

# CONNECTING PEOPLE, PLACES & PARTNERS TO EMPOWER POSITIVE CHANGE

**2017** SOCIAL AND ENVIRONMENTAL  
RESPONSIBILITY REPORT





### CEO Message



### Progress on Goals



### Responsible Sourcing

We evaluate our entire supply chain through a “single view of risk” methodology that includes data analytics and advanced screening capabilities to improve responsible sourcing decisions.



### People

We are focused on making Jabil a best-in-class employer that offers our 150,000+ employees a rewarding career in a safe and welcoming environment.



### Environment

Through sustainable innovation in our service offerings and internal operations, we are working towards aggressive goals to lessen our environmental impacts in energy, waste and water.



### Community

Jabil’s culture reflects our commitment to support our fellow employees and give back to our communities through volunteering, charitable giving and in-kind donations.





## CEO Message

At Jabil, our people are the most important asset we have. Our global and culturally diverse team stands proudly alongside our customers and consistently delivers domain expertise and innovative solutions to the marketplace.

Our strength in numbers also provides us with the unique opportunity to have a meaningful impact on the world around us. For this reason, our commitment to rigorous social and environmental standards has never been stronger.

As a leading manufacturing services provider, employee safety will always be a top priority. In Fiscal 2017, we made further progress to ensure employee safety at all levels, including moving closer to achieving our goal of zero workplace incidents.

Yet as we work to take care of our people, I'm continually struck by the way our employees take care of each other, the environment and the communities in which we work and live.

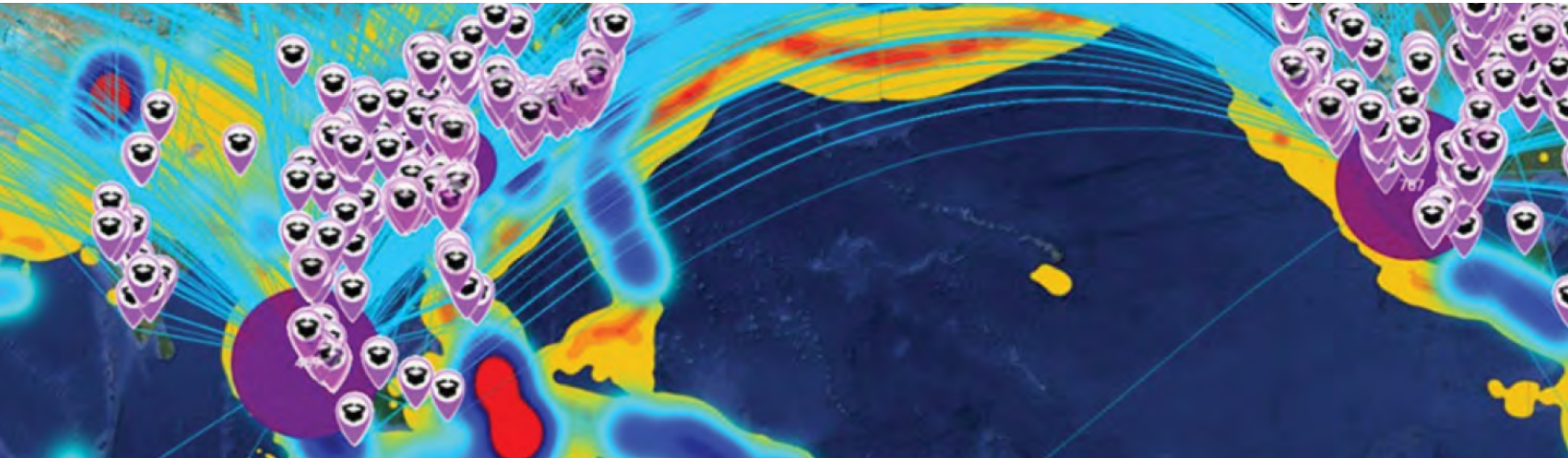
### Simply put, as an organization, we aim to:

- keep our people safe
- respect the environment and
- conduct our business with integrity.

Today, I invite you to join us on this journey and learn more about our progress in our fifth annual Social and Environmental Responsibility Report. Within this report, I think you will find that our amazing employees and their commitment to 'doing what's right' has never been stronger.

### Thank you for your interest in Jabil!

**Mark T. Mondello**  
Chief Executive Officer



## Responsible Sourcing

Every year, Jabil spends approximately US\$13 billion with more than 22,000 direct suppliers to secure the inputs and materials that go into the products we manufacture. Our comprehensive approach to responsible sourcing is resulting in a more efficient use of Jabil resources and driving a stronger culture of accountability among our suppliers.

### Highlights from Fiscal 2017:

**2,437**

SER risk assessments completed.

**105**

SER audits.

**7,688**

conflict minerals declarations completed by in-scope suppliers, representing 98% of our total spend of applicable in-scope materials subject to conflict minerals legislation.

### In this section:



CONFLICT MINERALS



LABOR AGENCY MANAGEMENT



SINGLE VIEW OF RISK



## Responsible Sourcing

### Conflict Minerals

Every year, Jabil spends approximately US\$13 billion with more than 22,000 direct suppliers to secure the inputs and materials that go into the products we manufacture. Our comprehensive approach to responsible sourcing is resulting in a more efficient use of Jabil resources and driving a stronger culture of accountability among our suppliers.

Jabil continues to expand its visibility into conflict minerals to increase transparency.

In most cases, Jabil is several or more levels removed from directly purchasing tin, tantalum, tungsten and gold (3TG) from mines, smelters or refiners. However, we continue to report the origins of 3TG in our supply chain by requiring conflict minerals declarations from our in-scope suppliers. In Fiscal 2017, we received declarations from 7,688 in-scope suppliers, representing 98 percent of our total spend of applicable in-scope materials subject to conflict minerals legislation.

In addition to our industry's long-time focus on 3TG, human rights abuses have also been increasingly documented for cobalt mining in the Congo, prompting Jabil to consider expanding our due diligence and reporting on mineral supply chains to include cobalt. As a first step, in Fiscal 2017, we launched a responsible minerals sourcing survey to a limited number of suppliers in our supply chain to increase the visibility of cobalt management.

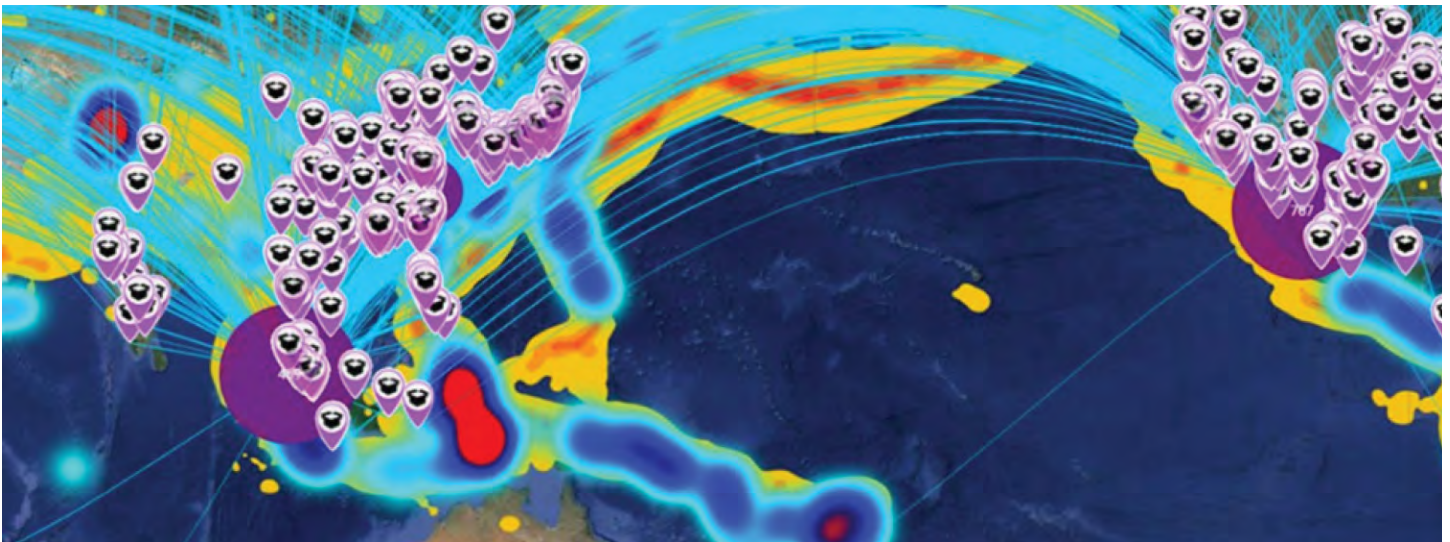


## Conflict Minerals Management

| (fiscal years)   | 2015  | 2016* | 2017    |
|--|-------|-------|---------|
| Suppliers providing completed conflict minerals declaration                                      | 3,815 | 3,121 | 7,688** |
| Percent of total spend of applicable in-scope materials subject to conflict minerals legislation | 89%   | 93%   | 98%     |

\* In Fiscal 2016, we evaluated our suppliers to determine if they qualify as in-scope, narrowing the number of requests for conflict mineral declarations.

\*\* The significant increase from 2016 to 2017 is due to the inclusion of three acquisitions (including Nypro) into in-scope purchasing materials for conflict minerals compliance.



With powerful interactive Intelligent Digital Supply Chain capabilities, Jabil has unparalleled real-time reach into supplier information.

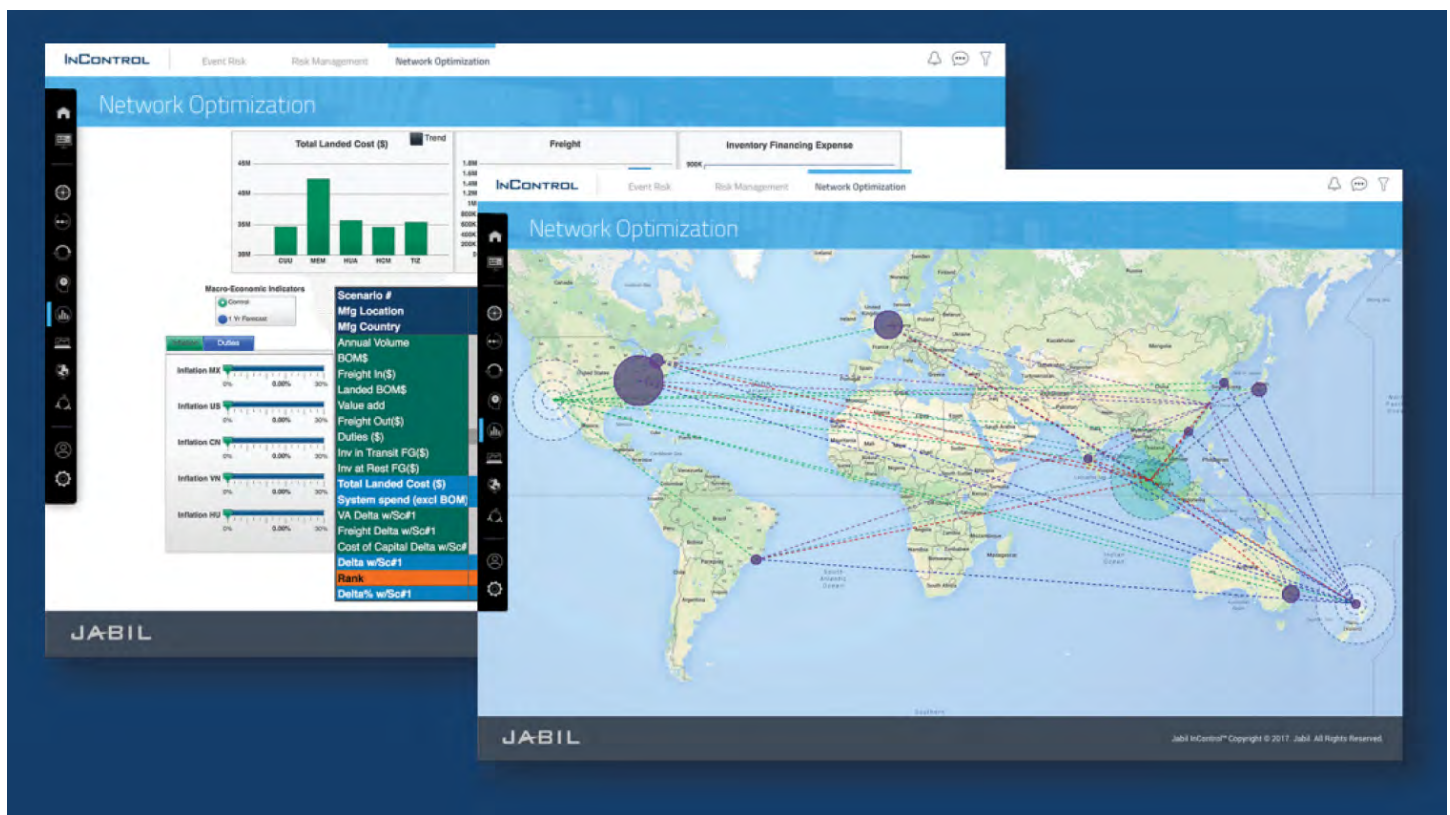
# Reducing Risks through the Jabil Intelligent Digital Supply Chain

In addition to the standards we uphold for Jabil's own supply chain, our customers rely on us to help them meet their own responsible sourcing goals. Our Intelligent Digital Supply Chain (IDSC) capabilities allow Jabil to be a trusted and ethical source for unparalleled reach to suppliers and supply chain information in real-time. We are helping ensure better management of social and environmental risks while supporting sustainable business growth. We currently manage supply chain risk for a diverse set of industries that represents over US\$13B of spend globally.

