



2016 CORPORATE SOCIAL AND ENVIRONMENTAL RESPONSIBILITY UPDATE REPORT

Connecting people, places and partners to empower [positive change](#).

WELCOME

PROGRESS REPORT

EMPLOYEES

SUPPLY CHAIN

ENVIRONMENT

COMMUNITY



With half a century of successful business years behind us,

we have much to reflect upon. The manufacturing industry is ever-evolving, yet Jabil is in a better position than ever to take advantage of the opportunities that innovations in manufacturing present, and do so while operating based on our core values.

In Fiscal 2016, Jabil's electronics manufacturing business remained strong, and we saw good growth in our diversified business—expanding our presence in healthcare and packaging.

Complementing our cultural and financial success is Jabil's commitment to social and environmental responsibility (SER). Our amazing employees embody Jabil's entrepreneurial spirit at work and in their communities, and I take pride in how our employees tackle the toughest SER challenges head on.

- SAFETY continues to be our top priority. In Fiscal 2016 we initiated more than 12,900 safety improvement tasks and trained more than 8,000 managers on the top causes of serious injuries.
- We continue to better manage and measure our environmental impacts. In Fiscal 2016, we initiated 225 site-specific energy conservation measures at our top 15 manufacturing sites.
- We established a Risk Governance Office, which among its many benefits will help streamline our auditing processes and provide a single view of risk, creating a culture of accountability among our facilities and suppliers.

Jabil is a TRUSTED PARTNER to our customers, and we will not waver in our commitment to always do the right thing for our people, our communities and the environment. As our company and industry continue to evolve, I look forward to sharing the challenges and opportunities that this change brings.

Mark T. Mondello
Chief Executive Officer

ABOUT THIS REPORT

This Corporate Social and Environmental Responsibility Update Report contains data and metrics on Jabil's progress and performance across our global operations in Fiscal 2016. Throughout this interactive PDF, many charts and figures contain additional data and information. Hover the mouse over these icons + for details. To learn more about our approach to SER, visit Jabil Cares online at www.jabil.com/jabil-cares/.

FINANCIAL HIGHLIGHTS

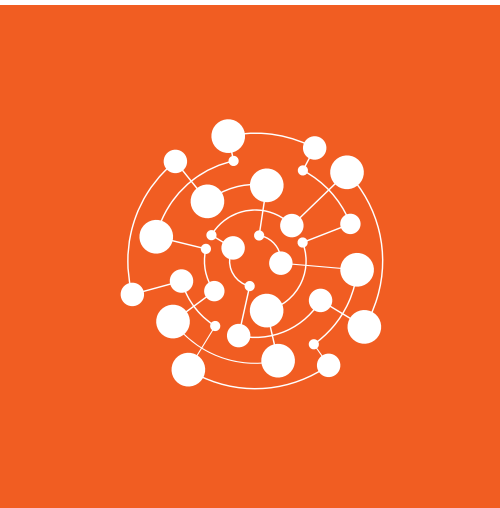
(fiscal year ended August 31)

	2014	2015	2016
Net revenue	\$ 15,762,146	\$ 17,899,196	\$ 18,353,086
Operating income	\$ 204,074	\$ 555,441	\$ 522,833
Operating margin	1.3%	3.1%	2.8%
Net income attributable to Jabil Circuit, Inc.	\$ 241,313	\$ 284,019	\$ 254,095
Net earnings per diluted share	\$ 1.19	\$ 1.45	\$ 1.32
Weighted average diluted shares outstanding	202,497	196,005	192,750
Cash dividends declared, per share	\$ 0.32	\$ 0.32	\$ 0.32
Share repurchases	\$ 260,274	\$ 85,576	\$ 148,340

\$'s in 000's, except share data
Fiscal years 2014 through 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.

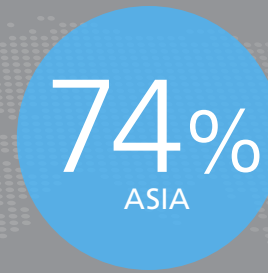
For more information, please see our [2016 Form 10-K](#).

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Supporting our customers through SER. Our customers rely on us to help them meet their own SER goals and mitigate risks that exist across their value chains. Jabil's SER accomplishments illustrate how we deliver shared value and positive change for our company and customers alike. Partnerships are key to our success and the success of our customers. As we consider the issues impacting our industry, our approach to SER changes to meet those challenges. In 2017, we are developing a comprehensive SER strategy to address our most pressing risks and take advantage of new opportunities for our business.

