A Shared Purpose
Calix Limited Supplier Code of Conduct

Calix Limited, including its subsidiaries, (“Calix”) is committed to respecting internationally recognised human rights and supporting the principles of the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises.

We seek to engage with suppliers who uphold these same values. "A Shared Purpose" extends Calix’s Code of Conduct to outline expectations for our material suppliers, contractors, and vendors.

Suppliers may refer to their existing Code of Conduct; otherwise, they are expected to abide by Calix’s code. When legal or regulatory requirements conflict with the core principles of the code, suppliers should comply with the law while striving to align with our principles.

Core principles

- **Respect and non-discrimination:** Suppliers must follow all non-discrimination and anti-harassment laws and maintain a respectful and fair workplace, free from harassment and abuse.
- **Safety and well-being:** Suppliers must ensure safe and secure workplaces, prioritise employee health and safety, and support psychological well-being.
- **Freedom of Association:** Suppliers must respect employees' lawful right to free association and collective bargaining, without intimidation or harassment.
- **Employment eligibility and voluntary labour:** Calix is dedicated to eliminating forced labour, child labour, modern slavery, and human trafficking in our supply chain. Suppliers must employ individuals legally entitled to work and adhere to all legal requirements on work hours, wages, and conditions. Child labour and forced labour, as defined by the International Labour Organisation, are strictly prohibited.
- **Work hours, compensation and benefit:** Suppliers must comply with all laws on work hours, overtime, wages, and benefits.
- **Environment:** Suppliers must comply with all environmental laws and regulations. They should consider the environmental and community impact of their business decisions and adopt responsible practices, especially regarding water, energy, hazardous chemicals, air quality, and waste. Calix further encourages suppliers to set Greenhouse Gas emissions reduction goals aligned with a 1.5-degree pathway.
- **Anti-bribery and anti-corruption:** Calix is committed to integrity in all business activities. To uphold this, neither Calix nor our suppliers will engage in corrupt practices, and we’ll implement measures to prevent bribery and corruption. Suppliers will comply with Calix's anti-corruption policy and all relevant laws. Suppliers must not offer, pay, solicit, or accept bribes in any form, facilitate payments, or engage in any corrupt practices for the benefit of Calix, themselves, or any other party.
- **Intellectual property and confidential information:** Suppliers must protect Calix’s intellectual property, including trademarks, patents, copyrights, and inventions, and use it only as authorised. Suppliers must also safeguard Calix’s confidential information and handle it with due care.
- **Transparency and reporting:** Suppliers are expected to be transparent and promptly self-report any instances of non-compliance with the code.

Calix aims to rectify any instances of non-compliance with material suppliers when they are identified. We reserve the right to investigate and engage in remediation to address any adverse impacts caused or contributed to.

To ensure alignment, new material suppliers will be asked to complete a screening form before establishing a formal relationship. Material suppliers may also be required to submit self-audit forms to affirm their ongoing compliance. In severe or frequent instances, code violations may be grounds for Calix to void or terminate contractual obligations with a supplier without penalty.

Calix is committed to deepening our partnership and engagement with our suppliers to uphold human rights and environmental ideals. By working together, we can uplift the livelihoods of workers and communities.