

ACACIA COMMUNICATIONS, INC.

Policy Title: Lactation Break Policy – U.S.

Effective Date: September 2016

Date of Last Review: December 2018

All employees who are nursing mothers are eligible to take reasonable breaks under this policy to express breast milk for up to one year after the birth of the employee's child, or as otherwise provided by law. Acacia encourages all eligible employees who intend to take breaks under this policy to notify Human Resources of their intent to utilize this policy, for example, when they are discussing their return to work following leave relating to childbirth. Employees should notify their direct supervisor of the frequency, timing and duration of lactation breaks they need to take. Please contact Human Resources for information about the designated location for lactation breaks. Lactation breaks under this policy are paid.

If you are subjected to any conduct that you believe violates this policy, you should promptly speak to, write or otherwise contact Human Resources, who will ensure that a prompt investigation is conducted and take prompt corrective action, if appropriate. Acacia expressly prohibits any form of discipline, reprisal, intimidation, retaliation or discrimination against any individual for requesting or taking lactation breaks, or filing a complaint for violations of this policy, the Fair Labor Standards Act or applicable state or local law.