ERIC AUSTERMANN, Vice President, Social and Environmental Responsibility



Employees

Through shared values of integrity, inspiration and ingenuity, Jabil's employees in 28 countries help us serve our customers and enable our success. We invest in our people by ensuring a safe work environment at all times, promoting an inclusive culture and providing learning and development opportunities.



GLOBAL WORKFORCE

We frequently engage employees to maintain a two-way communication channel and elicit feedback on how we can better support them. Recognition for exceptional dedication and performance is a way we engage our workforce and also an important aspect of Jabil's culture. We recognize employees through our *Respect. Recognize. Reward.* and *Deliver Best Practices* programs, celebrating their accomplishments in innovation and teamwork.

Employee turnover remains an industry challenge and Jabil addresses it through employee engagement, talent development and recognition, as well as competitive pay and benefits. In Fiscal 2016, our global turnover rate was approximately 85 percent, a 34 percent decrease from Fiscal 2015.*

JABIL AT A GLANCE IN FISCAL 2016



138,000
employees



28
countries



45%
female workforce

*We believe this significant decrease in turnover largely resulted from our ability to better manage labor demand through improved forecasting, greater stability in production for our Electronics Manufacturing Services (EMS) division and a slowing Chinese economy. In addition, we increased the use of outsourced labor, some of which is not currently tracked in our turnover rate, contributing to the decrease in turnover for Fiscal 2016.

CASE STUDY

Reducing Employee Turnover in Shenzhen

Employee feedback showed us that the top causes for turnover among employees at our Shenzhen tooling facility were insufficient medical resources and a lack of educational opportunities for employees' children. Nearly all employees at Jabil Shenzhen have migrated from other regions and as nonresidents do not qualify for these social resources from the city. To help overcome this challenge, a dedicated Jabil team now supports and guides employees through the complicated residency application process so they can gain access to healthcare and youth education.



Alissa Wang, an employee since 2011, describes the impact this program has had for her and her husband: "After I registered for residency, I could go to any public hospital in Shenzhen, and could have 100 percent of the cost refunded from my medicare, compared to only 70 percent before. This is important for a couple like us—we must take good care of ourselves before taking care of our family."

The turnover rate at Shenzhen has decreased from 12.5 to 8 percent and the program has been shared with seven additional sites in China.



ETHICS AND COMPLIANCE

Our company culture is founded on a pillar of integrity, which empowers employees to always “do the right thing.” [The Jabil Code](#) guides us in acting responsibly and respectfully, supporting our ethical approach to business.

To stay aligned with industry best practice, we are currently revising the Jabil Code. Additionally, we are updating our ethical conduct and code training to better align with employees’ roles to enable a more tailored and valuable learning experience. Jabil has an open-door environment that encourages employees to approach management with any ethical concerns. We also offer a 24-hour Global Compliance Hotline available in every local language where Jabil operates. The hotline provides employees an avenue to report concerns anonymously and without the fear of retaliation, by phone and online.

All Jabil facilities undergo a variety of audits to ensure safety, quality and other regulatory and legal compliance requirements. Every Jabil site must submit annual self-assessments and sites may also undergo internal Environmental Health and Safety (EHS) audits or third-party Electronic Industry Citizenship Coalition (EICC) audits.

ETHICS AT JABIL

(fiscal years)	2015	2016
Global Compliance Hotline Calls	291	393
EHS Audits	60	100
EICC Audits	27	24

AUDIT SCORES^{1,2}

Jabil Initial Audit (score)	175.1	172.4
EICC Initial Audit Global Average (score)	121.7	127.4
Jabil Closure Audit (score)	192.0	200.0
EICC Closure Audit Global Average (score)	155.6	154.1

¹Based on calendar year data.

²Changes to the EICC Code Update 5.1 led to a more challenging audit this year, slightly reducing our initial audit score between 2015 and 2016.

HUMAN AND LABOR RIGHTS

Jabil’s approach to human rights is governed through the Jabil Code, EICC Code of Conduct and the United Nations Guiding Principles on Business and Human Rights.

