



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 2017 Annual Report
102-8	Information on employees and other workers	Workforce Performance Data 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"> • 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. • 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. • Global Management System that drives insight and governance over environmental impacts and reducing uncertainty. • Adoption of preventative engineering solutions to reduce total insurable value

		<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"> EHS Due Diligence during M&A, including a robust process to identify, quantify and make decisions based on ESG risk associated with acquisitions.
102-12	External initiatives	<p>ISO 14001 OSHAS 18001 SA8000® Standard Sedex® (packaging sites) RBA Code of Conduct United Nations Guiding Principles on Business and Human Rights</p>
102-13	Membership of associations	<p>RBA member BSR member Sustainability 50 member (a subgroup of World50)</p>
Integrity		
102-14	Statement from senior decision-maker	CEO Message
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behavior	<p>Our Core Values People</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"> The Jabil Code of Conduct and associated Policies. Contact with the Jabil Global Ethics and Compliance Department at global_compliance@jabil.com. <p>Our mechanisms for reporting concerns on unethical or unlawful behavior and organizational integrity, include:</p> <ul style="list-style-type: none"> Ethics Point: An external third-party management system for hotline reporting. Contact with the Jabil Global Ethics and Compliance Department at global_compliance@jabil.com. <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>
Governance		
102-18	Governance structure	<p>Our governance structure consists of the following:</p> <ul style="list-style-type: none"> Internal Audit reports to the Board Audit Committee. Sustainability & Environmental Responsibility (SER) reports to the Risk Office, which reports to CFO. Compliance & Ethics Office reports to General Counsel. <p>All committees work in collaboration with SER on social and environmental matters. 2017 Annual Report</p>
102-19	Delegating authority	2017 Annual Report
102-20	Executive-level responsibility for economic, environmental, and social topics	2017 Annual Report
102-21	Consulting stakeholders on economic, environmental, and social topics	2017 Annual Report
102-22	Composition of the highest governance body and its committees	2017 Proxy Statement
102-23	Chair of the highest governance body	2017 Proxy Statement
102-24	Nominating and selecting the highest governance body	2017 Proxy Statement
102-25	Conflicts of interest	2017 Proxy Statement
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	2017 Proxy Statement
102-28	Evaluating the highest governance body's performance	2017 Proxy Statement
102-29	Identifying and managing economic, environmental, and social impacts	2017 Proxy Statement

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.
Stakeholder Engagement		
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. 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 People Environment Community
102-43	Approach to stakeholder engagement	Responsible Sourcing People Environment Community
102-44	Key topics and concerns raised	Responsible Sourcing People Environment Community
Financial Reporting		
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: <ul style="list-style-type: none"> Eric Austermann, Vice President, Social and Environmental Responsibility eric_austermann@jabil.com. Lisa Allison, Senior Manager, Social and Environmental Responsibility lisa_allison@jabi.com.
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
Economic			
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	2017 Annual Report
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	Responsible Sourcing
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.
Environmental			
GRI 302: Energy 2016	302-1	Energy Consumption within the organization	Environmental Performance Data
	302-3	Energy intensity	Environmental Performance Data
	302-4	Reduction of energy consumption	Environmental Performance Data 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	Environmental Performance Data 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	Environmental Performance Data
	305-2	Energy indirect (Scope 2) GHG emissions	Environmental Performance Data
	305-3	Other indirect (Scope 3) GHG emissions	Environmental Performance Data
	305-4	GHG emissions intensity	Environmental Performance Data
	305-5	Reduction of GHG emissions	Environmental Performance Data
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 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