Statement of Acknowledgement and Commitment to Indigenous and First Nation Peoples

Statement of Acknowledgement

Calix Limited acknowledges the First Nations People and Traditional Custodians of the land on which we live and work, and recognises their deep, ongoing connection to the land, waters, and community. We pay our respects to their Elders past and present and extend that respect to all First Nations People.

Statement of Commitment

We respect internationally recognised human rights, including the United Nations' Ten Principles and the Declaration on the Rights of Indigenous Peoples.

With the release of this statement and in the spirit of reconciliation, Calix is committed to:

- Actively learning from and listening to Indigenous and First Nations voices, culture, and knowledge.
- Encourage employees to learn about and understand the specific Indigenous and First Nations community they work with.
- Creating a culturally safe workplace where Indigenous and First Nations employees can celebrate their full identity.
- Emphasising a respectful relationship with the land, particularly in areas where we operate and have plants, including through our partners.
- Identifying, through a series of dialogues, ways to contribute to improved economic, social, and environmental outcomes for Indigenous and First Nations communities.

We honour and respect all Indigenous and First Nations Peoples with cultural connections to country; acknowledging that traditional boundaries may intersect and that these lands on which we operate carry shared, sacred significance for many.

Calix understands we have a responsibility to foster stronger and more meaningful relationships with Indigenous and First Nations communities. This is a starting point. By learning from each other and Indigenous and First Nations Peoples we believe we can achieve mutually beneficial outcomes for the long-term.