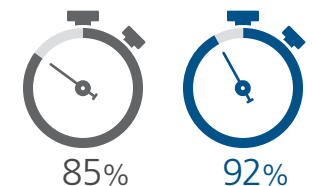
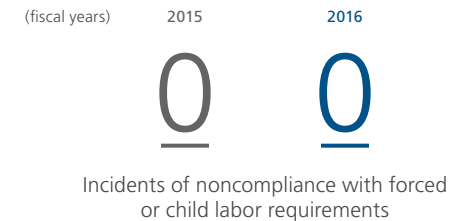
We are committed to the fair and respectful treatment of our workforce and prohibit the use of child and forced labor. We continue to make positive gains in addressing excessive working hours and overtime—two issues that remain a challenge for our industry. In Fiscal 2016, 92 percent of our workforce met our 60 hour work-week requirement, an 8 percent improvement from Fiscal 2015.



In Fiscal 2016, three Jabil factories were recognized by the EICC for receiving perfect audit scores.

- Tver, Russia
- Kwidzyn, Poland
- Venray, Netherlands

WORKING CONDITIONS



Site compliance with 60 hour workweek



At Jabil, Everyone Goes Home Safely, Every Day.

WORKPLACE HEALTH AND SAFETY

Employee safety is the top priority at Jabil. Safety begins with our leadership and is overseen by our global Environmental, Health and Safety team. We instill a culture of safety by engaging employees through competency and specialized safety training, continual safety awareness communications, and linking leadership compensation to performance in this area. In Fiscal 2016, we had no employee fatalities and saw a 40 percent reduction in serious injuries.

In Fiscal 2017, we will continue to drive toward zero work-related injuries by making upgrades to our EHS platform. These changes will provide all Jabil employees with an easy method to report concerns or incidents over a mobile device, the ability to share best practices across sites, and a transparent platform to manage improvement programs.



We conduct health and safety-focused audits across our global facilities to ensure that our safety standards are upheld. We also hold Occupational Health and Safety Advisory Services (OHSAS) 18001 certification at 14 sites.

WORKPLACE HEALTH AND SAFETY

(fiscal years)	2014	2015	2016
Total recordable injury rate ¹	0.29	0.25	0.20
Fatalities	2	0	0
Health and safety-focused audits	60	60	100
OHSAS 18001 certification	20	14	14
Facility safety improvement tasks	-	10,000	12,900
Facility safety improvement tasks completed	-	90%	91%

¹Total recordable incident rate is calculated by multiplying total recordable incidents by 200,000 and dividing by the total number of labor hours.



CASE STUDY

Safety Comes First at Jabil Chengdu

In 2016, a Jabil Chengdu employee was hurt while operating a crane, narrowly avoiding serious injury. Immediately after seeking help for the employee, site management worked with EHS and engineers to assess how and why the accident occurred and how such incidents can be prevented. Implementation of numerous safety protocols resulted, including:

- Adding lights and sounds to cranes in operation
- Installing an impact bar to stop cranes from hitting nearby walls
- Installing safety interlocks and posting safety warning labels on crane operation doors
- Additional employee training on crane safety procedures
- Conducting crane safety inspections prior to operation

Perhaps most important, as a result of Chengdu's efforts, Jabil sites with similar operations are implementing the Chengdu safety protocols, capitalizing on their lesson learned to avoid injuries.

93%

In Fiscal 2016, more than 8,000 managers received training on the top causes of serious injury at Jabil, representing a 93 percent completion rate for managers and other senior leaders.



DIVERSITY, INCLUSION AND EMPLOYEE WELLNESS

Our workforce brings together varied backgrounds, experiences and perspectives. We believe our inclusive culture supports collaboration and ultimately inspires innovation.

We have two flagship programs to support and empower women in our workforce, the HERhealth (Health Enables Return) Project and *Jabil Joules*. Since 2009, we have partnered with the nonprofit BSR on HERhealth to provide our female employees with reproductive health education, life coaching and additional wellness initiatives. With a total of 86,000 Jabil participants since the program's inception, we believe an additional 275,000¹ family, colleagues and community members have benefited from the important resources and information this program provides.

Jabil Joules champions gender diversity and reduces barriers to leadership opportunities for women. Although 45 percent of our workforce is female, most are direct labor employees. The *Jabil Joules* program provides mentoring and networking opportunities for women and aims to improve female representation in management and other leadership positions at Jabil. Nearly every Jabil site has a *Jabil Joules* Ambassador leading localized efforts and initiatives to expand women in leadership roles.

Jabil facilities actively recruit employees with physical disabilities and establish initiatives to support their career success. In 2016, Jabil Huangpu presented at the United Nations headquarters on best practice for hiring people with disabilities. It also hosted the 2016 Disability Equality Training, an event sponsored by the International Labor Organization.

