

## **Respect for Human Rights**

Jabil promotes respect for fundamental human rights and views them as an essential element of responsible corporate citizenship. In addition to support of the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights, Jabil is also a full member of the Responsible Business Alliance (RBA). We are always looking for ways to continuously improve respect for human rights throughout our own organization and in our supply chain.

### **Our actions**

Jabil strives to analyze, develop and manage human rights through operational practices in line with the following principles:

#### Employees

- Respect the human rights of our employees as established in the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. This includes, but is not limited to, prohibition of child and forced labor, non-discrimination, freedom of association and the right to engage in collective bargaining. This is in accordance with Jabil policy and the laws of the countries in which we operate.
- Provide security consistent with the Voluntary Principles of Security and Human Rights, as well as the laws of the countries in which we operate. Retained security services are given clear instructions only to use force when absolutely necessary and proportionate to the threat.
- Encourage open communication and direct contact between workers and management in situations where representation and collective bargaining are restricted by law.
- Respect employees' rights to privacy, particularly in their personal information, in accordance with local laws.

#### 2. Working environment

- Create a safe working and living (where company accommodations are provided) environment, by minimizing hazards through proper design engineering and administrative controls, preventative maintenance and safe work procedures.
- Maintain and test emergency preparedness systems both in the workplace and in company provided accommodations.
- Strive to continually improve health and safety performance across all operations.
- Acquire, maintain, and comply with the appropriate environmental permits, registrations and laws for all facilities including company provided accommodations.
- Implement programs to conserve energy and reduce waste.

- Monitor, treat and control air emissions, wastewater, and waste as required by law prior to discharge or disposal.

### 3. Our supply partners

- Establish and maintain supplier selection procedures which include review of ethical, environmental and human rights elements, with ongoing performance measurements and remedial actions where required.
- Advance application of the tenets of the ILO Declaration on Fundamental Principles and Rights at Work through collaboration and engagement.

### 4. Communities

- Support the cultures, customs and values of the people in communities in which we have operations.
- Encourage our employees, with the support of the organization, to initiate and participate in local community development/ engagement activities.
- Serve as a positive influence in communities where we have operations, demonstrating by our actions our belief that human rights violations are unacceptable.

### 5. Business Ethics

- Uphold the highest standard of business ethics and integrity, and where appropriate, support efforts of national and international authorities to establish and enforce high ethical standards for all business.
- Prohibit corruption, extortion, embezzlement, bribery, or other means of obtaining undue or improper commercial advantage.
- Maintain, act upon and protect through independent hotline

Jabil, as a global corporate citizen respects the environment, the communities in which we operate, and our employees' human rights. We expect our employees and suppliers to act in a socially and environmentally responsible manner; and we require them to comply with all laws and regulations. We expect corruption free decision-making and sound management based upon company environmental, health and safety, human resource and ethics policies and procedures.

As an organization we will continually monitor our compliance with this policy and adjust actions accordingly. A summary of all actions is presented to executive management on an annual basis