



Smoking free Policy

Calix is committed to provide a safe workplace for all its people (employees, contractors and visitors) from the harmful effect of tobacco smoke in the workplace.

Under the new laws administered by the Department of Human Services and local councils, it is prohibited to smoke in all enclosed areas of 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. In addition, smoking is also prohibited in company vehicles.

For the health and safety of all Calix people, smoking is only permitted at designated outdoor smoking areas on any Calix site. These designated areas will be communicated to all Calix employees, contractors (including subcontractors) and visitors at induction.

All workers' are advised to notify the Plant/Site Manager, SHEQ 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.

Signed:

Date: 15/04/2020

Chairman

Signed:

Date: 15/04/2020

Chief Executive Office

Contact :

info@calix.com.au

Company Secretary