Our IDSC solutions include comprehensive supply chain services that ensure full compliance with regulations that relate to chemicals, hazardous substances and conflict minerals. For example, we provide clear and actionable performance reports that show our customers' supplier conflict-free status and supplier risk assessments. Our scalable service packages also provide training and outreach to suppliers to continually improve performance. This program is a win-win shared service that is succeeding in tackling human rights issues and sourcing risks across the manufacturing supply chain—lowering risk not only for Jabil but also for our customers.

## InControl™

Jabil is leading the industry in driving new supply chain thinking for the digital economy. Our Intelligent Digital Supply Chain solutions include Jabil InControl™, a cloud-based risk platform and decision-support tool that provides Jabil with increased supply chain visibility through actionable analytics and alerts. Through Jabil InControl™, we are not only supporting improved risk management decisions for our own supply chain, but we're also exploring ways to improve the sustainability of our customers' supply chains.





## Responsible Sourcing

### Labor Agency Management

Protecting the rights of employees and ensuring fair pay and benefits is a top priority for Jabil, particularly in Asia where sites must rely on labor agencies to provide a flexible workforce for fast-changing needs. Through Jabil's labor agency management program, we are aggressively working to change labor agency practices in our industry and protect workers from illegal treatment.

Jabil's dynamic manufacturing production demands can sometimes mean Jabil sites may need up to an additional 30,000 or more workers in as little as 30 days. To meet this need, Jabil must rely on Tier 1 labor agencies that employ workers who are contracted to work within Jabil facilities. However, Jabil faces significant challenges with the existing labor agency model. The challenge begins when the Tier 1 agencies with which Jabil contracts sub-contract several tiers into the supply chain. This creates a lack of transparency and has, in the past, led to inaccurate payments to workers by their employing agencies and a myriad of other rights issues.

Awareness of labor agency issues is extremely high across Jabil, and our actions are making a positive difference for agency employees working in our factories. In Fiscal 2017, we implemented tighter controls in our supplier screening process to block or eliminate vendors that do not show continuous improvement to meet our rigorous standards for compliance or that do not demonstrate the ability to meet our recruitment needs. Our labor agency audit program also monitors a vendor list to track, audit and narrow the agencies that we work with.



**Moving forward, we are working to:**

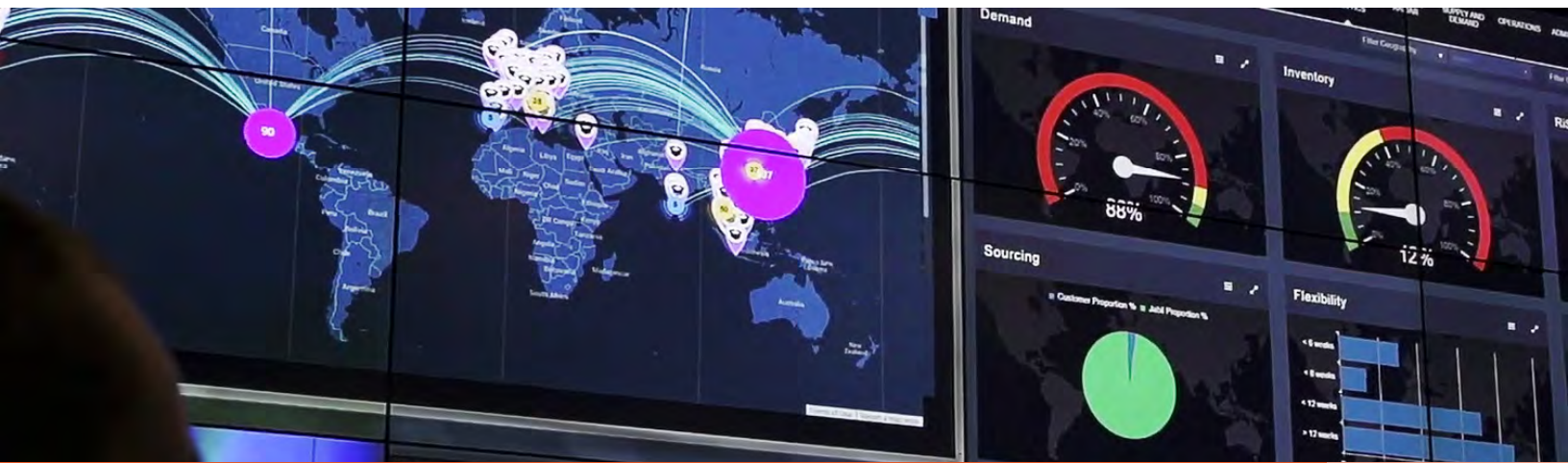
- Reduce the number of labor agencies we work with,
- Limit recruitment fees,
- Expand the geographic coverage of labor agencies to more distant provinces and
- Improve predictive forecasting to better meet production demands.

In Fiscal 2017, we audited 83 labor agencies and identified at least one area for improvement at each one, resulting in 83 corrective action plans (which encompass multiple issues or areas of improvement). We also disqualified 48 labor agencies from our partnership process for reasons identified during the risk assessment phase or audits, such as improper licensing. As we make our position and expectations increasingly clear by terminating agency relationships when necessary—even when we are facing labor shortages in countries like China—we raise the bar for the remaining labor agency partners that we do continue to work with.

Our supplier partnership decisions reflect our firm support for human and labor rights as governed through the **Jabil Code**, the **RBA Code of Conduct** and the **United Nations Guiding Principles on Business and Human Rights**.

## In Fiscal 2017, Jabil:

- audited 83 labor agencies,
- implemented 83 labor agency corrective action plans (which encompass multiple areas of improvement) and
- disqualified 48 labor agencies during a risk assessment phase or audit.



## Responsible Sourcing

### Single View of Risk

The establishment of Jabil’s Risk Governance Office in 2016 kicked off an organizational initiative to further expand the way we assess our supply chain, with the goal of achieving a “single view of risk.” By developing new data request, capture and analytics capabilities, we are continually expanding our scope of coverage in assessing supply chain risks. This will play a key role in increasing our levels of visibility, knowledge and breadth of screening. In the future, this level of detail will encompass our entire supply chain, and Jabil will be positioned even more strongly to identify and manage related risks, and to improve our responsible sourcing decisions.

In Fiscal 2017, Jabil built the first phase of a Vendor Risk Management Index that is providing initial inputs to our broader Enterprise Risk Management framework. This centralized platform (that was initiated with direct material suppliers first) is now providing a single view of risk for first-phase criteria across a much greater portion of our direct supplier total spend. The system incorporates captured and analyzed risk data and assigns each supplier a “risk score” based on the results of this analysis. Examples of the social and environmental risks that we monitor through this system include bribery and anti-corruption systems, social and environmental systems, conflict minerals disclosures, and health and safety systems. Additional steps we took toward creating a single view of risk in Fiscal 2017 include strengthening purchasing controls, streamlining auditing processes, launching a survey recollection process and further automating supplier self-assessments. These have enabled monitoring to begin as well as serve as an input to our procurement processes. We also added new training and development resources to the Jabil Supplier Portal—an online platform that provides suppliers with information regarding our company requirements and expectations.

As a result of these risk management steps, we are securing a lower-risk supply chain that better adheres to social, environmental, ethical, regulatory and other requirements of Jabil, our customers and the industries that we serve.

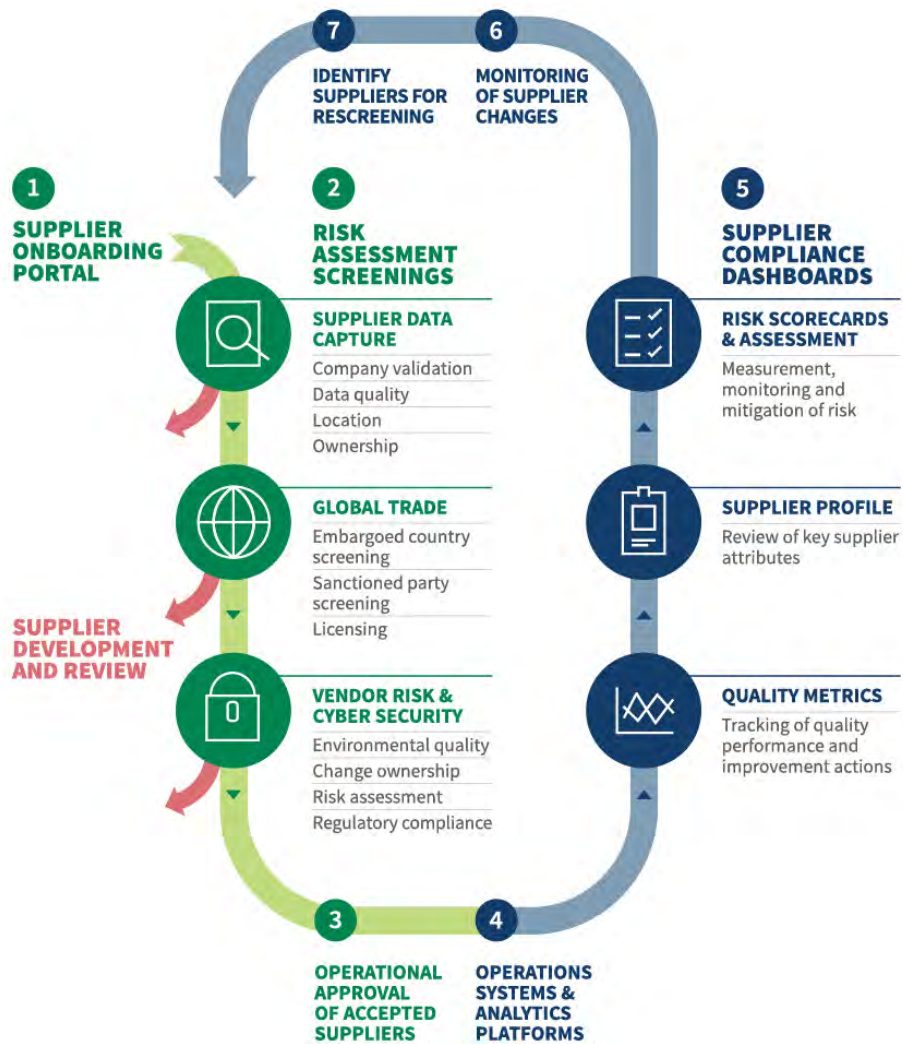


## Vendor Risk Management Index

In Fiscal 2017, more than 17,000 Jabil suppliers across 100+ commodity categories were added to our Vendor Risk Management Index. Beginning in Fiscal 2017 and continuing into Fiscal 2018 and beyond, indirect suppliers (suppliers providing services or other materials that do not go into products) are now being brought into our Risk Governance processes to create a “single view of risk” for these supplier types. This group accounts for approximately US\$3 billion of supplier spend, with over 40,000 vendors supporting 165 service categories

## Supplier Lifecycle Risk Management

Jabil is continuing to develop a rigorous, multi-tiered process that is designed to ensure that every supplier we work with has been fully screened, vetted and risk-rated. Once we accept a supplier into our system, we will maintain a continual loop of ongoing monitoring for any changes in information, including performance metrics, company profile or operating status.