LEARNING AND DEVELOPMENT

We provide employees with opportunities to reach new heights in their careers through our educational and career development programs. We invest in our internal talent through our Global Workcell Manager Development program and Leadership for Quality program.

In Fiscal 2016, we introduced our EMS Leadership Edge pilot program. Through this program we provide mid-level managers with the resources and tools needed to inspire and build leadership skills. In turn, they will be able to create a work environment in which their employees feel empowered to succeed. In addition to the development programs led by our functional leadership, our direct labor employees receive, on average, 80 hours of training a year, while indirect labor employees received about 40 in fiscal 2016. Employees also receive annual performance evaluations in which they work with management to develop and achieve personal and work-related goals. In Fiscal 2016, 70 percent of employees participated in our review process.²

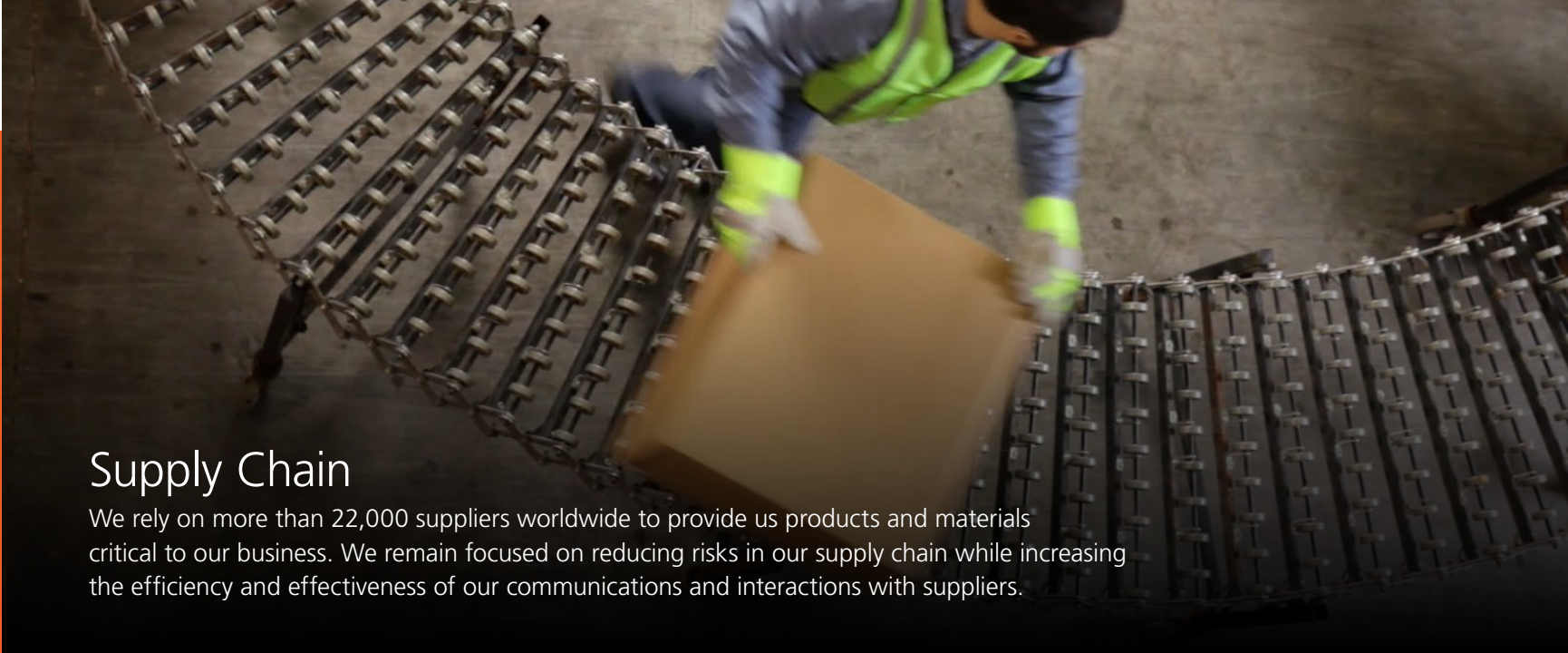
¹This figure assumes that 80 percent of women who participate in the program will on average spread awareness to an additional five people in their communities.

²This percentage does not include performance reviews for direct labor employees.

