Safety, Health and Environment (SHE) Policy

In line with our values and our vision, Calix is committed to safe and environmentally responsible operations.

This Policy provides a framework that empowers our people to make decisions on matters related to Safety, Health and Environment. It applies to all our people, contractors, and activities, and extends to any work, products, or services that may affect the health, safety, or environmental outcomes of what we do.

We work proactively with our people and other stakeholders to uphold the principles outlined in this policy.

Calix's Safety, Health and Environment Policy principles are:

- Proactively identifying and managing material risks to prevent injury and ill health to our people, and to minimise negative impacts on the environment.
- Compliance with all applicable legal requirements and delivery on our voluntary commitments.
- Leadership that drives a culture where everyone is empowered to stop work if it is unsafe and to raise SHE concerns without fear of retaliation.
- Building SHE capability and capacity in employees and contractors, to effectively deliver on our organisational objectives.
- Embedding open communication and consultation in how we work, involving workers and contractors in decisions that affect their health, safety and environment.
- Reducing our environmental footprint by preventing pollution, reducing emissions, minimising waste, and promoting efficient use of energy and water.
- Maintaining transparent engagement with stakeholders on how we manage health, safety, and environmental matters.
- Setting realistic and measurable objectives and targets, as part of integrated business planning, to drive continuous improvement in SHE performance.
- Reporting on our SHE performance in a manner that is balanced, accurate and comparable.
- Committing to continuous improvement to enhance our SHE performance.

This Policy is supported by Calix standards and processes that prescribe and define the way Calix operates. It is made publicly available and communicated to all people working for, or on behalf of, Calix.

Phil Hodgson

Chief Executive Officer

November 2025