

## JUNIPER NETWORKS, INC

### CONTRACT WORKERS, VENDORS, CONSULTANTS AND INDEPENDENT CONTRACTORS CODE OF CONDUCT

The information contained in this Code is not a comprehensive, full or complete explanation of all of the policies, laws and regulations that may apply to you as a contract worker, vendor, consultant or independent contractor of Juniper. In the event that you discover a conflict of interest or events of a questionable, fraudulent or illegal nature, that are, or may be, in violation of the guidelines set forth in this Code, you should report the matter immediately to a member of Juniper's Concerns Committee or directly to a member of the Audit Committee of the Board of Directors, whose contact information can be found on Juniper's intranet site. You may also report the matter on a confidential (and, at your choice, anonymous) basis through Juniper's Ethics Helpline or by calling them toll-free at + 1 (888) 475-8388. No discrimination or retaliation against any person who, in good faith, reports such concerns will be tolerated. Any violation of this Code will result in disciplinary action up to and including termination of your status as a Juniper contract worker, vendor, consultant or independent contractor.

During the course of performing of services for Juniper:

1. Do not bring weapons, or anything that could be construed as a weapon, to a Juniper facility.
2. Do not engage in physical violence or verbal abuse.
3. Do not perform services for Juniper while under the influence of any substance, including drugs or alcohol, which prevents you from providing services safely and effectively.
4. Follow Juniper policies with respect to your physical access to Juniper sites.
5. Care for computer or other equipment provided by Juniper, maintain its security and use it responsibly for Juniper's business purposes. Incidental use of the equipment for personal reasons should be kept to a minimum and must not interfere with Juniper's business or harm Juniper's reputation. If such equipment is used outside of Juniper's premises, take precautions to protect it (and information of Juniper and its customers) from theft, damage, misuse and destruction. All such equipment and any information contained in it must remain fully accessible to Juniper and remains Juniper property.
6. Do not engage in any type of harassment or discrimination including, but not limited to, harassment of a sexual, religious or gender-based nature.
7. Maintain accurate time reports, expense accounts and other personal records related to services you provide to Juniper.
8. Avoid conflicts of interest. Do not engage in any activity that would interfere with your job performance or responsibilities. You must disclose to Juniper any interest you have that may conflict with Juniper's