## Conflict Minerals Management

| (fiscal years)  | 2015  | 2016   | 2017    |
|---|-------|--------|---------|
| Suppliers completing Quality and RBA self-assessments | 4,384 | 9,450* | 3,427** |
| SER risk assessments completed                        | 966   | 1,234  | 2,437   |
| SER audits  | 26    | 33     | 105***  |
| Quality audits  | 207   | 305    | 225     |

\* Includes Quality Surveys (8,833), Quality Self-Assessment Questionnaire (SAQ) (408) and EICC SAQ (209). The large increase from Fiscal 2015 to Fiscal 2016 is a result of automating surveys and self-assessments, which increased our supplier reach and made it easier for suppliers to respond.

\*\*Includes Quality SAQ (2,613) and RBA SAQ (814).

\*\*\* Increase from the prior year is primarily due to a larger number of qualified auditors performing more labor agency audits in Fiscal 2017.





## People

Jabil's strategic vision is to be the most technologically advanced and trusted manufacturing solutions provider in the world. To accomplish this, we must attract and retain the brightest talent in our industry. We provide a safe and welcoming place to work where diversity is valued and individuals are empowered to build rewarding careers as a member of the Jabil family. We continually invest in our approximately 150,000+ employees through important health services, training, educational opportunities and recognition programs.

## Highlights from Fiscal 2017:

**10,580**

facility safety improvement tasks initiated and 88% completed.

**48%**

female manufacturing workforce.

**89,000+**

HERhealth participants since 2009.

## In this section:



DIVERSITY AND INCLUSION



ETHICS AND COMPLIANCE



SAFETY



TALENT MANAGEMENT



WE ARE JABIL



## People

### Diversity and Inclusion

At Jabil, we view diversity as an opportunity to understand our differences and inclusion as the added value of bringing our differences together. Through this lens, we create a culture where all employees are respected and welcomed into a workplace for all to contribute and grow.



Jabil sites around the world value diversity, and proactively recruit people of all abilities and backgrounds.

Our diversity and inclusion (D&I) mindset is reflected in the many ways we engage with our people, from education, awareness and engaging with employee groups to our commitment to practices that ensure equal opportunities for all. On September 1, 2017, we appointed the first Senior Director of Diversity & Inclusion to lead our D&I initiatives.



## Promoting Gender Equity

While women currently represent approximately 20 percent of the world’s manufacturing labor force, women represent approximately 48 percent of Jabil’s direct labor manufacturing employees and 43 percent of our total employees. Jabil recognizes the importance women play in our industry and the world economy. We actively recruit women and invest in programs that support and empower them to grow both personally and professionally. Two out of nine members of our Board of Directors, or 22 percent, are women.

### Female Representation at Jabil

| (fiscal years)                                    | 2015 | 2016 | 2017 |
|---|------|------|------|
| Total workforce                                   | 46%  | 46%  | 43%  |
| Manufacturing operations (direct labor)           | 51%  | 51%  | 48%  |
| Management and support positions (indirect labor) | 30%  | 32%  | 30%  |

## Promoting Gender Equity

Access to general and reproductive health education and services for women is often limited in the countries where Jabil operates, which can lead to unhealthy or dangerous health outcomes. To bridge this gap for our employees, Jabil has taken some unique proactive steps. Launched in 2009 in collaboration with BSR, the HERhealth (Health Enables Returns) Project, equips and empowers female employees with reproductive health education, life coaching, and wellness programs. More than 89,000 women have participated in the program since it began. We estimate that each participant has likely shared her knowledge with at least five others in their family and community, further multiplying the program’s impact.

The program uses a “train the trainer” model, where peer educators become leaders and valuable resources for the many young women who often come from rural areas to work in cities. The information and training they receive empowers female employees to make informed decisions about their own health and the health of their families.

The HERhealth Project currently operates in Jabil’s Shanghai, Tianjin, Wuxi, Chengdu, Shenzhen, and Huangpu sites. In Fiscal 2017, more than 17,000 female employees participated in these locations. In Fiscal 2018, the program will also launch in Pune, India, and Ho Chi Minh City, Vietnam.



### Investing in the Power of Women:

[Learn more about how the HERhealth Project is enriching the lives of female employees at Jabil.](#)

## Education and Networking

**Jabil Joules** was launched in 2013 as an internal blog and communication platform to open a dialogue for women about avenues for professional growth and a successful career at Jabil. It has since grown into an enterprise-wide initiative to support gender diversity across the organization. Jabil Joules ambassadors in most sites now regularly organize educational programs, lunch-and-learns, panel presentations, mentorships and other networking opportunities for employees. Insights are documented and shared across regions through our communication platforms to continue the dialogue and inspire more women

## Jabil Women STEPping Ahead

Recognizing the successes of women helps to inspire other women inside and outside of Jabil and create role models for future women leaders. In Fiscal 2017, nine Jabil women were nominated for the **STEP (Science, Technology, Engineering and Production) Ahead award by The Manufacturing Institute**. The **STEP Ahead Award** is a national distinction that celebrates women at all levels of the industry who have demonstrated excellence and leadership throughout their manufacturing careers. Although only two women from any one company can be honored per year, Jabil hosted all nine of our nominees at the awards gala in Washington, D.C., in April 2017.



## STEP Ahead Award Honorees were:

### **Dr. Nitya Vittal (left), Regional Materials Director**

Nitya has taken on the challenge of improving the materials organization in our Memphis, Tennessee, site over the last two years. Material handling costs are down 25 percent year-over-year, and her group has saved over US\$300,000 last year from other initiatives.

### **Reka Aczel (right), Category Manager, Global Indirect Procurement**

Since joining our Tiszaújváros, Hungary, team in 2010, Reka has been instrumental in ensuring that the plant is as efficient and cost-effective as possible, driving production and increasing warehouse capacity by 30 percent.



## People

### Ethics and Compliance

Jabil is committed to conducting our business with uncompromising integrity and in compliance with all laws and regulations in the locations where we do business. In all interactions, we are accountable to our employees, customers, suppliers and shareholders. To ensure Jabil policies are followed, we provide ongoing training to employees and methods for individuals to confidentially report violations.

### Code of Conduct

In Fiscal 2017, we updated our [Code of Conduct](#) to guide our employees in conducting business with integrity – everywhere, every day. Officially launched in January 2018, the updated Code of Conduct provides guiding principles on how we interact with each other, our customers and vendors, and the world in which we operate. The Global Ethics and Compliance Team oversees and enforces the Code. The Code has been translated into 24 languages, and employees will be required to acknowledge receipt of the new Code.

Jabil also adheres to the Responsible Business Alliance ([RBA Code of Conduct](#)), a set of standards on social, environmental and ethical issues in the electronics industry supply chain. The RBA Code aligns with other international norms and standards, including the Universal Declaration of Human Rights, the ILO International Labor Standards and the OECD Guidelines for Multinational Enterprises.

### Reporting Ethical Concerns

Our [Integrity Hotline](#) is a confidential way to report possible violations of the Code or any policy or law. Available 24 hours a day, 7 days a week, the hotline call center is staffed by an independent third party and provides translation services in all languages. In Fiscal 2017, 308 reports were submitted through the Integrity Hotline and 264 reports were closed. The reports are provided to the Global Ethics and Compliance Team for further action. In addition to the Integrity Hotline, employees are encouraged to use Jabil's open-door policy to report concerns directly to their supervisors, Human Resources, or the Global Ethics and Compliance Team. Jabil has a non-retaliation policy that protects employees from retribution when reporting concerns.





## People

### Safety

At Jabil, we strive to provide a safe and healthy working environment and to avoid adverse impact on and injury to the environment and the communities in which we operate. Environment, health and safety (EHS) concerns are the responsibility of our executive leadership and all employees, regardless of function.

**To promote a safety-first workplace culture, we are focused on five action areas:**

- Leadership: Empowering everyone within the organization to lead on EHS
- Integration: Incorporating EHS into all facets of the business
- Data Management: Gathering and using key performance indicators to monitor EHS systems
- Alignment: Linking EHS goals to other organizational objectives
- Corporate Citizenship: Promoting off-the-job safety and environmental initiatives

Jabil's EHS teams around the world oversee our safety programs, including training, risk assessments, audits, and controls. They lead Jabil's commitment to accountability, transparency, and visibility, which allows us to continuously improve and learn from root-cause events. We focus our safety efforts in the areas with the greatest risks and invest in programs and technologies that keep our people out of harm's way.

### The Future of Jabil's EHS Management

At Jabil, our goal is zero recordable safety incidents. In Fiscal 2017, we launched the Environment, Health and Safety Improvement Plan (EHSIP), a new enterprise-wide semi-cloud-based platform that reduces risks and promotes continuous improvement in EHS. With EHSIP, we are strengthening our company's safety culture by empowering everyone in the organization to lead on EHS.

The system tracks safety data and displays a real-time dashboard of metrics that helps predict and prevent undesirable events. In the past, it was difficult to pull company-wide safety data for performance-tracking, benchmarking or sharing best

## AIMing for Excellence

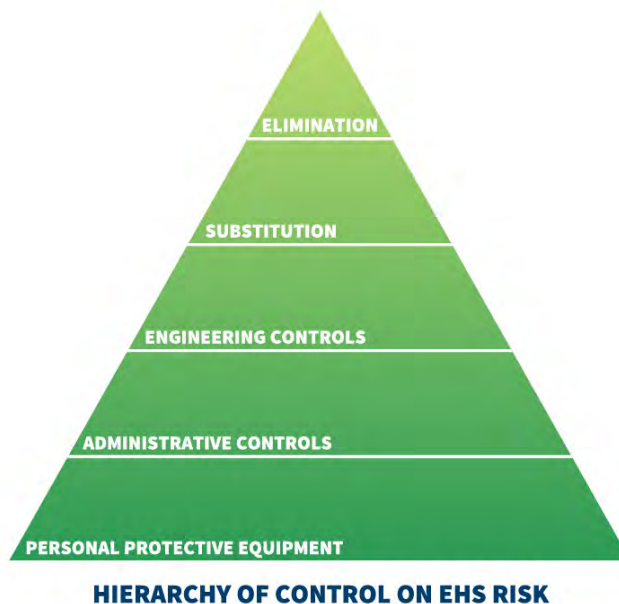
In Fiscal 2017, we launched Jabil AIM (Ascension Improvement Model), a comprehensive roadmap to continuously improve the EHS maturity of our sites year-over-year. Using an EHS self-assessment tool, Jabil AIM provides each site with minimum expectations that are evaluated annually. Jabil then tracks the achievement of EHS management goals according to six levels of performance, pushing sites to improve over time. During our inaugural year, we held pilots at 6 sites and will expand the program to 85 sites in Fiscal 2018.



*Jabil AIM standardizes EHS performance and culture according to increasing levels of maturity, thereby incentivizing best practices and integrating EHS into the fabric of the Jabil business model.*

## Hierarchy of Control

Keeping Jabil employees safe requires vigilance in how we design our facilities, train our employees and run our operations. We aim to reduce safety risks by maintaining a hierarchy of control that ultimately eliminates risks altogether. If we are unable to fully eliminate a risk, we update processes, improve technologies, and impose engineering and administrative controls to further reduce risks. Jabil's initial level of control includes ensuring that our employees have the proper training and protective equipment that they need to complete their jobs safely.



## Safety Performance

To continuously ensure compliance with our safety standards, in Fiscal 2017 we completed 108 health and safety-focused audits by independent third parties. We also initiated 10,580 facility safety improvement tasks and completed 88 percent of them. Jabil holds Occupational Health and Safety Advisory Services (OHSAS) 18001 certification at 14 sites.

### Female Representation at Jabil

| (fiscal years)                   | 2015 | 2016 | 2017 |
|----------------------------------|------|------|------|
| Total Recordable Injury Rate*    | .25  | .20  | .18  |
| Fatalities                       | 1**  | 0    | 0    |
| Health and Safety-Focused Audits | 60   | 100  | 108  |

\* Total recordable injury rate is calculated by multiplying total recordable injury by 200,000 and dividing by the total number of labor hours.

