



Last Modified: January 2025

Calix, Inc. Global Human Rights Policy

Purpose and Scope

Calix, Inc., its subsidiaries, and affiliates (“Calix”) are committed to respecting and advancing human rights, as well as meeting the highest ethical standards and compliance with all applicable laws, rules, and regulations. This policy aims to embed the responsibility to respect human rights throughout the Calix organization.

Calix not only expects its employees and directors to uphold human rights values as set out in this policy, but Calix also expects its suppliers and third-party intermediaries (“Suppliers”) engaged in providing products and services to Calix to have, or to make, a similar commitment. Calix’s [Supplier Code of Conduct](#) outlines Calix’s expectations for its Suppliers.

Commitment

Calix’s human rights commitment is based on the following guidance:

- United Nations Guiding Principles on Business and Human Rights
- International Bill of Human Rights (consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights)
- International Labour Organization’s Declaration on Fundamental Principles and Rights at Work
- United Nations Convention on the Rights of the Child
- United Nations Convention on the Elimination of Discrimination against Women
- OECD Guidelines for Multinational Enterprises
- The Children’s Rights and Business Principles

Calix will comply with all applicable laws and respect internationally recognized human rights wherever it operates. Where they are in conflict, Calix will adhere to local laws, while seeking ways to respect international human rights to the greatest extent possible.

Calix prohibits discrimination, forced, trafficked and child labor and is committed to ensuring a safe and healthy working environment and the dignity of the individual.

Policy

Calix seeks to conduct its business in a manner that respects the rights and dignity of all people. In particular, Calix will prioritize the following initiatives:

- Non-Discrimination and Respect for Employees

- Calix promotes the equal opportunities and treatment of its employees, irrespective of race, nationality, ethnicity, political affiliation, social background, disability, gender, sexual orientation, marital status, religion, age, or any other legally prohibited ground.
- Calix refuses to tolerate any unacceptable treatment of individuals, including sexual harassment or discrimination.
- Prohibition of Forced Labor, Child Labor and Human Trafficking
 - Calix neither uses nor contributes to slavery, servitude, forced or compulsory labor, and human trafficking.
 - Calix does not employ workers under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, workers under the age of 14.
 - Calix does not employ workers under the age of 18 for hazardous work according to ILO Convention 182.
- Working Hours, Wages & Benefits for Employees
 - Calix recognizes the legal rights of workers to freedom of association and the effective recognition of the right to collective bargaining.
 - Calix adheres to all applicable working-hours regulations.
 - Calix pays fair and legal wages for labor in accordance with applicable wage and compensation laws.
- Health & Safety of Employees
 - Calix provides safe working conditions for all employees and contractors.
 - Calix acts in accordance with the applicable statutory and international standards regarding occupational health and safety.
 - Calix provides ample education and recorded training to ensure its employees and staff are educated and aware of health & safety issues.
 - Calix identifies and assesses emergency situations in the workplace and minimizes their impact by implementing emergency plans and response procedures.
 - Calix prevents or mitigates incidents associated with operations and processes that may result in material impacts to people or the environment.
- Suppliers and Partners
 - Calix requires its Suppliers and partners to adhere to ethical and social values consistent with its own as outlined in its [Supplier Code of Conduct](#).

Addressing Human Rights Impact

Calix manages human rights risks by integrating human rights considerations into its policies and internal systems and training.

Calix recognizes that human rights due diligence is an ongoing process. In certain countries where Calix operates, there may be particularly high, systemic risks of human rights abuses. In these circumstances, Calix will put in place additional due diligence to assess and address these risks.

Reporting Concerns

If you have any questions about this policy, please contact your Talent and Culture Business Partner or Calix's General Counsel. You may also raise ethics or compliance concerns with your direct leader, your Talent and Culture Business Partner or Calix's General Counsel. Calix has also established an Ethics Helpline that is available 24 hours a day, 7 days a week at 1-877-231- 8016 or on the internet at www.calix.ethicspoint.com. You may remain anonymous and will not be required to reveal your identity in calls to the Ethics Helpline, although providing your identity may assist Calix in addressing your questions or concerns.

Calix prohibits retaliation against anyone who, in good faith, raises a complaint or cooperates with any investigation. Any reprisal or retaliation against anyone who, in good faith, raises a complaint or cooperates with any investigation will be subject to disciplinary action up to and including termination.