



# Human Rights Policy

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**JABIL**

VIOLATIONS OF OUR STANDARDS  
CAN BE REPORTED AT JABIL'S  
**INTEGRITY HOTLINE**

**CALL CENTER**  
1-888-424-3219

Confidential.  
Available 24 hours a day,  
seven days a week.

**MOBILE FORM**



**WEB PORTAL**

[www.jabilglobalcompliance.com](http://www.jabilglobalcompliance.com)

## Purpose

This policy sets out our expectations and approach to managing and respecting human rights throughout our organization and underscores our commitment to responsible business practices to protect our people and our company.

## Overview

Respect for human rights is a core value of our business. We believe everyone deserves to be treated equally with dignity and respect and we are committed to responsible, ethical, inclusive and sustainable business practices. We comply with local laws wherever we operate. If conflicts arise with our policy, we strive to honor international human rights principles and promote higher standards within legal bounds.

This policy describes Jabil's efforts to ensure we do not engage in or support activities that directly or indirectly violate or adversely impact human rights. This policy, in conjunction with our Code of Conduct, Supplier Code and RBA Commitment, sets out our commitment to human rights.



## Who does this apply to?

This Policy applies to all employees, directors, and officers.

## Our Commitment

- Our Human Rights Policy underscores our commitment to responsible business practices. Our policy clarifies our beliefs on these important topics to promote operational efficiency, protect Jabil's reputation and financial stability, and minimize our overall commercial legal risk.
- Jabil respects the human rights of all people as defined in the United Nations Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work and the UN Guiding Principles on Business and Human Rights. This policy aligns with these standards to the extent applicable to our business.
- Jabil promotes and upholds working conditions that are safe and healthy, where business is conducted responsibly, ethically and with respect for human rights and the environment and we expect our Business Partners to do the same.
- Jabil is committed to the right to freely chosen employment and does not tolerate human trafficking, slavery, servitude, forced (including bonded labor) or compulsory labor, child labor, and all other activities related to trafficking. Jabil requires responsible recruitment practices and prohibits fees being charged to obtain or retain employment.
- Jabil promotes a supportive and inclusive workspace and prohibits discrimination or harassment of any kind.
- Jabil respects the right to associate freely and the right to voluntarily join labor unions and worker councils.
- Jabil aims to avoid causing, contributing or failing to prevent adverse impacts on its people and the communities in which we operate.
- Jabil endeavors to mitigate any potential or identified adverse impact, prevent their recurrence and, where relevant, remediate such impacts.
- Jabil is committed to the responsible sourcing of materials, and we expect the same of our suppliers.
- Jabil is committed to continually improving respect for human rights throughout our organization and supply chain, and to continuous improvement in our environment, health and safety performance.

## Speak Up – We’re Listening

We are each responsible for ensuring that we meet our commitments. Jabil expects its employees and partners to speak openly and raise concerns about possible breaches of the Code of Conduct and this policy with their manager, supervisor or via other available reporting channels.

Our global compliance reporting platform is available to employees and partners. Jabil takes concerns seriously and handles them promptly.

Jabil has zero tolerance for retaliation against anyone who speaks openly about conduct they believe is unethical, illegal or not in line with our Code of Conduct and policies, even if the concern isn’t substantiated, as long as they have not knowingly made a false report.

## Consequences

Jabil takes breaches of our Code of Conduct and policies seriously. Violations of either may be grounds for immediate discharge or other disciplinary action depending on the severity of the issue and the candor of those involved. In some cases, violations may also result in civil and/or criminal liability.

## Key Terms

**Bonded Labor** | A form of debt bondage, where the worker is forced either directly or indirectly to work to pay off a debt.

**Business Partners** | All those whom Jabil has a business or contractual relationship with including customers, vendors and suppliers.

**Human Rights** | The rights of people as defined in the United Nations Universal Declaration of Human Rights, the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work and the UN Guiding Principles on Business and Human Rights, to the extent applicable to Jabil’s business.

**RBA Code** | The RBA Code establishes standards to ensure working conditions in business operations and supply chains are safe, and that business is conducted responsibly, ethically, and with respect for human rights and the environment. under the age of legal working age or under conditions that violate applicable labor laws.



### ADDITIONAL RESOURCES

#### INTERNAL

- Code of Conduct
- Rules of the Road
- Anti-Bribery and Anti-Corruption Policy
- Sustainability Policy
- RBA Member Commitment Policy
- Supplier Code of Conduct

#### EXTERNAL

- International Bill of Human Rights
- International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- UN Sustainable Development Goals
- UN Universal Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights

**“ At Jabil, caring for our people, communities, and customers is foundational to everything we do. ”**

**MIKE DASTOOR**

CEO

**ISSUED BY** Jabil Legal Compliance

**ISSUED ON** February 17, 2025

**LAST REVIEWED** February 17, 2025

**VERSION** A

This policy has been approved by the CEO.

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