\*\* Differs from previously reported figure due to correction in recording for Fiscal Year 2015 rather than Calendar Year 2014.

\*\*\* Increase from the prior year is primarily due to a larger number of qualified auditors performing more labor agency audits in Fiscal 2017.





## People

### Talent Management

Our people, at all levels, are our single greatest competitive advantage. In more than 100 sites in 29 countries, our employees represent the best of what our company is today and where it is going tomorrow.

Jabil competes with global technology companies for top talent, so we're setting our sights on career offerings that attract and retain the most competitive candidates.

Employee attraction and retention in our industry is a key priority for our leadership team and will be an essential factor in allowing Jabil to be confidently sustainable for years to come. We recruit for unique skill sets in emerging technologies to continuously expand our capabilities, both for Jabil and our customers. Increasingly, top talent is also seeking out Jabil as a "destination employer" that offers career opportunities with exposure to the world's leading products and brands.

### "World's Most Admired Companies"

In 2017, for the second year in a row, Jabil was named to Fortune's "World's Most Admired Companies" list, a leading report card on corporate reputations. Jabil moved up to #6 in the industry, up from #8 last year, reflecting our commitment to continuous improvement. As Jabil's reputation grows as a best-in-class employer, we are also increasing our ability to recruit for top talent and unique skill sets.

## Case Study

### Inspiring a New Generation of Talent through STEM Education

As a future-focused technology company, it is important that we build a pipeline of young people excited by, and ready for, tomorrow's opportunities in our industry. Jabil has a long history of mentoring aspiring engineers and technologists through our many science, technology, engineering and math (STEM) education and volunteer programs.

In Fiscal 2017, Jabil was an inaugural partner of FlexFactor®, a program that immerses high school students into the world of advanced manufacturing. Created by NextFlex, a consortium focused on the shared goal of advancing Flexible Hybrid Electronics, FlexFactor® works to inspire, attract and recruit young people into STEM-based education and career pathways. Over the course of the program, students work in teams to identify and solve difficult problems that address important societal needs. In 2017, Jabil mentored teams of students, contributed feedback and guidance to the program, and provided participants with tours of our Blue Sky facilities in San Jose. The program served 214 students during its inaugural year and is now expanding nationally to serve 2,000 students in 2018.



High school students regularly visit Jabil's Blue Sky Center in San Jose as part of FlexFactor®.

*"Our partnership with Jabil allows us to bring advanced manufacturing to life for students. Touring Jabil's Blue Sky Center is a unique experience that increases student and teacher understanding of the possibilities created by this field. We regularly hear from students that their experience at Jabil provides them with knowledge and direction fundamentally different from anything else they experience in their academic education."*

**- Brynt Parmeter, Director of Workforce Development, Education and Training, NextFlex.**

## Performance

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Nearly three quarters of our global workforce is employed in manufacturing operations (“direct labor”), while the remainder work in management and other support positions (“indirect labor”). High employee turnover rates, particularly in Asia, continue to be an industry-wide challenge. Jabil invests in a variety of career growth, learning and development programs, and employee recognition initiatives to increase retention rates.

## Training and Development

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### In Fiscal 2017:

- Manufacturing employees received an average of **80 hours of training** and
- Management and administration employees received an average of **36 hours of training and development**

## Managing our Human Capital

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In Fiscal 2017, Jabil began preparing for the launch of a new cloud-based human resources platform to manage our workforce planning, recruitment and talent management in one unified system. The system will provide Jabil leadership with dynamic real-time data and advanced analytics to continuously improve HR programs and services, including how we respond to the needs of various labor markets. It will also provide a more intuitive experience for employees to access training modules and other resources.

**Preparations for a full transition will continue throughout Fiscal 2018, and the platform will officially launch on January 1, 2019.**



## Case Study

### Reducing Absenteeism and Turnover through Health Care

One of the great cultural tenets of our organization is continuous improvement, and Jabil's Deliver Best Practices global competition is a natural extension of that mindset. This annual continuous improvement program is an opportunity for project teams to share, and be rewarded for, innovative ideas and impacts across regions.

In Fiscal 2017, Jabil Chihuahua in Mexico won the Social and Environmental category for their pioneering on-site health care program. Created in 2016, the Family Medical Care Service program provides Jabil Chihuahua employees and their family members with free primary care, prescriptions and vaccinations from a licensed doctor and nurse at Jabil. After two years of programming, the results have been astounding. Average employee wait times for care have been reduced from about 340 minutes at public clinics to 20 minutes at Jabil. Absenteeism related to health has decreased by 75 percent.

By creatively addressing the issue of absenteeism from a new angle, Jabil Chihuahua is now improving the lives of its employees and their families in a significant way. To date, more than 17,500 people have been served by the program.



*Jabil Chihuahua's Family Medical Care Service program not only provides important medical care to employees but regularly extends services to the community.*

Please [click here](#) to learn more about the Jabil Chihuahua Family Medical Service Program.



## People

### We Are Jabil

Jabil's culture is founded on a pillar of integrity that is central to our value proposition. Day in, day out, we are focused on making Jabil a best in-class employer that empowers employees to thrive.

## Case Study

### Employee Relief Fund Launched to Serve Hurricane Maria Victims

Hundreds of Jabil Nypro employees were severely impacted by Hurricane Maria, which overwhelmed Puerto Rico in September 2017. Many employees were left with limited access to safe water, medication and electricity, and some lost their entire homes.

Employees around the world immediately expressed an outpouring of support. To help coordinate their generosity and to plan for future giving needs, Jabil partnered with the [Emergency Assistance Foundation](#) to create the Jabil Employee Relief Fund. The not-for-profit empowers Jabil employees to make a tax-free donation that directly supports colleagues facing extreme hardships. To date, the fund has raised over US\$150,000 through employee donations, with contributions and matching funds from Jabil Inc. and the Nypro Foundation. To learn more about Jabil's community relief efforts in Puerto Rico, please visit [Community](#).



## Environment

As a global company, Jabil is steadfast in its commitment to reducing environmental impacts and positively impacting the communities in which we operate. In so doing, we are also supporting the sustainability goals of our customers, who seek to track the environmental impact of their supply chains and their products. This includes cutting the amount of energy used in product manufacturing, increasing the amount of recyclable material in our packaging and making packaging easily recyclable.

### Highlights from Fiscal 2017:

**31,609**

metric tons of waste recycled

**2,630**

metric-ton reduction in landfilled waste

**650 Million**

kWh of renewable energy purchased

### In this section:



ENERGY AND EMISSIONS



SUSTAINABLE INNOVATION



WASTE



WATER





## Environment

### Energy and Emissions

Jabil is keenly focused on reducing our energy consumption and driving reductions in our greenhouse gas (GHG) emissions. We are also committed to advancing a global strategy for energy efficiency across our enterprise to not only drive cost reductions and lighten our environmental footprint but also support our customers' sustainability goals.

By investing in renewable energy sources, Jabil is balancing its impact on the environment while saving costs.

**In Fiscal 2017, Jabil committed to achieving the following goals by the end of Fiscal 2018:**

- Reduce our energy spend by 5 percent year over year. This includes delivering 500 million kWh of energy from renewable sources and achieving 50 percent energy utilization from renewable energy.
- Reduce our GHG gas emissions by 10 percent below our Fiscal 2015 baseline.
- Establish science-based carbon emission goals and set an internal carbon price. This includes undertaking a series of carbon footprint baseline analyses by facility.

### Energy and Emissions

| (fiscal years) | 2015*            | 2016*            | 2017             |
|----------------|------------------|------------------|------------------|
| Electricity    | 1,622,819        | 1,761,393        | 1,942,223        |
| Fuel           | 95,219           | 125,423          | 141,587          |
| Steam          | 51,207           | 55,732           | 56,761           |
| Other**        | 36,423           | 33,902           | 34,825           |
| <b>Total</b>   | <b>1,805,668</b> | <b>1,976,450</b> | <b>2,175,396</b> |

## Greenhouse Gas Emissions (metric tons CO<sub>2</sub>e)

| (fiscal years)    | 2015*            | 2016*            | 2017             |
|-------------------|------------------|------------------|------------------|
| Scope 1 emissions | 35,425           | 37,079           | 38,690           |
| Scope 2 emissions | 1,182,783        | 1,273,395        | 1,392,147        |
| Scope 3 emissions | 39,390           | 25,901           | 27,353           |
| <b>Total</b>      | <b>1,257,598</b> | <b>1,336,375</b> | <b>1,458,190</b> |

## Emissions and Energy Intensity

| (fiscal years)  | 2015*  | 2016*  | 2017   |
|---|--------|--------|--------|
| Emissions intensity<br>(Kg CO <sub>2</sub> e per<br>US\$1,000 sales***) | 70.26  | 72.81  | 76.49  |
| Energy intensity (kWh<br>per US\$1,000<br>sales***)                     | 100.88 | 107.69 | 114.12 |

\* Due to data corrections after report publication, some figures may differ from those reported last year.

\*\* Other fuels used may include gasoline/petrol, diesel, natural gas, liquefied petroleum gas, jet fuel and refrigerants.

\*\*\* Carbon-generating revenue includes intercompany transactions, which are excluded from revenue totals in the Form 10-K.

## Energy Efficiency

Through Jabil's internal Energy Standard Initiative, we have conducted energy audits at our top 15 manufacturing sites based on annual energy spend. Following these assessments, Jabil implemented a total of 225 site-specific measures for energy efficiency. For example, we have implemented the use of new styles of hybrid electric and hydraulic machines in our factories that use far less energy. The findings from the 15 audits also enabled us to provide valuable guidance to our other 75+ sites and improve practices across our organization.

Jabil has a company-wide goal to reduce energy intensity at each Jabil site by 1 to 5 percent annually from a Fiscal 2015 baseline. In Fiscal 2017, 51 percent of our sites met our energy intensity target; however, due to growth in our energy-intensive diversified manufacturing segment, we did not meet this target enterprise-wide in Fiscal 2017. Jabil will continue to track against this goal through our Environmental Management System, while also increasing our organizational focus on the use of renewable energy.

## Smart Growth with Factory of the Future

Jabil's "Factory of the Future" program is reimagining what Jabil's factories will look like in the years ahead. Through investments in technologies that increase output, reduce inventory and use fewer resources through automation solutions, Factory of the Future sites are aspiring to reduce space and on-site power consumption. These changes will help Jabil to reduce our energy use per product, decrease our physical footprint and allow Jabil to better meet our customers' needs.



Jabil sites around the world value diversity, and proactively recruit people of all abilities and backgrounds.

## Renewable Energy

Jabil recognizes the importance of renewable energy as a vital solution in mitigating the threat of climate change. Renewable energy adoption represents a significant part of not only our energy goals but also our customers' sustainability goals. Many of our sites have already made the switch to using renewable energy solutions, and we are investigating how we can integrate more renewables both on a site-by-site basis and as part of a global strategy. For example:

- Jabil Mebane in North Carolina has been harvesting wind and solar energy for its operations and generating associated cost savings since 2010.
- Jabil Venray in the Netherlands uses nearly 100 percent hydroelectric power for its operations.
- Jabil Tiszaújváros in Hungary generates solar power on-site and conserves energy through waste heat recovery, solar radiators, heat pumping and use of geothermal energy, equivalent to a total of 350 KW of power.
- Jabil Waterford in Ireland started using wind power in November 2017.

## Renewable Energy

In 2017, 100 percent of the energy in our Chengdu, China site came from renewable sources, including 61 percent from wind and 39 percent from hydroelectric. In Shanghai, solar panels on the roof of our facility generate roughly 1.5 MW of solar power annually, which, in Fiscal 2017, translated to an avoidance of about 1,102 metric tons of GHG emissions and a savings of approximately US\$148,000. As Jabil considers ways to reduce our environmental footprint in China even further, we are working closely with our customers to see how we can align our efforts with their own sustainability strategies to secure maximum impact.



