

Diversity, Equity, and Inclusion Statement



VIAVI strives to foster, cultivate, and preserve a culture of diversity, equity and inclusion. Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, innovation, business acumen, self-expression, and unique capabilities contributes to 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, mental or physical disability or medical condition, gender, gender identity, gender expression, genetic information, family or marital status, registered domestic partner status, military and veteran status, religious creed, language, national origin, citizenship status, sex (including pregnancy, childbirth, breastfeeding and any related medical conditions), sexual orientation socio-economic status, or any other protected category under applicable law. We embrace, encourage, and celebrate our employees' differences and what makes them unique.

VIAVI diversity 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 gender and diversity equity.

All employees of VIAVI have a responsibility to treat each other with dignity and respect at all times. 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 diversity and inclusion topics.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or an HR representative.

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

August 20, 2021