



## Smoking Free Workplace policy

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Under the new laws administered by the Department of Human Services and local councils, it is an offence to smoke in most enclosed workplaces.

Workers and visitors must not smoke in any enclosed workplaces, offices, toilets, change-rooms, meal rooms, hallways or other parts of the buildings, or within 4 metres of building entrances to protect the indoor air quality. Smoking is also prohibited in company vehicles.

Smoking is only permitted in outdoor areas 4m away from building entrances for any Calix site.

In some areas, smoking or any other activity which generates a naked flame is prohibited due to the potential risk of fire or explosion. Signage in these areas will indicate such restriction. In these cases, smoking in or near these areas is strictly forbidden.

All workers' are advised to notify the Plant/Site Manager, HSEQ Manager or Managing Director of any breaches of the smoke-free workplace policy.

Employees who breach this policy will be subject to disciplinary action. Contractors/visitors who breach this policy will also be subject to disciplinary action.