



Jabil Canada Corporation - Canada Modern Slavery Act Statement

May 2026 reporting for fiscal year 2025

This Statement is made pursuant to section 11 of Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (the '**Act**') by Jabil Canada Corporation ('**Jabil Canada**') on behalf of itself. The Statement provides an overview of our actions for the period 1 September 2024 – 31 August 2025, to demonstrate our commitment to addressing modern slavery and other human rights risks throughout our supply chain.

Our Structure, Activities and Supply Chain

Jabil Canada is part of a global manufacturing business which delivers comprehensive engineering, supply chain and manufacturing services to multiple end markets such as consumer electronics, automotive, energy, healthcare, defense and aerospace, and telecommunications. We combine breadth and depth of end-market experience, supply chain solutions, engineering and design capabilities, advanced manufacturing, and global product management expertise to support the world's leading brands.

The global business includes 83 manufacturing facilities in over 30 countries in the Americas, Asia and Europe, and is supported by over than 130,000 employees worldwide.

Jabil Canada is a subsidiary of Jabil Circuit, Inc. ('**Jabil**') that supports the company's global manufacturing and engineering operations. Its activities in Canada include a mix of production and research and development across multiple sites.

Jabil Richmond builds digital security and imaging products, including IP security camera systems, body-worn cameras, network video recorders, and video management systems. The site supports these products through new product introduction, build-to-order and configure-to-order production, final assembly, packaging, repair, inspection, testing, failure analysis, and supply chain and logistics services. To support these activities, the site procures electronic components, mechanical parts, and general manufacturing and logistics services typical for this type of operation.

Jabil Ottawa designs, develops, and tests photonics and optical products for data center and networking applications. The site supports customers in defining and validating chip packaging processes to enable transition to volume production, and provides capabilities in optical design, assembly, packaging, and testing. To support these activities, the site procures electronic and optical components, specialized materials, and general engineering and manufacturing services typical for this type of operation.

Our Policies and Due Diligence Processes

Policies

Jabil's [Human Rights Policy](#) underpins our approach to human rights and responsible business practices and communicates our commitment to the right to freely chosen employment and to prevent forced and child labor in our operations. This approach tracks through our [Code of Conduct](#) (**'Jabil Code'**) which our workers, officers, directors, suppliers, consultants, agents, sales representatives, distributors and independent contractors are all expected to follow.

As a full and founding member of the Responsible Business Alliance (**'RBA'**), Jabil adopts the RBA Code of Conduct (**'RBA Code'**). The RBA Code is derived from internationally recognized standards including the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work. We maintain a public [RBA Commitment Policy](#) confirming our commitment to responsible business practices.

In compliance with the RBA Code, we prohibit forced and child labor in our operations and require our suppliers to acknowledge and implement the RBA Code as well as our Supplier Code of Conduct (**'Supplier Code'**). The Jabil Supplier Code requires suppliers to adopt or establish a system to manage the elements of the RBA Code and the law, identify and mitigate operational risks, and facilitate continuous improvement. It also requires suppliers to provide an anonymous complaints mechanism for its employees, agents, and subcontractors to report grievances.

To ensure compliance with the RBA Code, Jabil's policies, standards and procedures require practices such as:

- (i) conducting annual risk assessments to understand our most salient impacts and risks relating to human rights and compliance matters;
- (ii) initiating audits as required by RBA and voluntarily through our internal audit program;
- (iii) implementing mechanisms to verify the age of workers;
- (iv) enforcing standards for any workers between the ages of 16 and 18 who are on approved vocational schemes, apprenticeships or other legitimate workplace learning programs (including requiring no work that is likely to jeopardize health and safety, no overtime or night shifts, adequate wages and compliance with applicable laws);
- (v) communicating responsible business practices to suppliers, including the prohibition on recruitment fees charged to workers;
- (vi) ensuring a safe and health working environment, including when providing worker accommodation; and
- (vii) encouraging employees and partners to raise concerns using our global compliance reporting platform.

Jabil maintains a publicly available grievance mechanism – ‘[Integrity Hotline](#)’ – for employees, vendors, suppliers or customers to make anonymous reports protected against retaliation. Under the Supplier Code of Conduct, suppliers are expected to notify the [Integrity Hotline](#) if illegal or unethical behavior is suspected, including non-compliance with the RBA Code.

