



# JABIL

## SOCIAL AND ENVIRONMENTAL RESPONSIBILITY

JABIL CONNECTS PEOPLE, PLACES AND PARTNERS TO EMPOWER POSITIVE CHANGE with a commitment to improving employee safety and well-being, mitigating environmental impact and positively impacting communities. We integrate sustainable innovation throughout product lifecycles to support customers' sustainability goals, expand our business, and contribute to a more resilient and sustainable world.

### MITIGATING ENVIRONMENTAL IMPACT

Jabil sites around the world are taking proactive steps to mitigate our environmental impact through projects designed to reduce carbon, energy, water, and waste. We share our customers' values, supporting their environmental goals while meeting our own.

- Delivering millions of dollars of savings through sustainable packaging solutions for world-leading product and consumer brands
- Partnering with customers to tackle shared sustainability challenges and cost objectives at the product level
- Participating in the Carbon Disclosure Project since 2008 with full disclosure
- Investing in Sustainable Emerging Technologies
- Reducing environmental impact through Lean and alternative energy solutions
- Developing Factory of the Future, integrating sustainability throughout infrastructure, process and human elements

### IMPROVING EMPLOYEE SAFETY AND WELL-BEING

With more than 161,000 employees we believe every person should work in a safe environment and be provided working and living spaces that ensure health, wellness and productivity. At every facility, we empower employees to meet their potential, listen to and implement feedback and recognize their outstanding contributions.

- Initiated 10,000 safety improvement tasks in FY2015 - 90% completed
- Reducing Total Recordable Incident Rate (TRIR) 15 percent to 0.25 in FY2015
- Investing in programs to expand opportunities for women including HERhealth, in partnership with Business for Social Responsibility, which provides critical health education and expands access to healthcare:
  - 60,000 Jabil employees trained
  - 240,000 colleagues, family and community members reached

## POSITIVELY IMPACTING COMMUNITIES

Our grassroots approach to community engagement reflects our employees' understanding of, and engagements in, local needs. Employees regularly devote their time and talents to causes with meaning to them, including health, education, youth engagement and the environment.

- Promoting and supporting grassroots community engagement
- Employees volunteering more than 100,000 hours in their communities every year
- More than 14,000 employees are donating their time and talent to helping others every year
- Investing in STEM education to support students exploring technology

## REDUCING SUPPLY CHAIN RISK

The Jabil InControl™ platform provides real-time tracking of social and environmental compliance among suppliers, environmental impacts that could disrupt the Supply Chain, and visibility into current and future risk factors. With diligent and comprehensive auditing and corrective action, we diminish environmental and human rights supply chain risks and use analytics to improve compliance.

- Founding member of the Electronics Industry Citizenship Coalition
- Pioneers in material composition identification and full disclosure material substance reporting with a library of hundreds of thousands of parts
- Globally procuring more than \$14.5 billion in goods and services from more than 16,500 suppliers
- Collecting social and environmental information from +6,800 in-scope suppliers
- Thought Leader - Bonded Labor: Initiated policy in 2012 eliminating +\$300,000 a year in payroll deductions and debt agreements between employees and labor agents
- Auditing of 100% of China labor agencies completed in FY15

