



# Lumentum Operations

Locations: California (HQ)

Industries: Commercial and Professional Services

RISK LEVEL:



Lower Risk

## DESCRIPTION:

Lumentum Operations, an industry leader in photonics technology, vets vendors for LGBTQ policies and does not provide viewpoint protections for its employees. However, the company has not publicly terminated business relationships based on views or beliefs. Lumentum Operations integrates ESG into all of its business practices and its CEO signed the CEO Action for Diversity & Inclusion pledge. However, Lumentum Operations does not appear to discriminate against charitable organizations based on views or beliefs and has not used corporate funds for ideological purposes. For these reasons, Lumentum Operations receives a Lower Risk rating.

## Corporate Weaponization

**Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries.** **Medium Risk**

*Lumentum Operations has a written policy pledging to vet vendors for LGBTQ policies. Its Supplier Code of Conduct requires suppliers to include sexual orientation and gender identity in its nondiscrimination policy (1)(2). The company integrates ESG into its business practices. It ties executive compensation to its GHG emissions and DIB goals (3). However, Lumentum Operations has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.*

**Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs.** **Lower Risk**

*Lumentum Operations does not appear to discriminate against charitable organizations based on views or beliefs. Education and human services are its two biggest causes (1).*

**Employment policies fail to protect against discrimination based on political affiliation/views and/or religion.** **High Risk**

*Lumentum Operations does not provide viewpoint protections for its employees (1).*

## Corporate Governance and Public Policy

**Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. Medium Risk**

*Lumentum Operations CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (1). The company is committed to net zero emissions by 2030 (2)(3)(4).*

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**Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. Lower Risk**

*Lumentum Operations has not used corporate funds to advance ideological causes, organizations, or policies (1)(2).*

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**Uses corporate political contributions for ideological, non-business purposes. N/A**

*Lumentum Operations does not operate a PAC or engage in lobbying at this time (1)(2).*

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