Safety, health & environmental policy

Calix is committed to ensuring the safety and wellbeing of all its people (employees and contractors), visitors and anyone who could be affected by the conduct of its business, and to minimise its impact on the environment in which it operates.

Calix recognises that Safety, Health and Environment (SHE) management must be integrated into all operations in the organisation.

Calix aims to:

- Prevent injury and ill health in the workplace
- Achieve zero harm in its businesses through the provision of a safe workplace & systems of work.
- Establish objectives and targets to ensure continual improvement aimed at elimination of work related injury.
- Promote and maintain mental health & wellbeing of our staff
- Control risks associated with safety, health and environment through identification, assessment and control of SHE hazards in all areas of the business
- Comply with legislation, company procedures and acceptable industry standards.

- Learn from incidents and near misses to prevent re-occurrence
- Provide its people with information, training and instructions to encourage safe systems of work, the effective management and performance of SHE practices and increase understanding of workplace hazards.
- Regular review and continually improve SHE policy, procedures, management system, practices and performance.
- Identify opportunities for the more efficient use of energy and water, minimisation of waste and reduction in our environment footprint

We committed to consultation & engagement with its people to achieve safety, health & environmental improvements, & will involve its people in the workplaces changes which will affect their health and safety. Open communication regarding SHE issues at work is encourages at all times.

Management at all levels of supervision is accountable for the following:

- The implementation of the SHE program and the safety of people at Calix.
- Resource allocation including setting responsibilities, authority and accountability in maintaining workplace health and safety
- Reviewing the system and putting in place measures for continual improvement.
- Ensuring no-one is permitted to direct people to work where an uncontrolled risk to personal safety or the environment exists.

People at Calix have a responsibility to:

- Observe and obey company SHE systems and procedures and to accept their part in the responsibility for protecting themselves, fellow employees, contractors, sub-contractors, company equipment, property and the environment.
- Report SHE hazards and incidents immediately to their manager/supervisor.

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Peter Turnbull

Chair

Version adopted by the board on 18 April 2018

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Phil Hodgson

CEO & MD

Version adopted by the board on 18 April 2018