## Case Study


### Committing to 100% Renewable Energy with Apple

Partnering with customers to increase impact is central to our sustainability strategy. In Fiscal 2017, Jabil announced our commitment to power 100 percent of our Apple-related manufacturing operations with renewable energy by the end of 2018. Jabil was among the earliest Apple suppliers across its entire supply chain to make this bold commitment as part of Apple's Supplier Clean Energy Program.


Our energy transition in China is expected to convert more than 1 billion kWh of electricity to renewable energy and save 700,000 metric tons of GHG emissions per year. Our commitment covers eight Jabil sites in China. As of the end of 2017, we have achieved nearly 70 percent of our clean energy goal by purchasing 650 million kWh of solar and wind energy through power purchase agreements and other off-grid solutions in the local provinces where we operate. Our sites in Wuxi have now achieved 100 percent renewable energy use as of the end of 2017.

### Partnering for Environmental Impact

Jabil was among the earliest Apple suppliers to make the bold commitment to 100% renewable energy as part of Apple's Supplier Clean Energy Program.



Our transition to clean energy in China is expected to convert more than




**1,000,000,000**  
kilowatt hours of electricity and save...

**700,000**


...metric tons of greenhouse gas emissions per year.

As of the end of 2017, we have achieved nearly



**70%**

of our clean energy goal by switching to solar and wind energy.



**100%**

Jabil's Wuxi sites have already achieved 100% renewable energy.

## Bringing Renewable Energy to Market the Future

In addition to our own internal operational commitments to use renewable energy, Jabil is also directly supporting and enabling the rapid uptake and adoption of renewable energy solutions in the global market. As a proactive solutions partner with the world's leading energy companies, Jabil is helping to make renewable energy more efficient, more effective and more price competitive with fossil fuels. From pitch control systems, power converters and nacelles in wind energy production to smart electric vehicle chargers, and many innovations in between, we are working closely with our customers to build a sustainable future. For example, we are jointly redesigning products for improved form-fit function, including making products lighter, smaller and more efficient in energy transmission. We are also implementing better engineering and manufacturing processes, improving components and making them easier to assemble and deliver to end users. These enhancements are translating to lower costs at every stage, enabling a faster transition to a clean energy economy and a low carbon future.

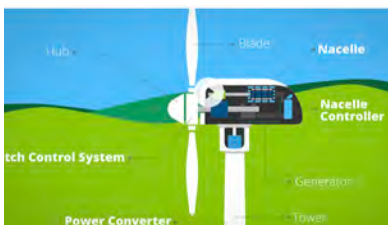
Jabil has over 10 years of experience designing, manufacturing and distributing components used in solar energy production, including inverters and other balance-of-solution components that support the functioning of photovoltaic panels. As of Fiscal 2017, Jabil components are used in the production of approximately 8.5 GW of solar energy around the world.

We are also delivering technological solutions to leading brands in the Smart Grid industry, which is driving resource conservation efforts and renewable energy uptake. Smart meters reduce resource consumption by giving users greater control over their energy and water use. Currently, more than 150 million Jabil-manufactured smart meters are operating in the world. Put another way, approximately 50 percent of smart meters worldwide contain Jabil manufactured electronics.

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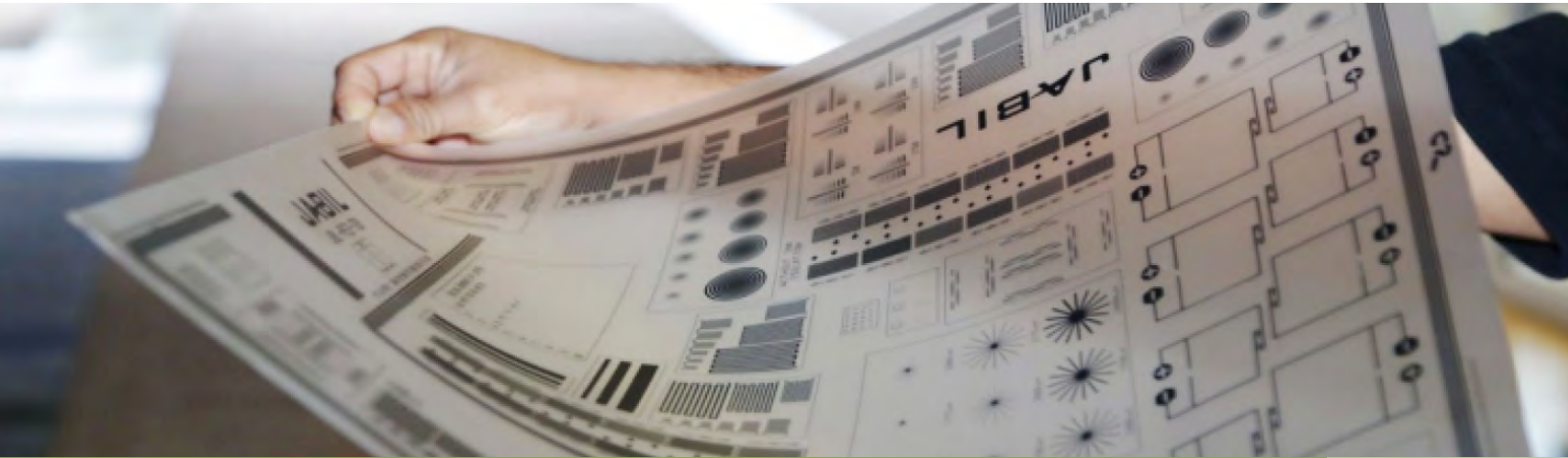
## Soaring toward Wind Energy Success

For over 13 years, Jabil has manufactured control systems, power converters and other high-level assembly components for the world's leading brands in wind energy production. Our components are used in the generation and controls of more than 25,000 wind installations operating in the world today, producing approximately 50,000 MW of clean renewable energy (based on an average 2 MW machine). From construction and certification to production and testing, we are bringing clean wind energy to market by helping our wind energy customers mitigate risk and solve complex manufacturing and supply chain challenges.



### Soaring toward Wind Energy Success

[How do you efficiently expand into emerging markets? Learn more.](#)



## Environment

### Sustainable Innovation

As part of our commitment to the environment, Jabil is focused on promoting sustainable innovation, both in our service offerings and our internal operations. Toward this end, we have set aggressive, but achievable, environmental corporate goals.

Every Jabil site completes an annual environmental performance review and considers opportunities for conservation, setting goals that align with regional and global objectives established by the Jabil leadership team. In addition, Jabil's Environmental Management System tracks energy, emissions, waste and water data on an ongoing basis.

Our approach to environmental management is largely informed by standards set by the International Organization for Standardization (ISO). In Fiscal 2017, Jabil began transitioning from ISO 14001:2004 to the new ISO 14001:2015 Environmental Management System standard. A majority of Jabil's core sites (or those with more than 60 employees engaged in manufacturing services) have now been awarded certification to the new global ISO 14001 standard a full year ahead of schedule.

Consumers are increasingly demanding more environmentally conscious choices and, in turn, Jabil's customers want the products we manufacture to be more sustainable. In response, we are continually exploring new solutions in sustainable innovation throughout the entire product lifecycle.



## Supporting the Sustainable Development Goals

The 17 Sustainable Development Goals (SDGs) of the United Nations' 2030 Agenda for Sustainable Development call for countries to improve the lives of people everywhere by mobilizing efforts to address the most critical issues in the world, including poverty, inequality and climate change. As a global company, Jabil supports the SDGs and recognizes that this agenda cannot be the responsibility of governments alone.

In Fiscal 2017, Jabil began working to understand how we can use the SDG framework to apply our innovation capabilities to support sustainable development, thereby multiplying our positive impacts globally. We also began examining which of our current programs, initiatives and core capabilities support specific SDGs, such as the examples below. Looking ahead, we will work to further align our corporate efforts on the SDGs that are most relevant to Jabil's core business and potential areas of positive global impact.



|   |   |  |   |  |
|---|---|--|---|--|
| <p><b>3</b> GOOD HEALTH AND WELL-BEING</p>  | <p><b>17</b> PARTNERSHIPS FOR THE GOALS</p>             | <p>Health Enables Returns</p>              | <p><b>4</b> QUALITY EDUCATION</p>                       | <p>Inspiring a New Generation of Talent through STEM Education</p> |
| <p><b>7</b> AFFORDABLE AND CLEAN ENERGY</p> | <p><b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> | <p>Bringing Renewable Energy to Market</p> | <p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p> | <p>Environment</p>   |



## Environment

### Waste

Reducing the environmental impact of our waste stream is a high priority for Jabil. We strive to reuse or recycle as much waste as possible and to minimize landfilling and incineration.



*Jabil is focused on promoting a circular economy, particularly as it relates to product packaging.*

To reduce our total waste impact, plastic and cardboard scrap from our factories is sold to recyclers rather than going to a landfill. We manage potentially hazardous or flammable manufacturing waste by complying with all global regulations regarding its proper processing and by ensuring appropriate handling and disposal.

In Fiscal 2017, we increased our recycling waste by 23 percent from the prior year. Through this improvement—along with advancements in environmentally friendly packaging and reductions in avoidable manufacturing waste—we were able to decrease our landfill waste in Fiscal 2017 by 17 percent from the prior year and by 37 percent from Fiscal 2015.

## Estimated Total Waste by Type\* (metric tons)

| (fiscal years)              | 2015**        | 2016          | 2017          |
|-----------------------------|---------------|---------------|---------------|
| eScrap/eWaste               | 2,398         | 2,327         | 2,662         |
| Hazardous waste             | 3,270         | 20,090***     | 16,117        |
| Incinerated/Destroyed waste | 1,234         | 857           | 849           |
| Landfill waste              | 20,996        | 15,822        | 13,192        |
| <b>Recycled waste****</b>   | 27,170        | 25,770        | 31,609        |
| Other waste                 | 1,868         | 998           | 987           |
| <b>Total</b>                | <b>56,936</b> | <b>65,864</b> | <b>65,416</b> |

\* Estimated, based on site self-reporting (not 3P verified)

\*\* Due to data corrections after report publication, some figures may differ from those reported last year.

\*\*\* The increase in hazardous waste from Fiscal 2015 to Fiscal 2016 was due to growing production in Chengdu, our largest site.

\*\*\*\* Noted in bold to highlight the positive trend of increased recycling levels over time, despite the fact that this also contributes to the overall total waste figure.

## Supporting the Sustainable Development Goals

Jabil's customers are being driven by increasing pressure from consumers to engineer novel strategies and materials for environmentally friendly packaging. We are staying ahead of that need by providing our customers with packaging solutions that will leverage circular economy principles while reducing costs and improving speed-to-market.

On our production floor, we seek to use sustainable secondary packaging (pallets and bins) whenever possible. We have design tools and capabilities for strategic light weighting, allowing for packages to be molded using the least amount of plastic. We are also engineering new solutions that incorporate the use of recyclable source materials. By redesigning our packaging to be lighter and more recyclable, we have been able to cut millions of dollars in costs, provide better solutions for our customers (and, in turn, their customers), and reduce our impact on the environment.





## Environment

### Water

Across our global operations, Jabil is committed to responsibly managing and reducing our water consumption and wastewater discharge.

As a first step toward our water conservation commitment, we are focused on establishing a water use baseline to support future water reduction goals. Toward that end, Jabil invests in water reporting infrastructure, including water meters and accounting systems, that allow us to better understand and manage water-related risks and impacts.

Jabil is also focused on water conservation. Currently, we have eight sites located in water-stressed regions. Looking ahead, we will be focused on completing water savings projects in our most drought prevalent sites.

### Jabil Global Water Use\* (cubic meters)

| (fiscal years)        | 2015       | 2016       | 2017       |
|-----------------------|------------|------------|------------|
| Water Purchased       | 11,018,419 | 12,399,003 | 11,623,682 |
| Wastewater Discharged | 5,256,799  | 5,185,921  | 5,755,817  |

\* Estimated, based on site self-reporting (not 3P verified)

## Expanding Jabil's Geographic Footprint Sustainably

In Fiscal 2017, Jabil announced our entry into the aerospace precision machining market with the opening of a facility in Bandung, Indonesia, that manufactures metal components for aircraft systems. In designing and constructing the 90,000 square foot state-of-the-art facility, we maintained a strong focus on sustainability. In addition to taking steps to fully optimize the building's energy performance, the facility has a wastewater system process that recycles 100 percent of its wastewater. It also features water-efficient landscaping and initiatives to reduce water consumption.



