# JABIL

HEALTH & SAFETY POLICY

Jabil is committed to ongoing health and safety standards that safeguard employees, contractors and visitors to our facilities against injury and ill health. Our management is fully committed to provide support to ensure all Jabil operations prioritize and adopt health and safety principles that protect our employees. Our focus is not merely on compliance, but continuous improvement. We are committed to:

REGULATORY COMPLIANCE:
Complying with laws and regulations applicable to our operations including other health and safety requirements to which Jabil subscribes; and conducting regular audits to verify such compliance.
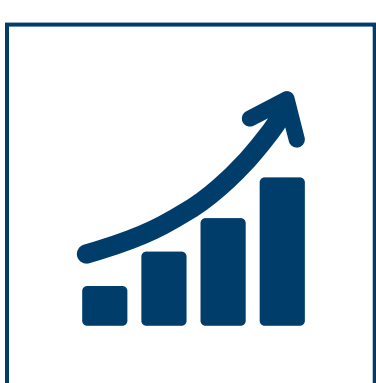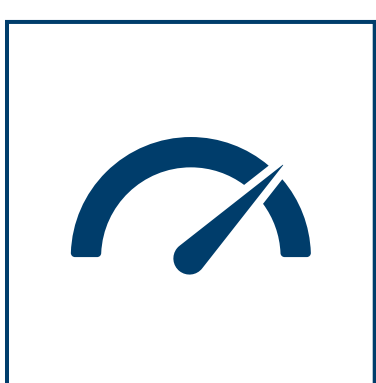
CONTINUOUS IMPROVEMENT:
Administering our health and safety system to achieve continual improvement including development of an operational framework to achieve health and safety objectives.

RESOURCE ALLOCATION:
Providing trained resources, information, instruction, risk assessment guidance and supervision to implement the health and safety management systems that identify, assess and control risk.

PERFORMANCE MEASUREMENT:
Recording and reporting metrics to monitor our health and safety performance, using these metrics to set objectives for continuous improvement.

OWNERSHIP CULTURE:
Build a proactive culture by driving ownership of health and safety at the individual, site managerial and executive management levels to ensure safe and healthy working conditions.

COMMUNICATION:
Communicating the policy to all persons working for, or on behalf of, Jabil with the intent that they are made aware of their individual Occupational Health and Safety obligations. The policy is communicated to interested parties by posting on Jabil's website.

STAKEHOLDER COLLABORATION:
Collaborating and consulting with employees, customers, suppliers, and local communities to reduce the health and safety impacts of our daily operations as it applies to them; requiring Jabil controlled suppliers to operate a health and safety management system.

ANNUAL REVIEW:
Ensuring executive management reviews annually the company's performance in implementing this policy and making necessary adjustments as required.

It is the responsibility of our top management to ensure this policy is effectively communicated and implemented throughout Jabil. All employees are responsible for understanding the impact of this policy on their day-to-day work practices and are expected to apply and support the principles stated above.

We will not consider Jabil successful, unless the principles of this Policy are followed to the best of our ability.

Mark Mondello
Chief Executive Officer