

Modern Slavery and Human Trafficking Statement Fiscal 2021

to comply with:

the California Transparency in Supply Chains Act 2010
the United Kingdom Modern Slavery Act 2015
and the Australia Modern Slavery Act 2018

September 13, 2022

This statement is a joint statement (the “Joint Statement”) made pursuant to the Australia Modern Slavery Act 2018, Section 54(1) of the United Kingdom Modern Slavery Act 2015, and the California Transparency in Supply Chains Act of 2010 and constitutes the statement against modern slavery and human trafficking by Infinera Pty Ltd (Company Reg. Number: ACN 162 198 781), Infinera Limited (Company Reg. Number: 5242459) and Infinera Corporation.

Organization's Structure

Founded in December 2000, Infinera Corporation is a listed company (NASDAQ: INFN) incorporated in the United States under the laws of Delaware and headquartered in San Jose, California. Infinera Corporation has approximately 90 subsidiaries worldwide (hereinafter, collectively referred to as “Infinera”) and has offices in 59 locations globally.

As of December 31, 2021, Infinera had 3,258 employees worldwide, located in more than 43 countries, which global reach brings a diverse, inclusive, and global perspective to its operations. Around 0.01% and 0.03% of Infinera’s global workforce is based in Australia and the United Kingdom, respectively.

Infinera strives to maintain a culture of compliance with all applicable laws and regulations and adhere to the highest standards of ethics and business conduct with respect to slavery, servitude, forced or compulsory labor, and human trafficking in the supply chain. Infinera’s employees, and its human capital, are Infinera’s most valuable assets. Infinera engages its employee base to foster a productive and ethical workplace culture so it can compete in today’s marketplace successfully and sustainably.

Operations

Infinera is a global supplier of innovative networking solutions that enable carriers, cloud operators, governments, and enterprises to scale network bandwidth, accelerate service innovation, and automate network operations. The Infinera end-to-end packet-optical portfolio delivers industry-leading economics and performance in the long-haul, submarine, data center interconnect, and metro transport applications.

Infinera markets and sells its solutions globally through its direct sales and services organization and through many channel and reseller partners. In addition to entering into agreements with resellers, Infinera has several other types of sales and marketing-focused alliances with entities. Infinera’s sales, services, and marketing professionals are based in locations across the Americas, Europe, the Middle East, and Asia and focus on direct and channel sales, sales operations, professional services, and account management.

Annual Consolidated Revenue

For fiscal 2021, Infinera’s consolidated revenue was approximately USD 1.4 billion.

Consultation Processes

Infinera has acted in consultation with entities that it owns or controls in preparing this Joint Statement.

Infinera's Supply Chains

During fiscal 2021, Infinera engaged with more than 1,000 suppliers from over 100 countries globally. In Australia, Infinera engaged with 67 suppliers. In the UK, Infinera engaged with 90 suppliers.

Infinera's supply chains include the suppliers of equipment and components needed to build and maintain its solutions and manufacture its products. The main suppliers of Infinera are based in Asia.

In addition, Infinera contracts with contract manufacturers ("CM") and suppliers that provide goods and services that relate chiefly to the provision of components and subsystems.

Infinera's major categories of spend include direct materials, real estate, energy and utilities, facility maintenance and repairs, payroll services, professional services (including legal and accounting services), information technology and telecommunications, travel and entertainment, courier and delivery, public relations, and marketing.

Infinera's Policies on Slavery and Human Trafficking

Infinera has appropriate policies in place that underpin its commitment to ensure that there is no modern slavery or human trafficking in its supply chains or any part of its business. Infinera frequently reviews and updates all of its policies to ensure it follows best practices and requires its business partners, including its suppliers, to do the same. These policies embody its corporate values and the international principles encompassed by:

- the Universal Declaration of Human Rights;
- the International Labor Organization's Declaration on Fundamental Principles and Rights at Work;
- the United Nations Guiding Principles on Business and Human Rights; and
- the United Nations Global Compact.

Infinera's Supplier Code of Conduct ("Code of Conduct") reflects its commitment to acting ethically and with integrity in all of its business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking are not taking place anywhere in its supply chains. The Code of Conduct sets out the minimum standards expected of all Infinera suppliers, so they act ethically, responsibly, and in compliance with applicable laws and regulations. It is required to be applied by Infinera suppliers to their first-tier suppliers and subcontractors, including providers of contract labor, at a minimum.

Infinera also has the following policies in place that address modern slavery concerns, which Infinera frequently reviews and updates as needed.

