



People

Diversity and Inclusion

At Jabil, we view diversity as an opportunity to understand our differences and inclusion as the added value of bringing our differences together. Through this lens, we create a culture where all employees are respected and welcomed into a workplace for all to contribute and grow.



Jabil sites around the world value diversity, and proactively recruit people of all abilities and backgrounds.

Our diversity and inclusion (D&I) mindset is reflected in the many ways we engage with our people, from education, awareness and engaging with employee groups to our commitment to practices that ensure equal opportunities for all. On September 1, 2017, we appointed the first Senior Director of Diversity & Inclusion to lead our D&I initiatives.

Promoting Gender Equity

While women currently represent approximately 20 percent of the world's manufacturing labor force, women represent approximately 48 percent of Jabil's direct labor manufacturing employees and 43 percent of our total employees. Jabil recognizes the importance women play in our industry and the world economy. We actively recruit women and invest in programs that support and empower them to grow both personally and professionally. Two out of nine members of our Board of Directors, or 22 percent, are women.

Female Representation at Jabil

| (fiscal years) | 2015 | 2016 | 2017 |
|---|------|------|------|
| Total workforce | 46% | 46% | 43% |
| Manufacturing operations (direct labor) | 51% | 51% | 48% |
| Management and support positions (indirect labor) | 30% | 32% | 30% |

Promoting Gender Equity

Access to general and reproductive health education and services for women is often limited in the countries where Jabil operates, which can lead to unhealthy or dangerous health outcomes. To bridge this gap for our employees, Jabil has taken some unique proactive steps. Launched in 2009 in collaboration with BSR, the HERhealth (Health Enables Returns) Project, equips and empowers female employees with reproductive health education, life coaching, and wellness programs. More than 89,000 women have participated in the program since it began. We estimate that each participant has likely shared her knowledge with at least five others in their family and community, further multiplying the program's impact.

The program uses a "train the trainer" model, where peer educators become leaders and valuable resources for the many young women who often come from rural areas to work in cities. The information and training they receive empowers female employees to make informed decisions about their own health and the health of their families.

The HERhealth Project currently operates in Jabil's Shanghai, Tianjin, Wuxi, Chengdu, Shenzhen, and Huangpu sites. In Fiscal 2017, more than 17,000 female employees participated in these locations. In Fiscal 2018, the program will also launch in Pune, India, and Ho Chi Minh City, Vietnam.



Investing in the Power of Women:

[Learn more about how the HERhealth Project is enriching the lives of female employees at Jabil.](#)

Education and Networking

Jabil Joules was launched in 2013 as an internal blog and communication platform to open a dialogue for women about avenues for professional growth and a successful career at Jabil. It has since grown into an enterprise-wide initiative to support gender diversity across the organization. Jabil Joules ambassadors in most sites now regularly organize educational programs, lunch-and-learns, panel presentations, mentorships and other networking opportunities for employees. Insights are documented and shared across regions through our communication platforms to continue the dialogue and inspire more women

Jabil Women STEPping Ahead

Recognizing the successes of women helps to inspire other women inside and outside of Jabil and create role models for future women leaders. In Fiscal 2017, nine Jabil women were nominated for the **STEP (Science, Technology, Engineering and Production) Ahead award by The Manufacturing Institute**. The **STEP Ahead Award** is a national distinction that celebrates women at all levels of the industry who have demonstrated excellence and leadership throughout their manufacturing careers. Although only two women from any one company can be honored per year, Jabil hosted all nine of our nominees at the awards gala in Washington, D.C., in April 2017.



STEP Ahead Award Honorees were:

Dr. Nitya Vittal (left), Regional Materials Director

Nitya has taken on the challenge of improving the materials organization in our Memphis, Tennessee, site over the last two years. Material handling costs are down 25 percent year-over-year, and her group has saved over US\$300,000 last year from other initiatives.

Reka Aczel (right), Category Manager, Global Indirect Procurement

Since joining our Tiszaújváros, Hungary, team in 2010, Reka has been instrumental in ensuring that the plant is as efficient and cost-effective as possible, driving production and increasing warehouse capacity by 30 percent.