Human Rights Policy

Calix Limited is committed to upholding sustainability and human rights across all its operations, as guided by the United Nations (UN) Global Compact's Ten Principles. We support and respect internationally recognised human rights, including those set out in the Universal Declaration of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

We fundamentally support:

- Assessing and addressing risks of forced labour, child labour, modern slavery and human trafficking in our operations and supply chains through a risk-based approach, including prevention and remediation where appropriate.
- Ethical and fair labour practices.
- Operating in an environmentally responsible manner.
- Conducting our business with integrity and respect for human rights.

Calix's Code of Conduct and supplier code *A Shared Purpose* embody our commitment and expectations of key stakeholders. Stakeholders are encouraged to report any human rights concerns through our public reporting mechanism outlined in the organisation's *Global Whistleblower Protection Policy*.