2016 HERHEALTH PROJECT PARTICIPANTS

Huangpu		15,491
Shenzhen		402
Tianjin		4,941
Shanghai		1,650
Chengdu		2,100
Wuxi		1,789





Supply Chain

We rely on more than 22,000 suppliers worldwide to provide us products and materials critical to our business. We remain focused on reducing risks in our supply chain while increasing the efficiency and effectiveness of our communications and interactions with suppliers.



As our supply chain grows, we aim to address its increasing complexities. In Fiscal 2016, we expanded the breadth and depth of our supply chain management capabilities by automating several processes, including EICC and quality supplier self-assessments.

We also expanded Jabil Supplier Portal, our online platform that provides suppliers with information and training materials regarding our company requirements and expectations. In Fiscal 2017, we plan to further enhance Jabil Supplier Portal by offering additional training and development resources.

The establishment of Jabil's Risk Governance Office further contributes to efficiencies in our supply chain management. The office will streamline auditing processes to provide a single view of risk and help drive a culture of accountability among our suppliers.

In Fiscal 2016, we expanded the breadth and depth of our supply chain management capabilities by automating several processes, including EICC and quality supplier self-assessments.



OUR SUPPLY CHAIN AT A GLANCE

STRATEGIC SUPPLIERS

Most critical to our company, these are "in-strategy" suppliers that we maintain long-standing relationships with

60+

IN-STRATEGY SUPPLIERS

Meet our requirements for quality, risk and SER performance

1,024

ENTERPRISE SUPPLIERS

The base of our and our customers' supply chain

21,189

Total supply chain spend:
\$14.5 billion



SUPPLIER MONITORING

We apply best practice standards to monitoring product quality and identifying SER risks in our supply chain. All Jabil suppliers are required to comply with the [Jabil Suppliers Requirements Manual](#) as well as standards set by the EICC Code of Conduct.

MONITORING OUR SUPPLY CHAIN

(fiscal years)	2014	2015	2016
Suppliers completing quality and EICC self-assessments	-	4,384	9,450*
SER risk assessments completed	410	966	1,234
SER audits	51	26	33**
Quality audits	140	207	305
Labor agency audits in China	-	23	17
Labor agents with services discontinued as a result of SER audits	-	22	30

*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.

**This number includes the 17 labor agency audits listed in the same table for Fiscal 2016.

We take a similar approach to auditing our suppliers as we do with our own facilities. We encourage suppliers to complete self-assessments and share results across the supply chain using the EICC-ON platform. The newly automated self-assessments help determine a supplier’s risk by feeding data into Jabil InControl™, our supply chain visualization and analytics platform. InControl™ tracks supplier data, giving us real-time visibility into our supply chain performance, costs and risks. Suppliers deemed high risk are further evaluated and may undergo either a quality audit or an SER/EICC audit. EICC-validated audits are SER audits performed by an EICC-approved third party. In Fiscal 2016, we conducted 47 percent more quality audits and 27 percent more SER audits than the previous year. Approximately 82 percent of factories identified as a major supplier and high-risk by the EICC, were audited during this time.

If an audit reveals a noncompliance, we work with suppliers to create and implement corrective action plans. If a supplier fails to implement a corrective action plan, or if the noncompliance is severe, this may result in the termination of the supplier. In Fiscal 2016, 33 suppliers developed corrective action plans, of which we conducted six re-audits.

At Jabil, we rely on labor agencies to provide us with a flexible workforce to meet our industries’ constantly fluctuating demand. Historically, labor agencies have posed human and labor rights risks. Our labor agency audit program established a controlled vendor list to narrow, track and audit the agencies with which we work. In Fiscal 2016, we removed 30 agencies from the list and we continue to refine and improve this program.

CASE STUDY

Supply Chain Compliance: Coriant

The most effective collaborations are those that optimize the strengths of each partner. Coriant, a global leader in the telecommunications equipment industry, helps customers reduce network complexity, enhance utilization and bring new technologies to market quicker. For Coriant, timing is everything. And with more than 600 suppliers producing roughly 50,000 component parts, Coriant needed a partner not only to help with component engineering, but one with in-depth supply chain compliance knowledge. Coriant turned to Jabil.

In addition to manufacturing services, Jabil manages Coriant’s supply chain materials and environmental compliance, including conflict minerals and ROHS/REACH compliance, using our proprietary InControl™ platform. Coriant’s continued confidence in our supply chain capabilities have allowed this unique relationship to flourish.

“Teaming with Jabil on environmental support and component engineering activities enables Coriant to redistribute valuable resources to focus on customer value-add developments and activities.”