*Jabil's new facility in Indonesia utilizes energy and water efficiency solutions.*





## Community

Jabil's culture is strongly reflected in the way our employees work together to support each other and their communities. As a diverse company with people working across five continents, Jabil's volunteering, charitable giving and in-kind donations have an impact on a global scale. Yet it is the local connections our employees have that makes our efforts personal and meaningful. For this reason, Jabil takes a grassroots approach to giving, that is guided by the passions of our employees.

### In this section:



CHARITABLE GIVING

### Highlights from Fiscal 2017:

**31,609**

metric tons of waste recycled

**2,630**

metric-ton reduction in landfilled waste

**650 Million**

kWh of renewable energy purchased



VOLUNTEERING





## Community

### Charitable Giving

At Jabil, we value making investments in the communities where we operate. Each Jabil site supports local non-profit organizations through a variety of in-kind, corporate and personal giving. Some sites also match employee donations to amplify Jabil's impact.

## Case Study

### Delivering Emergency Supplies to Puerto Rico

Puerto Rico was devastated in September 2017 when Hurricane Maria tore through the Caribbean island. Thousands of Puerto Ricans and hundreds of Jabil Nypro employees were left with limited access to safe water, medication, and electricity.

In a matter of days, Jabil employees in Florida collected donated emergency supplies and loaded them into Jabil's corporate plane headed to Puerto Rico, where they were distributed not only to Jabil employees but also to hospitals and organizations in the local community. In the months following the storm, Jabil partnered with organizations to continue to collect donations. In total, Jabil delivered approximately:

149,100 pounds of water, juice, other drinks and non-perishable food; 34,800 pounds of supplies, including 75 generators, 13,000 batteries, water purification systems, tarps, extension cords, fans, medicine, baby diapers, clothing, sleeping bags, air mattresses, and tents; 3,000 pounds of essential satellite equipment for a customer; and 24,200 pounds of medical supplies donated by All Children's Hospital in St. Petersburg, Doctors of University of South Florida Health and New York University School of Medicine.



*Emergency supplies being delivered from Jabil's corporate plane.*

## Providing Free Medical Care to Community Members in Chihuahua

Jabil Chihuahua runs a Family Medical Care Service program that provides Jabil employees and their families with medical care from a doctor and nurse on-site at Jabil. Throughout the year, the medical clinic also supports Jabil Chihuahua's Social Responsibility events including blood donation campaigns, site visits to local orphanages and other community events.

In Fiscal 2017, Jabil Chihuahua hosted a Health Fair that was open to the public and free of charge. Jabil provided over 500 medical check-ups to local community members.

During the event, Jabil staff also met Isabelle Moloy, a young woman from the community who was having difficulty obtaining a new leg prosthesis. Jabil responded quickly and was able to donate the funds necessary to help Isabelle secure a new leg prosthesis.



Through the Jabil Chihuahua Family Medical Care Service, people in the community can receive free eye exams.



Jabil Chihuahua donated a leg prosthesis to a local university student. (Left)



The medical staff joined forces with the Star Wars fan organization at it's Community Health Fair. (Right)



## Supporting Education on a Global Scale

Jabil sites around the world frequently support local efforts to provide children with the supplies they need to learn. Throughout Fiscal 2017, Jabil and our employees impacted thousands of children worldwide by donating education-related supplies.

### Highlights from Fiscal 2017:

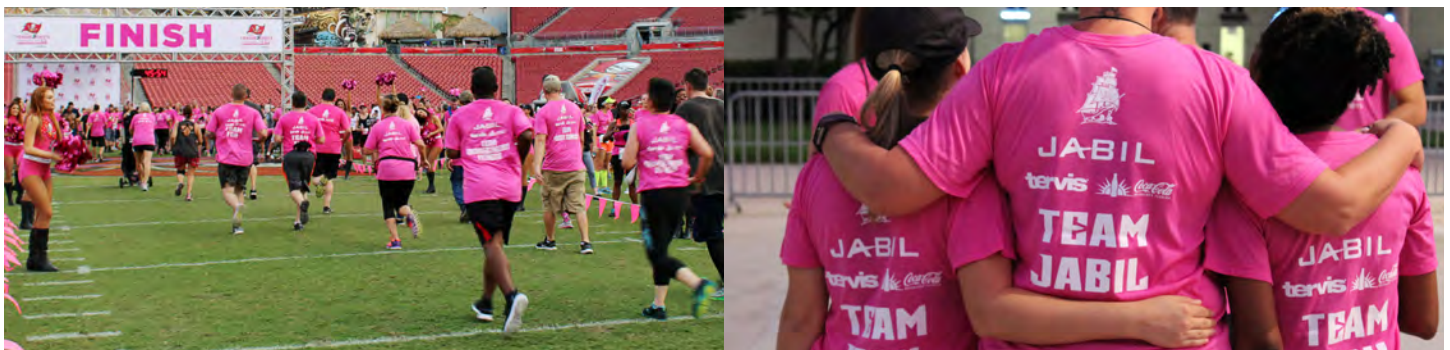
- At Jabil Shanghai, employees donated over 200 books and a dozen computers to 12 schools in the Tibet region of China.
- Employees at Jabil Wuxi donated money to pay for tuition, uniforms and school supplies for migrant students at Qinghe Primary School.
- Jabil Guadalajara collected school-related items, such as backpacks, lunch boxes and thermoses for disadvantaged girls at a local group home.
- Employees in Jabil San Jose, California, donated backpacks filled with pencils, notebooks, binders, paper and calculators as part of a holiday gift-giving program for children in need.



*Jabil Shanghai employees donated over 200 books and a dozen computers to schools in Tibet.*

## Jabil Goes Pink in October

Many Jabil sites around the world have dedicated the month of October to creating awareness of breast cancer. In 2017, 52 employees in St. Petersburg participated in the fifth annual Tampa Bay Buccaneers' Treasure Chests Finish at the 50: 5K & 10K Fun Run & Corporate Challenge Powered by Jabil race. This was the first year Jabil sponsored the event, which raised US\$40,000 in support of breast cancer research and patient services in the local community.





## Community

### Volunteering

At Jabil sites around the world, our employees volunteer their time and talent for causes that create positive impacts in the local communities where we work. Jabil employees champion projects that are personally meaningful and often develop long-lasting relationships with organizations that support critical needs within their communities. Managers encourage employees to participate in team volunteer events that empower employees to work together, engage with their communities and thus create a larger impact.

In 2017, Jabil began rolling out a new cloud-based and mobile accessible volunteer software. The tool empowers Jabil to more easily track volunteer participation rates, promote local community volunteering opportunities, recognize employees and gather data on the causes that employees care about.

### School Upkeep in Tiszaújváros, Hungary

In the summer of 2017, 28 Jabil volunteers arrived at the Borsod-Abaúj-Zemplén County Special Public Education Institute to participate in Jabil's annual Give and Gain Day. The school, which serves the needs of intellectually disabled children, is housed in a castle dating back to 1720. Upkeep on the school grounds is a challenge but also an opportunity for employees to help make a difference.



**Jabil Volunteering**

[Video Link](#)

## Greening Parks in Shenzhen, China

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In September of 2017, 36 Jabil employees spent a total of 144 hours cleaning up Mount Phoenix, a scenic park in Shenzhen, China. The park has witnessed a dramatic increase in foot traffic as the population of Shenzhen has expanded in recent decades. To reduce this impact, Jabil employees rolled up their sleeves and spent a day beautifying the park.



### Jabil Volunteering

[Video Link](#)

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## Creating Smiles in Guangzhou, China

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In the fall of 2017, 40 Jabil employees spent a day volunteering at the Huangpu Xiagang Work Therapy Station in Guangzhou, China. The center provides day care, rehabilitation exercises, and employment services to individuals with physical or mental disabilities. To help members celebrate the Mid-Autumn Festival, an annual holiday in China, Jabil volunteers brought rice and mooncakes (traditional pastries eaten during the Festival), participated in performances and organized games with gifts.



### Jabil Volunteering

[Video Link](#)



## Building Homes across America

Jabil sites in the United States have a rich tradition of working with Habitat for Humanity, an international non-profit that partners with community members to build homes for families in need. For the past seven years, Jabil Atlanta employees have volunteered their time and expertise to build homes with Habitat for Humanity, and 2017 was no exception. Often coming straight from work during the week, employees spent about 96 hours helping to build a house in their community for a single mother of two. Jabil participated in other Habitat home builds in Mount Pleasant, Chula Vista, Mebane and St. Petersburg throughout the year.



*Jabil Shanghai employees donated over 200 books and a dozen computers to schools in Tibet.*

“Working with Habitat for Humanity has been a great opportunity to give back, build bonds with coworkers and have fun.”

**Sarah Bishoff**

*Project Manager, Jabil Finance  
St. Petersburg, Florida*



## Progress on Goals:

## Key Performance Metrics

### Company Overview

| (fiscal years)  | 2017         | 2016         | 2015         | 2014         |
|---|--------------|--------------|--------------|--------------|
| <b>FINANCIAL HIGHLIGHTS<sup>1</sup></b>                 |              |              |              |              |
| Net revenue (\$ 000)                                    | \$19,063,121 | \$18,353,086 | \$17,899,196 | \$15,762,146 |
| Operating income (\$ 000)                               | \$410,230    | \$522,833    | \$555,411    | \$204,074    |
| Operating margin (%)                                    | 2.15%        | 2.85%        | 3.10%        | 1.30%        |
| Net income attributable to Jabil Circuit, Inc. (\$ 000) | \$129,090    | \$254,095    | \$284,019    | \$241,313    |
| Net earnings per diluted share (\$)                     | \$0.69       | \$1.32       | \$1.45       | \$1.19       |
| Weighted average diluted shares outstanding (#)         | 185,838      | 192,750      | 196,005      | 202,497      |
| Cash dividends declared, per share (\$)                 | \$0.32       | \$0.32       | \$0.32       | \$0.32       |
| Share repurchases (\$ 000)                              | \$306,397    | \$148,185    | \$85,576     | \$260,274    |

<sup>1</sup> Fiscal years 2014 and 2015 exclude revenues from Jabil's aftermarket services business. On April 1, 2014, Jabil completed the sale of the aftermarket services business except for the Malaysian operations, for which the sale was completed on December 31, 2014.

**Workforce<sup>1</sup>**

| (fiscal years)                            | 2017    | 2016    | 2015           | 2014           |
|---|---------|---------|----------------|----------------|
| <b>GLOBAL WORKFORCE<sup>2</sup></b>       |         |         |                |                |
| Total Employees (#)                       | 148,891 | 144,849 | 161,000        | 141,595        |
| Direct Labor (%)                          | 74%     | 70%     | 77%            | 80%            |
| Indirect Labor (%)                        | 26%     | 30%     | 23%            | 20%            |
| Americas (#)                              | 23,432  | 144,849 | 161,000        | 141,595        |
| Direct Labor (%)                          | 55%     | 44%     | 60%            | 66%            |
| Indirect Labor (%)                        | 45%     | 56%     | 40%            | 34%            |
| Europe (#)                                | 12,702  | 12,912  | 12,569         | 12,201         |
| Direct Labor (%)                          | 59%     | 60%     | 51%            | 52%            |
| Indirect Labor (%)                        | 41%     | 40%     | 49%            | 48%            |
| Asia (#)                                  | 112,709 | 103,555 | 127,524        | 113,479        |
| Direct Labor (%)                          | 80%     | 79%     | 83%            | 85%            |
| Indirect Labor (%)                        | 20%     | 21%     | 17%            | 15%            |
| Africa (#)                                | 48      | 39      | -              | -              |
| Direct Labor (%)                          | 10%     | 11%     | -              | -              |
| Indirect Labor (%)                        | 92%     | 89%     | -              | -              |
| <b>FEMALE REPRESENTATION<sup>3</sup></b>  |         |         |                |                |
| Total (%)                                 | 43%     | 45%     | 46%            | 46%            |
| Direct Labor (%)                          | 48%     | 51%     | 51%            | 50%            |
| Indirect Labor (%)                        | 30%     | 30%     | 32%            | -              |
| New Hires (%)                             | 34%     | 40%     | 44%            | 42%            |
| Americas (%)                              | 46%     | 44%     | 48%            | 48%            |
| Europe (%)                                | 43%     | 46%     | 45%            | 44%            |
| Asia (%)                                  | 32%     | 45%     | 44%            | 42%            |
| Africa (%)                                | 20%     | 29%     | -              | -              |
| <b>TURNOVER RATE<sup>4</sup></b>          |         |         |                |                |
| Americas (%)                              | 57%     | 45%     | 42%            | 57%            |
| Europe (%)                                | 31%     | 27%     | 20%            | 27%            |
| Asia (%)                                  | 129%    | 103%    | 157%           | 193%           |
| Africa (%)                                | 38%     | 11%     | -              | -              |
| Total (%)                                 | 107%    | 86%     | 130%           | 159%           |
| <b>WORKPLACE HEALTH AND SAFETY</b>        |         |         |                |                |
| Total Recordable Injury Rate <sup>4</sup> | 0.18    | 0.20    | 0.25           | 0.29           |
| Fatalities (#)                            | 0       | 0       | 1 <sup>5</sup> | 1 <sup>5</sup> |
| Health and Safety-Focused Audits (#)      | 99      | 100     | 60             | 60             |
| OHSAS 18001 Certification (# of sites)    | 14      | 14      | 14             | 20             |
| <b>EMPLOYEE TRAINING AND DEVELOPMENT</b>  |         |         |                |                |
| Direct Labor (average hours)              | 80      | 80      | 80             | 80             |
| Indirect Labor (average hours)            | 36      | 40      | 40             | 27             |

<sup>1</sup> Our employees are categorized as either direct or indirect. Direct employees work in our manufacturing operations, while indirect employees hold management and support positions.

