefits, professional development and training, promotions, transfers, social and recreational programs, layoffs, terminations, and the ongoing development of a work environment built on the premise of providing equal opportunity for all applicants and employees.

All employees of VIAVI have a responsibility to always treat each other with dignity and respect. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. Employees are offered training on topics related to inclusion and opportunity including Anti-Harassment, Non-Discrimination, Retaliation Prevention and Workplace Violence Prevention.

Employees who believe they have been subjected to any kind of discrimination that conflicts with this Statement and initiatives should seek assistance from a supervisor or an HR representative. Additionally, you may raise concerns through our toll-free ethics hotline,

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which is managed by a third-party provider at <https://viavihotline.tnwreports.com>. Toll-free numbers for over 25 countries and territories are listed in Annex A. This service is available 24 hours a day, 7 days a week.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action up to and including termination.