CHRIS STUART
 Director Supplier Quality & Engineering,
 Coriant

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RESPONSIBLE SOURCING

Conflict minerals remain a concern and we leverage Jabil InControl™ to monitor our supply chain for the use of tin, tantalum, tungsten and gold from the Democratic Republic of the Congo and surrounding countries. In accordance with the U.S. Securities and Exchange Commission regulations, we report the origins of these minerals through conflict mineral declarations from our in-scope suppliers. In Fiscal 2016, we received responses from 3,121 in-scope suppliers, representing 93 percent of our supply chain spend. We also developed a compliant vendor list to reduce our risk in sourcing these materials moving forward.

In late 2016, Jabil launched a responsible minerals sourcing survey to increase the visibility of cobalt management in our supply chain. We have started mapping cobalt in our supply chain and are applying lessons learned from our conflict minerals program to the responsible sourcing of cobalt.

CONFLICT MINERAL MANAGEMENT

(fiscal years)	2014	2015	2016*
Suppliers providing completed conflict minerals declaration	4,409	3,815	3,121
Suppliers providing completed conflict minerals declaration by spend	73%	89%	93%

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

93%

In Fiscal 2016, we received responses from 3,121 in-scope suppliers, representing 93 percent of our supply chain spend.



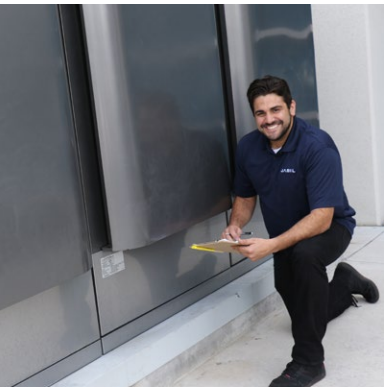
Jabil InControl™ Wins for Innovation

InControl™ received the 2016 “Supply Chaininnovator” award during the Gartner Supply Chain Executive Conference. Jabil’s proprietary platform was recognized for driving digital transformation in the global supply chain through increased visibility and actionable analytics.



Environment

Jabil is committed to minimizing its environmental impacts in part by tracking energy, emissions, water and waste in our operations and supply chain and using that data to develop innovative mitigation strategies and identify new business opportunities.



Every Jabil site completes an annual environmental performance review. Our environmental management system (EMS) tracks site data on an ongoing basis and gives us insight into the overall environmental impacts across our business.

Our approach to environmental management is largely informed by standards set by the International Organization for Standardization (ISO). At the end of Fiscal 2016, 75 percent of our core manufacturing sites were ISO 14001 certified. In 2015, the ISO 14001 standard was updated and we are in the process of modifying our documents and procedures to align with the new requirements. We plan to renew our certification under the new standard in Fiscal 2017.

To be proactive about risk management, we require each ISO 14001-certified site to maintain a list of environmental risks and planned actions to address them. Each site must implement at least one project annually to reduce its environmental impact.

75% At the end of Fiscal 2016, 75 percent of our core manufacturing sites were ISO 14001 certified.

CASE STUDY

Investing in Efficiency

Saving energy in our operations is good for the environment, and good for our business. Without accurate, detailed data about energy consumption, though, it's difficult to identify savings opportunities—and data is needed to support any investment decision.

Jabil identified and trialed Verdigris*, which provides a 24/7 view of a building's electricity consumption and a comprehensive report on energy usage down to device level. Verdigris is a nonintrusive technology that disaggregates energy signatures, and uses artificial intelligence and machine learning to provide valuable data.

At a Jabil facility in Europe, Verdigris data, interpreted by in-house energy experts, identified the potential to reduce energy consumption by 50+ percent. We have since expanded Verdigris to three more facilities, with plans for further expansion in 2017.

*Jabil is an investor in Verdigris.





ENERGY AND EMISSIONS

Continued growth in our energy-intensive diversified manufacturing segment makes managing energy efficiency and reducing our carbon footprint a pivotal aspect of mitigating our environmental impact.

In Fiscal 2016, we launched our Energy Standard Initiative encompassing our top 15 manufacturing sites based on annual energy spend. We conducted energy audits at each site and implemented a total of 225 site-specific conservation measures. As a result, we expect these sites will reduce energy costs by approximately \$8 million. We plan to extend this program to all of our manufacturing facilities in Fiscal 2017.

The new ISO 50001 standard for implementing energy management systems, released in Fiscal 2016, helps companies manage energy holistically, from procurement to use, reducing costs and cutting greenhouse gas emissions. Although we do not require our sites to certify under this standard, we are communicating the benefits to encourage participation.