<sup>2</sup> Global workforce figures reflect those listed in 2014–2017 Form 10-K.

<sup>3</sup> Human Resources data is calculated as a percentage of annual average headcount and will at times differ from Form 10-K figures.

<sup>4</sup> Total recordable injury rate is calculated by multiplying total recordable injury by 200,000 and dividing by the total number of labor hours.

<sup>5</sup> Differs from previously reported figure due to correction in recording for Fiscal Year 2015 rather than Calendar Year 2014.



## Supply Chain

| (fiscal years)  | 2017               | 2016 <sup>1</sup> | 2015               | 2014  |
|---|--------------------|-------------------|--------------------|-------|
| Suppliers completing Quality and RBA self-assessments                             | 3,427 <sup>4</sup> |                   | 9,450 <sup>2</sup> | 4,384 |
| SER Risk Assessments Completed (#)  | 2,437              |                   | 1,234              | 966   |
| SER Audits (#)  | 105 <sup>5</sup>   |                   | 33 <sup>3</sup>    | 26    |
| Quality Audits (#)  | 225                |                   | 305                | 207   |
| In-Scope Suppliers Providing Completed Conflict Minerals Declaration (#)          | 7,688 <sup>6</sup> |                   | 3,121              | 3,815 |
| In-Scope Suppliers Providing Completed Conflict Minerals Declaration by Spend (%) | 98%                |                   | 93%                | 89%   |
| Labor agency audits in China  | 83                 |                   | 17                 | 23    |
| Labor agents with services discontinued as a result of SER audits                 | 48                 |                   | 30                 | 22    |

<sup>1</sup> In Fiscal 2016, we evaluated our suppliers to determine if they qualify as in-scope, narrowing the number of requests for conflict mineral declarations.

<sup>2</sup> Includes Quality Surveys (8,833), Quality Self-Assessment Questionnaire (SAQ) (408) and RBA SAQ (209). The large increase from Fiscal 2015 to Fiscal 2016 is a result of automating surveys and self-assessments, which increased our supplier reach and made it easier for suppliers to respond.

<sup>3</sup> This number includes the 17 labor agency audits listed in the same table for Fiscal 2016.

<sup>4</sup> Includes Quality SAQ (2,613) and RBA SAQ (814).

<sup>5</sup> Increase from prior year is primarily due to a larger number of qualified auditors performing more labor agency audits in Fiscal 2017.

<sup>6</sup> The significant increase from 2016 to 2017 is due to the inclusion of three acquisitions (including Nypro) into in-scope purchasing materials for conflict minerals compliance.

**Environmental Performance**

| (fiscal years)   | 2017       | 2016 <sup>1</sup>   | 2015 <sup>1</sup> | 2014      |
|--|------------|---------------------|-------------------|-----------|
| <b>ENERGY USE</b>  |            |                     |                   |           |
| Electricity (MWh)  | 1,942,223  | 1,761,393           | 1,622,819         | 1,312,405 |
| Fuel (MWh)   | 141,587    | 125,423             | 95,219            | 83,898    |
| Steam (MWh)  | 56,761     | 55,732              | 51,207            | 38,193    |
| Other (MWh) <sup>2</sup>   | 34,825     | 33,902              | 36,423            | 66,069    |
| Total (MWh)  | 2,175,396  | 1,976,450           | 1,805,668         | 1,500,565 |
| <b>GHG EMISSIONS</b>   |            |                     |                   |           |
| Scope 1 Emissions (metric tons CO <sub>2</sub> e)                            | 38,690     | 37,079              | 35,425            | 38,395    |
| Scope 2 Emissions (metric tons CO <sub>2</sub> e)                            | 1,392,147  | 1,273,395           | 1,182,783         | 923,022   |
| Scope 3 Emissions (metric tons CO <sub>2</sub> e)                            | 27,353     | 25,901              | 39,390            | 55,577    |
| Total (metric tons CO <sub>2</sub> e)  | 1,458,190  | 1,336,375           | 1,257,598         | 1,016,994 |
| <b>PERFORMANCE</b>   |            |                     |                   |           |
| Emissions Intensity (Kg CO <sub>2</sub> e per US\$1,000 sales <sup>3</sup> ) | 76.49      | 72.81               | 70.26             | 61.29     |
| Energy Intensity (kWh per US\$1,000 sales <sup>3</sup> )                     | 114.12     | 107.69              | 100.88            | 90.43     |
| <b>GLOBAL WATER USE<sup>4</sup></b>  |            |                     |                   |           |
| Purchased (cubic meters)   | 11,623,682 | 12,399,003          | 11,018,419        | 7,201,541 |
| Discharged (cubic meters)  | 5,755,817  | 5,185,921           | 5,256,799         | 1,689,901 |
| <b>ESTIMATED TOTAL WASTE BY TYPE<sup>5</sup></b>                             |            |                     |                   |           |
| eScrap/eWaste (metric tons)  | 2,662      | 2,327               | 2,398             | 3,708     |
| Hazardous Waste (metric tons)  | 16,117     | 20,090 <sup>5</sup> | 3,270             | 2,651     |
| Incinerated/Destroyed Waste (metric tons)                                    | 849        | 857                 | 1,234             | 1,695     |
| Landfilled Waste (metric tons)   | 13,192     | 15,822              | 20,996            | 15,224    |
| Recycled Waste (metric tons)   | 31,609     | 25,770              | 27,170            | 25,757    |
| Other Wastes (metric tons)   | 987        | 998                 | 1,868             | 2,874     |
| Total (metric tons)  | 65,416     | 65,864              | 56,936            | 51,909    |

<sup>1</sup> Due to data corrections after report publication, some figures may differ from those reported last year.

<sup>2</sup> Other fuels used may include gasoline/petrol, diesel, natural gas, liquefied petroleum gas, jet fuel and refrigerants.

<sup>3</sup> Carbon-generating revenue includes inter-company transactions, which are excluded from revenue totals in the Form 10-K.

<sup>4</sup> Estimated, based on site self-reporting (not 3P verified).

<sup>5</sup> The increase in hazardous waste from Fiscal 2015 to Fiscal 2016 is due to growing production in Chengdu, our largest site.



## Progress on Goals:

## 2017 GRI Content Index

### GRI 102: General Disclosures 2016

| Disclosures            | Description  | Cross-Reference or Answer  |
|------------------------|--|--|
| Organizational Profile |  |  |
| 102-1                  | Name of the organization                                     | Jabil Inc.   |
| 102-2                  | Activities, brands, products, and services                   | 2017 Annual Report   |
| 102-3                  | Location of headquarters                                     | 2017 Annual Report   |
| 102-4                  | Location of operations                                       | 2017 Annual Report   |
| 102-5                  | Ownership and legal form                                     | 2017 Annual Report   |
| 102-6                  | Markets served   | 2017 Annual Report   |
| 102-7                  | Scale of the organization                                    | Workforce Performance Data<br>2017 Annual Report   |
| 102-8                  | Information on employees and other workers                   | Workforce Performance Data<br>2017 Annual Report   |
| 102-9                  | Supply chain   | 2017 Annual Report   |
| 102-10                 | Significant changes to the organization and its supply chain | 2017 Annual Report   |
| 102-11                 | Precautionary Principle or approach                          | <p>The precautionary principle is inherent in Jabil's operational planning as follows:</p> <ul style="list-style-type: none"> <li>• Groups contributing to enterprise risk management are required to track and align to emerging areas of interest; regulatory, customer requirements, government policy changes, etc. These groups are expected to stay ahead of changes in their respective fields, assuring the company is well-positioned to respond to stakeholder's expectations.</li> <li>• Company culture and values place a high value on employee, community and environmental well-being. Our culture drives executive management to question the impact of business decisions on employees, community and environment, including when dealing with plant closings, recruitment fees for migrant workers and remediation of pre-existing pollution acquired.</li> <li>• Global Management System that drives insight and governance over environmental impacts and reducing uncertainty.</li> <li>• Adoption of preventative engineering solutions to reduce total insurable value</li> </ul> |



|                             |   |   |
|-----------------------------|---|---|
|                             |   | <p>of Jabil assets. For example, site selection that considers flood risk and required engineering to mitigate or eliminate flood risk.</p> <ul style="list-style-type: none"> <li>EHS Due Diligence during M&amp;A, including a robust process to identify, quantify and make decisions based on ESG risk associated with acquisitions.</li> </ul>   |
| 102-12                      | External initiatives  | <p>ISO 14001<br/>OSHAS 18001<br/>SA8000® Standard<br/>Sedex® (packaging sites)<br/>RBA Code of Conduct<br/>United Nations Guiding Principles on Business and Human Rights</p>   |
| 102-13                      | Membership of associations  | <p>RBA member<br/>BSR member<br/>Sustainability 50 member (a subgroup of World50)</p>   |
| <b>Integrity</b>            |   |   |
| 102-14                      | Statement from senior decision-maker  | <a href="#">CEO Message</a>   |
| <b>Ethics and Integrity</b> |   |   |
| 102-16                      | Values, principles, standards, and norms of behavior                          | <p><a href="#">Our Core Values</a><br/><a href="#">People</a></p>   |
| 102-17                      | Mechanisms for advice and concerns about ethics                               | <p>Our mechanisms for seeking advice about ethical and lawful behavior and organization integrity, include:</p> <ul style="list-style-type: none"> <li>The Jabil Code of Conduct and associated Policies.</li> <li>Contact with the Jabil Global Ethics and Compliance Department at <a href="mailto:global_compliance@jabil.com">global_compliance@jabil.com</a>.</li> </ul> <p>Our mechanisms for reporting concerns on unethical or unlawful behavior and organizational integrity, include:</p> <ul style="list-style-type: none"> <li>Ethics Point: An external third-party management system for hotline reporting.</li> <li>Contact with the Jabil Global Ethics and Compliance Department at <a href="mailto:global_compliance@jabil.com">global_compliance@jabil.com</a>.</li> </ul> <p>To inform employees about the reporting mechanisms available to them, we provide information in the form of the Jabil Code of Conduct, associated Policies and awareness posters/communications throughout the organization.</p> |
| <b>Governance</b>           |   |   |
| 102-18                      | Governance structure  | <p>Our governance structure consists of the following:</p> <ul style="list-style-type: none"> <li>Internal Audit reports to the Board Audit Committee.</li> <li>Sustainability &amp; Environmental Responsibility (SER) reports to the Risk Office, which reports to CFO.</li> <li>Compliance &amp; Ethics Office reports to General Counsel.</li> </ul> <p>All committees work in collaboration with SER on social and environmental matters.<br/><a href="#">2017 Annual Report</a></p>   |
| 102-19                      | Delegating authority  | <a href="#">2017 Annual Report</a>  |
| 102-20                      | Executive-level responsibility for economic, environmental, and social topics | <a href="#">2017 Annual Report</a>  |
| 102-21                      | Consulting stakeholders on economic, environmental, and social topics         | <a href="#">2017 Annual Report</a>  |
| 102-22                      | Composition of the highest governance body and its committees                 | <a href="#">2017 Proxy Statement</a>  |
| 102-23                      | Chair of the highest governance body  | <a href="#">2017 Proxy Statement</a>  |
| 102-24                      | Nominating and selecting the highest governance body                          | <a href="#">2017 Proxy Statement</a>  |
| 102-25                      | Conflicts of interest   | <a href="#">2017 Proxy Statement</a>  |
| 102-26                      | Role of highest governance body in setting purpose, values and strategy       | Pursuant to current reporting and organizational structure, the highest governance bodies setting purpose, values, and strategy are the CFO, Risk Office and Audit Committee (Board).   |
| 102-27                      | Collective knowledge of highest governance body                               | <a href="#">2017 Proxy Statement</a>  |
| 102-28                      | Evaluating the highest governance body's performance                          | <a href="#">2017 Proxy Statement</a>  |
| 102-29                      | Identifying and managing economic, environmental, and social impacts          | <a href="#">2017 Proxy Statement</a>  |

