



1.0 PURPOSE

COHERENT is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion. COHERENT's culture is built on a strong set of corporate values: Integrity, Collaboration, Accountability, Respect, and Enthusiasm.

We recognize that diversity in our workforce contributes to our business success and benefits our employees, customers, supplier partners and shareholders. Leveraging diversity in our workplace delivers a strong competitive advantage. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and the company's achievements as well. We know that bringing diverse backgrounds, cultures, and perspectives together drives innovation which helps us achieve our mission of creating solutions to enable the world to be safer, healthier, closer, and more efficient.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique. Our aim is to ensure that our policies, practices and behaviors promote diversity, equity and inclusion and create an environment where individual differences are welcomed, valued and respected.

2.0 SCOPE

This policy applies to all COHERENT divisions and subsidiaries, either wholly or majority owned. It applies to all employees, contractors, subcontractors, agents and consultants of COHERENT, including all personnel affiliated with third parties.

3.0 RESPONSIBILITY

Manager Responsibilities

- Implement this Policy as part of the day-to-day management of employees and in applying policies and practices in a fair and equitable way.
- Recognize unacceptable behavior and take immediate appropriate action.
- Ensure an inclusive and equitable work environment for all employees.

Employee Responsibilities

- Implement this Policy in the day-to-day work and dealings with colleagues and customers, treating others with dignity and respect at all times.
- Notify a member of management or Human Resources of any concerns about inappropriate conduct of others with whom they interact with, in the scope of their roles. Everyone is expected to exhibit conduct that reflects inclusive behaviors during work, at work functions on or off the work site, and at all other company-sponsored and participative events.

4.0 POLICY

All employees, and those with whom we do business with, have a responsibility to treat others with dignity and respect. Each employee, and all those with whom we do business, are expected to ensure that the work environment is inclusive and free of all forms of discrimination and harassment.

COHERENT's diversity, equity and inclusion initiatives are applicable, but not limited to, our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing



development of an inclusive work environment built on the premise of diversity and equity that encourages and enforces:

- A workplace which is free from discrimination, harassment and bullying.
- Respectful communication and cooperation between all employees regardless of title or level.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- A workplace culture that is inclusive, embraces differences, builds trust and cultivates a sense of belonging.
- Equal employment opportunities based on ability, performance and potential.
- Awareness in all employees of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.
- Attraction, retention and development of a diverse range of talented people.
- Flexible working practices where possible, to accommodate employees’ varying needs.
- Equitable frameworks and policies, processes and practices that limit potential unconscious bias.

5.0 RECORDKEEPING AND CONFIDENTIALITY

Any information obtained regarding deviations or violations of this policy will be maintained confidentially, in accordance with applicable legal and investigation process requirements.

6.0 ENFORCEMENT

Local Management and Human Resources are accountable to ensure enforcement of this policy at all COHERENT locations. Any employee found to have exhibited inappropriate conduct or behavior against others in violation of the expectations outlined in this policy, may be subject to progressive counseling and/or disciplinary action, up to and including termination if an appropriate investigation warrants it.


Serious violations resulting in termination must be reviewed with the Chief Human Resources Officer. Employees who believe they have been subjected to any kind of discrimination that conflicts with the company’s policies and initiatives regarding Equal Opportunity, Anti-Harassment, Anti-Discrimination and Diversity initiatives should seek assistance from a member of Management or Human Resources. The Chief Human Resources Officer is responsible for amending and updating this policy.

7.0 COMMUNICATION

Executive and Senior Leadership are responsible to ensure this Policy is cascaded throughout their organizations. Local Management and Human Resources are responsible for communicating and implementing this Policy.

8.0 QUESTIONS AND REPORTS

If you believe this Policy has been violated, you should discuss the situation with your manager, your local Human Resources representative, the approver of this Policy, or call the COHERENT Compliance Hotline at +1.866.829.3062.

APPROVALS	APPROVALS COMPLETED DATE
 Shirley Reha, Chief Human Resources Officer	June 16, 2022



COHERENT Corp. and its subsidiaries (“COHERENT” or the “Company”)
Subject: **DIVERSITY, EQUITY AND INCLUSION**
Effective Date: June 16, 2022

Policy No.
HR-018

REVISION HISTORY

Revision	Date	Description of Change	Requested By
Original	12/15/2021	Original	Shirley Reha
Rev1	06/16/2022	Addition of “equity” to several statements	Jessica Pastor