Last year, we set a company-wide goal to reduce energy intensity at each Jabil site by 1 to 5 percent from a Fiscal 2015 baseline annually. More than 50 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 2016. Through our combined efforts mentioned above, along with site-specific initiatives, we are confident we can achieve our energy intensity reduction target moving forward.

Our verified 2016 GHG emissions data will be publicly available after the publication of this report through our [CDP submission](#).



CASE STUDY

Energy Efficiency in Tiszaújváros

Our Tiszaújváros, Hungary, site is dedicated to reducing its energy use with numerous projects.

The site began its energy efficiency journey in 2009 by taking a comprehensive look at energy consumption within its operations. Based on this assessment, site managers developed a detailed task list of projects they could measure and implement to help them reach greater efficiency. Mitigation techniques spanned from lighting upgrades to installing solar panels. Going above and beyond establishing these projects, they also aim to activate, innovate and motivate employees and suppliers to continually look for future efficiency opportunities.

Tiszaújváros is currently certifying under ISO 50001 for energy management system standards. It has passed two pre-audits and will undergo a final certification audit in Fiscal 2017.

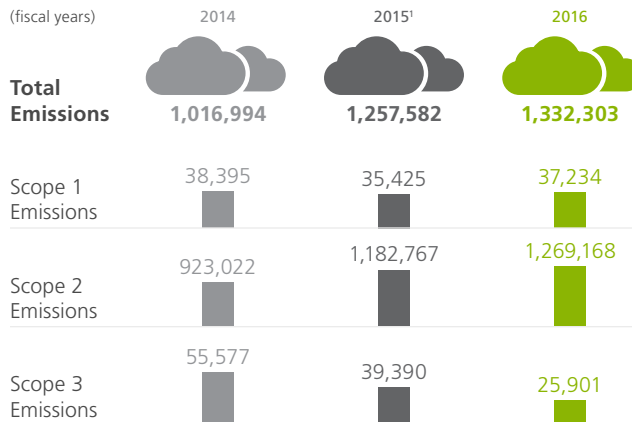
ENERGY USE (MWh)

(fiscal years)	2014	2015 ¹	2016
Electricity	1,312,405	1,622,792	1,731,933
Fuel	83,898	95,219	126,468
Steam	38,193	51,207	55,731
Other ²	66,069	36,423	33,727
Total	1,500,565	1,805,641	1,947,859

¹Due to data corrections that occurred after our 2015 CSER report was released, some Fiscal 2015 numbers may differ from those reported last year.

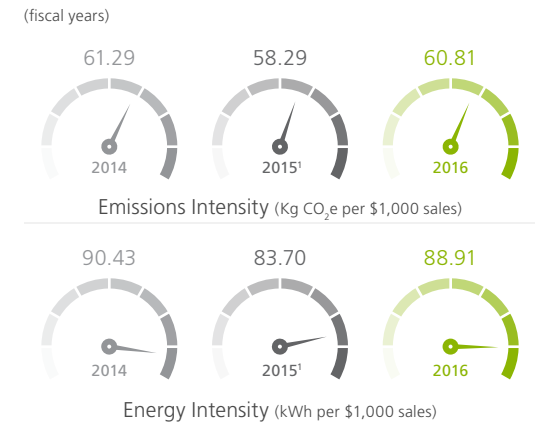
²Other fuels used may include gasoline/petrol, diesel, natural gas, liquefied petroleum gas, jet fuel, or refrigerants.

GREENHOUSE GAS EMISSIONS (metric tons CO₂e)



¹Due to data corrections that occurred after our 2015 CSER report was released, some Fiscal 2015 numbers may differ from those reported last year.

EMISSIONS AND ENERGY INTENSITY



¹Due to data corrections that occurred after our 2015 CSER report was released, some Fiscal 2015 numbers may differ from those reported last year.

²Energy intensity from Fiscal 2015 to Fiscal 2016 primarily increased from growth in our energy-intensive diversified manufacturing segment.



WATER

As part of our long-term commitment to environmental stewardship, we are focused on better understanding our water use so we can implement responsible water strategies throughout our sites. Water conservation initiatives are currently established on a site-by-site basis and are often a result of opportunities identified through a location’s annual environmental performance review.

In Fiscal 2016, our water consumption increased nearly 20 percent, while our measured discharged water remained relatively constant.