|                               |  |  |
|-------------------------------|--|--|
| 102-30                        | Effectiveness of risk management processes                 | Risk Office reports directly to CFO and Audit Committee reports enterprise risk a minimum of two times a year.   |
| 102-31                        | Review of economic, environmental, and social topics       | Twice a year.  |
| 102-34                        | Nature and total number of critical concerns               | Of the matters open for investigation, only one was determined to rise to the level of a critical concern, which required reporting to the Jabil Board of Directors. Critical concerns are handled by the Global Ethics and Compliance office at the direction of an attorney. Outside Counsel and external forensic consultants may be used to assist on critical matters.  |
| <b>Stakeholder Engagement</b> |  |  |
| 102-40                        | List of stakeholder groups                                 | Our key stakeholders include: customers, employees, suppliers, investors, governments and NGOs/nonprofits.   |
| 102-41                        | Collective bargaining agreements                           | Jabil's culture is intended to reinforce two-way communications between our direct labor employees and management. In every country where we operate, we follow local regulations for freedom of association and collective bargaining. As detailed in the RBA (formerly EICC) Code of Conduct, we support the rights of all employees to choose freely whether or not to join a union.<br>Jabil follows local regulations, laws and policies as they relate to freedom of association and collective bargaining agreements. In some international locations, such as Europe, China and Mexico, Jabil employees are covered by work councils and labor unions. U.S. employees are not covered by labor unions. |
| 102-42                        | Identifying and selecting stakeholders                     | Responsible Sourcing<br>People<br>Environment<br>Community   |
| 102-43                        | Approach to stakeholder engagement                         | Responsible Sourcing<br>People<br>Environment<br>Community   |
| 102-44                        | Key topics and concerns raised                             | Responsible Sourcing<br>People<br>Environment<br>Community   |
| <b>Financial Reporting</b>    |  |  |
| 102-45                        | Entities included in the consolidated financial statements | 2017 Annual Report   |
| 102-46                        | Defining report content and topic boundaries               | We continually evaluate materiality based on the Responsible Business Alliance (RBA, formerly EICC) Code of Conduct's guidelines, stakeholder engagement, and customer requests for information. Jabil frequently engages with a wide array of stakeholders to understand the issues most important to our business.   |
| 102-47                        | List of material topics                                    | Our priority issue areas include our supply chain, employees, the environment, community and governance and ethics.  |
| 102-48                        | Restatements of information                                | None.  |
| 102-49                        | Changes in reporting                                       | None.  |
| 102-50                        | Reporting period   | September 1, 2016, through August 31, 2017   |
| 102-51                        | Date of most recent report                                 | 2016 Social and Environmental Responsibility Update Report   |
| 102-52                        | Reporting cycle  | This is Jabil's fifth annual SER report, which covers our global social and environmental performance data for the fiscal year 2017 (Fiscal 2017).   |
| 102-53                        | Contact point for questions regarding the report           | SER Report Contact:<br><ul style="list-style-type: none"> <li>Eric Austermann, Vice President, Social and Environmental Responsibility<br/>eric_austermann@jabil.com.</li> <li>Lisa Allison, Senior Manager, Social and Environmental Responsibility<br/>lisa_allison@jabi.com.</li> </ul>   |
| 102-54                        | Claims of reporting in accordance with the GRI Standards   | This report references the GRI Standards.  |
| 102-55                        | GRI content index  | GRI Index  |
| 102-56                        | External assurance   | We did not seek external assurance for the full report. Our FY2017 greenhouse gas emissions, Scope 1 & 2, were assured by TransReg, LLC.   |

## GRI 200-400 Topic-Specific Disclosures 2016

| Topics                                  | Disclosures | Description  | Cross-Reference or Answer   |
|---|-------------|--|---|
| <b>Economic</b>                         |             |  |   |
| GRI 201: Economic Performance 2016      | 201-1       | Direct economic value generated and distributed                          | <a href="#">2017 Annual Report</a>  |
| GRI 203: Indirect Economic Impacts 2016 | 203-1       | Infrastructure investments and services supported                        | In 2017, we built a newly constructed building in the city of Bandung, Indonesia, which was carefully planned with the city Mayor and zoning commission to have a positive impact on the community, traffic patterns and infrastructure.  |
|   | 203-2       | Significant indirect economic impacts                                    | Jabil's Indonesia JDAS manufacturing operations, under the Green Point Division, will provide jobs for more than 500 local residents. While Jabil does not publicly endorse the International Finance Corporation (IFC) Performance Standard 5 regarding Land Acquisition and Involuntary Resettlement, this policy was followed in the resettlement of squatters occupying the Bandung site.   |
| GRI 204: Procurement Practices 2016     | 204-1       | Proportion of spending on local suppliers                                | <a href="#">Responsible Sourcing</a>  |
| GRI 205: Anti-corruption 2016           | 205-1       | Operations assessed for risks related to corruption                      | Jabil's Global Ethics and Compliance Team (GECT) continuously assesses the organization's risk. We consider a variety of factors including, but not limited to Jabil's geographic foot print and industry sectors, tracked and trended internal Hotline data, compliance audit and investigations finding, and engagement with third-parties. To address and mitigate the identified risk, GECT has developed and implemented an updated Code of Conduct and policies, and targeted training and communication. GECT is also working with the business to manage third-parties through the life-cycle of their engagement with Jabil. |
|   | 205-2       | Communication and training about anti-corruption policies and procedures | All employees that are Indirect Labor (IL) and above in every region have received the current Anti-Bribery and Anti-Corruption (ABAC) Policy, which can be found on JabilWeb. This policy is passed through to our external vendors and business partners as appropriate through contractual provisions. Currently the ABAC training module has been placed on hold, as the policy is being revised. We will start a new ABAC training in FY18.  |
| <b>Environmental</b>                    |             |  |   |
| GRI 302: Energy 2016                    | 302-1       | Energy Consumption within the organization                               | <a href="#">Environmental Performance Data</a>  |
|   | 302-3       | Energy intensity   | <a href="#">Environmental Performance Data</a>  |
|   | 302-4       | Reduction of energy consumption  | <a href="#">Environmental Performance Data</a><br>Fiscal Year 2015 used for baseline to calculate reduction in Kilowatt-hours per \$1,000 Revenue   |
| GRI 303: Water 2016                     | 303-1       | Water withdrawal by source   | <a href="#">Environmental Performance Data</a><br>Current water data is still holding unknown information. We are currently working on a proposal to gather site specific information about what type of water source is used (blue, green or grey water).  |
| GRI 305: Emissions 2016                 | 305-1       | Direct (Scope 1) GHG emissions   | <a href="#">Environmental Performance Data</a>  |
|   | 305-2       | Energy indirect (Scope 2) GHG emissions                                  | <a href="#">Environmental Performance Data</a>  |
|   | 305-3       | Other indirect (Scope 3) GHG emissions                                   | <a href="#">Environmental Performance Data</a>  |
|   | 305-4       | GHG emissions intensity  | <a href="#">Environmental Performance Data</a>  |
|   | 305-5       | Reduction of GHG emissions   | <a href="#">Environmental Performance Data</a>  |
| GRI 306: Effluents and Waste 2016       | 306-2       | Waste by type and disposal method  | Managing potentially hazardous or flammable manufacturing waste is a challenge that Jabil addresses through rigorous risk management and by ensuring appropriate handling and disposal. Once waste is defined as hazardous, we comply with all global regulations regarding its proper processing, including following strict handling procedures and working with qualified vendors for proper disposal. Any storage on site is contained in specified hazardous waste areas and facilities.   |



|   |       |  |                      |
|---|-------|--|----------------------|
| GRI 307: Environmental Compliance 2016          | 307-1 | Non-compliance with environmental laws and regulations               | None.                |
| GRI 308: Supplier Environmental Assessment 2016 | 308-1 | New suppliers that were screened using environmental criteria        | Responsible Sourcing |
|   | 308-2 | Negative environmental impacts in the supply chain and actions taken | Responsible Sourcing |

**Social**

|  |       |   |  |
|--|-------|---|--|
| GRI 401: Employment 2016                                       | 401-1 | New employee hires and employee turnover  | Workforce Performance Data   |
|  | 401-2 | Full-time benefits not provided to temporary/part-time employees  | People<br>Jabil Employees  |
| GRI 403: Occupational Health and Safety 2016                   | 403-2 | Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities | Workforce Performance Data   |
|  | 403-3 | Workers with high incidence or high risk of diseases related to their occupations   | Workforce Performance Data   |
| GRI 404: Training and Education 2016                           | 404-1 | Average hours of training per year per employee   | Workforce Performance Data   |
|  | 404-2 | Programs for upgrading employee skills and transition assistance programs   | People   |
|  | 404-3 | Percentage of employees receiving regular performance and career development reviews  | Workforce Performance Data   |
| GRI 405: Diversity and Equal Opportunity 2016                  | 405-1 | Diversity of governance bodies and employees  | Workforce Performance Data   |
| GRI 407: Freedom of Association and Collective Bargaining 2016 | 407-1 | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk                | Jabil follows local regulations, laws, and policies as they relate to freedom of association and collective bargaining agreements. In some international locations, such as Europe, China and Mexico, Jabil employees are covered by work councils and labor unions. U.S. employees are not covered by labor unions. |
| GRI 408: Child Labor 2016                                      | 408-1 | Operations and suppliers at significant risk for incidents of child labor   | We are committed to preventing forced and child labor in our operations and enforce a strict minimum age of 18 in all Jabil factories and our suppliers, which are reinforced and monitored constantly through internal evaluation by the SR team.   |
| GRI 409: Forced or Compulsory Labor 2016                       | 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor                                      | We continue to invest in our Malaysian operations respective of direct engagement and recruitment of foreign workers in resident countries. We manage deployment of recruited workers through a consolidated agent structure.  |
| GRI 412: Human Rights Assessment 2016                          | 412-1 | Operations that have been subject to human rights reviews or impact assessments   | We are focused on our Malaysian operations, as that is the main corridor for risk of Migrant workers from overseas.  |
|  | 412-2 | Employee training on human rights policies or procedures  | We focus on training in high risk areas. There is no specific training other than in Malaysia: Responsible Business Alliance (formerly EICC) training.   |
|  | 412-3 | Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening    | Responsible Sourcing   |

|  |       |  |   |
|--|-------|--|---|
| GRI 413: Local Communities 2016          | 413-1 | Operations with local community engagement, impact assessments, and development programs | An environmental impact assessment (EIA) is a legal requirement in most countries where we operate. If an EIA is required, we prepare a public document to identify any potential environmental and social impacts. |
| GRI 414: Supplier Social Assessment 2016 | 414-1 | New suppliers that were screened using social criteria                                   | Responsible Sourcing  |
|  | 414-2 | Negative social impacts in the supply chain and actions taken                            | Responsible Sourcing  |
| GRI 416: Customer Health and Safety 2016 | 416-1 | Assessment of the health and safety impacts of product and service categories            | Responsible Sourcing  |