

Supply Chain: Anti-Slavery Policy

Tellabs is committed to treating all people with integrity and respect. We adopted both the [EICC Code of Conduct](#) and our own [Human Resources Policy](#) to guide our efforts. We expect our suppliers to follow these principles, too.

Tellabs condemns slavery in our own operations and throughout our supply chain.

In response to the [California Transparency in Supply Chains Act](#), we disclose our efforts to eradicate slavery and human trafficking in the supply chain. Tellabs works closely with our key suppliers and will continue to:

- **Assess risks.** Following an initial audit of key suppliers, Tellabs has practices in place to assess risk on an ongoing basis. To help ensure adherence to our standards, Tellabs employees from quality, planning and test-engineering are co-located in contract manufacturer supplier locations that make 80% of our products.
- **Perform audits.** Tellabs conducts a thorough initial audit with key suppliers. Tellabs performs business reviews with key suppliers at least once a year. These audits and reviews are conducted by Tellabs employees and are announced visits.
- **Comply with applicable regulations.** Tellabs requires direct suppliers to certify that materials incorporated into products comply with applicable regulations.
- **Expect accountability.** One of our core values is to be accountable. Employees must adhere to [Tellabs Code of Conduct](#), and annually commit to uphold these principles. Managers address non-compliance through regular meetings and performance review processes. Suppliers are held accountable through regular evaluations and audits.
- **Train employees.** As part of our hiring practices, Tellabs employees must take an online course about creating an ethical workplace. While not specific to slavery, the training focuses on respectful treatment of all people.

These efforts help ensure fair, safe employment throughout Tellabs supply chain.