- Code of Business Conduct and Ethics
- Supplier Code of Conduct

Due Diligence Processes for Slavery and Human Trafficking

Infinera has zero tolerance for slavery and human trafficking. To ensure all those in its supply chains comply with Infinera values and ethics, Infinera has in place a rigorous supply chain compliance program. The compliance program consists of:

Code of Conduct Compliance - Infinera requires its suppliers to conduct their business lawfully, but also in compliance with the same high standards of integrity and ethics. Infinera's relationship with its CMs and suppliers is governed by the Code of Conduct.

Verification – Infinera surveys its suppliers and conducts on-site audits of its major CMs and suppliers to assess and evaluate their performance on topics including labor conditions, child labor, and human trafficking. Infinera considers these principles in the selection of its CMs and suppliers to actively monitor their compliance. Currently, Infinera conducts third-party audits and verification by using Source Intelligence and Ecovadis.

Audit – Supplier audits are announced and conducted by Infinera using audit protocols designed to assess supplier performance relative to the Responsible Business Alliance and Infinera's Code of Conduct, all of which address issues of human trafficking and slavery. Infinera believes that workers at supplier facilities have the right to freely choose employment, the right to free association, and the right of the workplace to be free of harassment and unlawful discrimination.

Certification – Infinera suppliers must certify compliance with the Code of Conduct, which addresses human rights, forced labor, child labor, and other important ethical standards.

Infinera also conducts due diligence on its channel partners and resellers to ensure that when they work on behalf of Infinera, they conduct business in a manner that is consistent with Infinera's policies and values.

Infinera also has in place systems to:

- Identify and assess potential risk areas in its supply chains.
- Mitigate the risk of slavery and human trafficking occurring in its supply chains.
- Monitor potential risk areas in its supply chains.
- Protect whistleblowers.

Internal Accountability

Infinera requires all employees and management, including those who are directly responsible for supply chain management, to comply with Infinera's Code of Business Conduct and Ethics, which includes compliance with all applicable laws. Non-compliance with Infinera's standards may result in corrective action or termination. In addition, Infinera's Whistleblower Policy allows an employee to raise a concern without fear of retaliation.

Infinera has a dedicated cross-functional compliance team, which consists of involvement from the following departments:

- Procurement
- Legal
- Internal Audit
- Human resources
- Sales

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in its supply chains and business, Infinera provides regular training to its staff. Infinera also requires its business partners to provide training to their staff and suppliers and providers.

Infinera employees with direct responsibility for supply chain management receive training on all Infinera policies, practices, and procedures designed to ensure that Infinera's supply chain is free of human trafficking and slavery, including general risk mitigation. Infinera's training programs are reviewed and updated as necessary.

Our Effectiveness in Combating Slavery and Human Trafficking

Infinera is committed to responsible sourcing, including the elimination of human trafficking and slavery, if any, in its supply chain, and continuously evaluates ways to improve its current practices and procedures. If Infinera learns of any allegations of human trafficking or slavery through its whistleblowing system, supplier audits, or any other means, it will act promptly and effectively in the best interests of the workers affected, which could mean the termination of the business relationship with the CM, supplier or contractor concerned.

Infinera has appointed independent third parties Source Intelligence and EcoVadis to conduct externally facilitated reviews to bring insights on ways Infinera can address slavery and human trafficking.

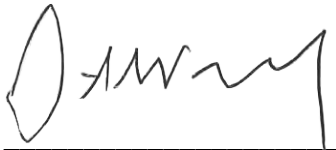
Following a review of the effectiveness of the steps Infinera has taken this year to ensure that there is no slavery or human trafficking in its supply chains, Infinera intends to take the following further steps to combat slavery and human trafficking: Infinera's dedicated Corporate Social Responsibility ("CSR") team, which provides a cohesive approach to CSR matters across its global

Infinera entities, including modern slavery and human trafficking, will undertake a comprehensive materiality assessment and gap analysis. This analysis will include benchmarking against peer companies, identifying and reviewing key standards, and validating findings with external parties and advisors to develop a global and cohesive strategy for establishing and strengthening procedures for ongoing evaluation of gaps and implementation of best practices.

Board Approval

This Joint Statement was approved by the Board of Directors of our parent company, Infinera Corporation, on September 13, 2022.

INFINERA CORPORATION



David Heard
Chief Executive Officer and Director
Date: September 13, 2022

Australia

This Joint Statement was approved by the board of Infinera Pty Ltd.



Date: September 12, 2022
Name: Michael Fernicola
Title: Director

United Kingdom

This Joint Statement was approved by the board of Infinera Limited.



Date: September 12, 2022
Name: Michael Fernicola
Title: Director