WASTE

Through environmentally friendly packaging, addressing avoidable waste in manufacturing and increased recycling and reuse programs, we decreased our landfill waste by 17 percent in Fiscal 2016. Although this is progress, there is still more to be done. Jabil facilities continually look for opportunities to reduce waste at their locations, and we believe this will lead to further waste reductions across our company.

ESTIMATED TOTAL WASTE BY TYPE¹ (metric tons)

(fiscal years)	2014	2015 ²	2016
eScrap/eWaste	3,708	2,398	2,139
Hazardous Waste	2,651	3,270	20,559 ³
Incinerated/Destroyed Waste	1,695	1,234	918
Landfilled Waste	15,224	20,996	17,378
Other Wastes	2,874	1,868	1,100
Recycled Waste ♻️	25,757	27,170	30,282
Total	51,909	56,936	72,376

¹Estimated, based on site self-reporting (not 3P verified).

²Due to data corrections that occurred after our 2015 CSER report was released, some Fiscal 2015 numbers may differ from those reported last year.

³The increase in hazardous waste from Fiscal 2015 to Fiscal 2016 is due to growing production at our largest site, Chengdu.

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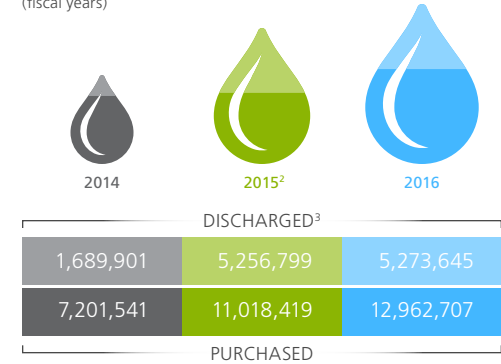
17%

CHEMICAL SAFETY

We have a stringent chemical management approach to keep our employees, communities and the environment safe from exposure to potentially harmful substances. Site operation managers are responsible for the day-to-day handling of these chemicals, while our EHS team oversees the sourcing, storage, use and disposal procedures implemented at every location.

JABIL GLOBAL WATER USE¹ (cubic meters)

(fiscal years)



¹Estimated, based on site self-reporting (not 3P verified).

²Due to data corrections that occurred after our 2015 CSER report was released, some Fiscal 2015 numbers may differ from those reported last year.

³The significant increase in discharged water from Fiscal 2014 to Fiscal 2015 resulted from including water with and without pretreatment in our calculation beginning in Fiscal 2015.



Waste to Profit

As part of an effort to increase recycling at Nypro’s Bray, Ireland, site, the facility achieved something even greater. The team took an in-depth look into its waste stream and identified materials that could not only be recycled, but sold to other companies for energy production or molding new products. They now sell 96 percent of their waste with the remainder going to municipal recycling centers or incinerated. Nypro Bray has not sent any waste to landfill in more than two years.



Community

Jabil's employees actively lead our community engagement efforts through volunteering, charitable giving and philanthropic partnerships. Most of our sites give back to their local communities, helping us make a positive impact globally.



In Fiscal 2016, we began working with Good Done Great to build a comprehensive and effective community engagement platform for our sites. The platform will allow us to track our global community efforts, share best practices, celebrate successes and make a greater impact in communities around the world. We will launch the platform at several sites in Fiscal 2017 with the overall goal of expanding company wide.

VOLUNTEERING, GIVING AND PARTNERING

Our grassroots approach to community engagement empowers employees to address the issues most important to their local regions. Our employees predominantly donate their time and money to health, education, youth engagement and environmental efforts.

In Fiscal 2016, employees gave their time to events such as beach cleanups, volunteering at children's hospitals and blood drives. They raised and donated money through a number of programs including a charity bike ride and fundraising to support the American Heart Association. Employees also maintained philanthropic partnerships with organizations such as Big Brothers Big Sisters, All Children's Hospital and Pinellas Education Foundation.

CASE STUDY

Giving Back to Support Children in Singapore

The holidays are about giving, and what better way to wrap up Jabil Singapore's 50th anniversary celebrations than to share the holiday spirit at a local children's home.

In December 2016, Jabil employees came together to support the Canossville Children's Home (CCH) in Singapore. The CCH provides a sanctuary and safe space for kids from challenging backgrounds or families in need of financial assistance. As part of our efforts, Jabil Singapore hosted a site-wide donation drive that raised nearly \$14,000 in goods and cash contributions for the home. Employees also spent a fun-filled day at CCH, passing out gifts, enjoying a magic show and creating art projects with the children.

