



CIENA CORPORATION CORPORATE SOCIAL RESPONSIBILITY POLICY

I. Purpose

This policy sets out Ciena's commitment to the principles of corporate social responsibility (CSR). It provides guidance to ensure Ciena employees conduct business in an ethical and socially responsible way, in line with Ciena's aims of being:

- Supplier and investment of choice
- Neighbor of choice
- Employer of choice

II. Scope

This policy applies to all employees, officers, directors, consultants and agents of Ciena, its subsidiaries, supply chain and all of Ciena's operations.

III. Policy Statement

Ciena is focused on being Supplier, Employer and Neighbor of Choice

Active stakeholder engagement spanning customers, suppliers, community and employees will enable Ciena to drive toward its goal of being the supplier, employer and neighbor of choice as a result of our Corporate Social Responsibility Program.

- Ciena shall operate its business in an ethical and socially responsible way, within the law and taking responsibility for the impacts of its decisions and activities on the environment, its employees, customers, suppliers, stakeholders, and the communities in which it operates.
- Ciena is committed to the CSR principles laid out in the EICC Code of Conduct and the UN Global Compact.
- Ciena shall monitor and report on its ongoing CSR performance against clearly defined objectives.
- Further guidance on the principles of CSR to which Ciena strives to adhere can be found in the reference documents listed at the end of this policy and in the CSR section of Ciena's website.

Corporate Social Responsibility is an important consideration for our customers when making their sourcing decisions for their next generation networks. The need for network energy-optimization and ethically responsible partners, that demonstrate their commitment to positively shape the commercial landscape, is key.

IV. Role of Employees

Be Engaged – Employees shall be aware of Ciena’s CSR commitment and the obligations it brings to ensure that our interactions with employees, customers, suppliers, stakeholders and the communities in which we operate, are consistent with this policy.

Be Responsible – Employees shall behave in a manner consistent Ciena’s commitment to CSR. This includes operating our facilities in a manner that minimizes Ciena’s impact on the environment and maximizes the well-being of our employees, customers, suppliers, stakeholders, and the communities in which we operate.

Be Proactive – Employees shall actively look for ways to implement this policy in all of Ciena’s operations, and strive for continual improvement. For example, by reviewing processes to reduce the impact of our activities and endeavoring to have CSR principles adopted by Ciena’s suppliers. Employees are encouraged to identify any areas not meeting the spirit of this policy and proactively make improvements.

V. Ciena’s Core Values

Customer First – Customer relationships are the foundations of our success. Ciena recognizes that social responsibility is an important element of a successful customer relationship, with shared principles and aligned values.

Integrity – We do the right thing. Integrity builds long term trusting relationships with our employees, customers, suppliers and other stakeholders.

Velocity – We operate in “Ciena Time” with the efficiency and velocity to move quickly in the market. We will expeditiously implement improvements in our CSR execution and react quickly to address issues if they arise.

Innovation – We take risks to maintain our competitive advantage. Innovation is fundamental in all that we do. We will seek creative ways to enhance Ciena’s CSR performance.

Outstanding People – We attract, develop and reward exceptional people. Ciena respects individual human rights and embraces cultural diversity. Our people are motivated, well trained, disciplined, empowered, collaborative, and accountable, and will drive effective CSR initiatives throughout our operations and into the communities in which we operate.