



# CIENA CORPORATION CORPORATE SOCIAL RESPONSIBILITY POLICY

## I. Purpose

CIENA Corporation is committed to the highest standards of corporate social responsibility. This policy outlines our commitment to the following:

- Environmental Stewardship
- Social Responsibility
- Ethical Business Practices

## II. Scope

This policy applies to all CIENA Corporation employees, contractors, and suppliers.

## III. Policy Statement

CIENA Corporation is committed to the highest standards of corporate social responsibility. This policy outlines our commitment to the following:

- Environmental Stewardship: CIENA Corporation is committed to minimizing its environmental footprint and promoting sustainable practices.
- Social Responsibility: CIENA Corporation is committed to promoting diversity, equity, and inclusion in the workplace.
- Ethical Business Practices: CIENA Corporation is committed to conducting business with integrity and transparency.
- Community Engagement: CIENA Corporation is committed to supporting the communities in which we operate.

This policy is effective as of the date of its adoption and shall remain in effect until it is amended or replaced.

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#### IV. Role of Employees

Employees are responsible for the success of the organization. They are the ones who execute the company's strategy and create value for the organization.

Employees should be given the opportunity to develop their skills and knowledge. They should be encouraged to take initiative and be creative in their work.

Employees should be given the opportunity to work in a supportive and collaborative environment. They should be encouraged to work together and share their ideas.

#### V. Ciena's Core Values

Ciena's core values are: Integrity, Innovation, and Customer Focus. These values guide the company's actions and decisions.

Integrity

Innovation

Customer Focus

Employees should be given the opportunity to work in a supportive and collaborative environment. They should be encouraged to work together and share their ideas.