Due Diligence

Jabil takes a risk-based approach to screening the risk of forced and child labor in the products we purchase or manufacture. We implement several methods of ongoing due diligence including:

1. As a full member of the RBA, Jabil is subject to member compliance requirements such as participation in an audit program (Validated Assessment Program (**VAP**)) that includes assessment of forced and child labor. The RBA requires a risk-based approach to audits which involves an initial assessment of every site to flag risks and, if the site is identified as “high-risk”, the site is subject to a VAP Audit. Jabil Canada does not provide services at a site designated as “high-risk” by RBA.
2. In addition to RBA audits, Jabil undertakes its own internal audit program, which includes non-compliance with applicable laws and would flag non-compliances relating to forced and child labor.
3. Jabil is required by RBA to assess the risk of its suppliers in relation to human rights which includes assessment of forced and child labor risk. For any suppliers designated as “high-risk” suppliers through this process, Jabil is required to carry out RBA VAP audits of the relevant supplier facilities. To date, no Jabil Canada suppliers are categorized as high-risk for child or forced labor issues.
4. Jabil undertakes an onboarding process for suppliers through the Jabil Partner Lifecycle process, which includes screening for risk relating to environmental and social issues, such as forced and child labor.
5. Jabil has developed a Partner Lifecycle initiative to manage risks across our supply chain. This initiative has continued to mature. In this reporting period, over 66% of active suppliers and over 99% of suppliers completing assessments in our Partner Portal provided Jabil with a commitment to operate according to Jabil’s Supplier Code of Conduct and the RBA Code.
6. The [Integrity Hotline](#) has been used by Jabil’s supply chain in case of labor concerns. In this reporting period, there have been no complaints or grievances reported to the hotline in relation to forced and child labor at Jabil Canada’s operations or in Jabil Canada’s supply chain.

Identifying and Managing Modern Slavery Risks

Having a global supply chain that includes manufacturing and assembly services carries an inherent risk of linkage to modern slavery practices. For example, third-party manufacturers or components suppliers may focus on cost minimization, and labor practices used by raw material suppliers may not be aligned with our own, due to difference in local laws or

otherwise. We evaluate and address these risks through our human rights assessments, communication and enforcement of our Supplier Code of Conduct, implementation of the RBA Code and RBA Member Compliance Requirements and monitoring and responding to concerns raised through our [Integrity Hotline](#).

Remediation

Jabil Canada has not identified any incidents of forced or child labor in its supply chain. As such, we have taken no related remediation measures in the reporting period. We have developed standards to (i) provide adequate assistance or remediation in the event forced or child labor is identified and (ii) mitigate any potential adverse impacts identified to prevent their occurrence. In compliance with the RBA code, we aim for timely correction of any issues identified by our internal or external assessments.

Training

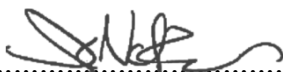
All employees are required to complete annual compliance Jabil Code training which covers our expectations for ethical conduct related to labor and human rights. The RBA also offers training modules that cover forced and child labor (as well as other relevant human rights topics) which can be accessed by Jabil to support its workers.

Assessing Effectiveness

In compliance with the RBA Code, Jabil conducts regular self-assessments to ensure conformity with its requirements related to forced and child labor. Our Supplier Code integrates the RBA Code and, as well as being publicly available on our website, our Supplier Code is included in onboarding agreements with our suppliers as a minimum expectation. We take non-compliance with the RBA Code and our Supplier Code seriously. In the case of non-compliance, we expect timely corrective action plans to be conducted, verified by RBA-certified auditors where applicable. In addition, we are expanding our risk-based supplier assessment program in accordance with applicable laws and RBA standards.

Attestation

In accordance with the requirements of the Act, and in particular section 11, I, in the capacity of President & Secretary of Jabil Canada Corporation, attest that I have reviewed the information contained in the Statement on behalf of the governing body of Jabil Canada Corporation. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the Statement is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed within this Statement.



Date: 28 May 2026

Full name: Ian VanBuskirk

Title: President & Secretary of Jabil Canada Corporation

I have the authority to bind Jabil Canada Corporation

**RESOLUTIONS
PASSED BY THE DIRECTORS OF
JABIL CANADA CORPORATION**

The undersigned, being all the directors of Jabil Canada Corporation. (the “**Company**”), hereby consent to the following resolutions effective as of May 28, 2026.

WHEREAS:


- A. On January 1, 2024, Canada’s new modern slavery legislation, the *Fighting Against Forced Labour and Child Labour in Supply Chain Act* (the “**Act**”), came into force;
- B. Pursuant to the Act, the Company is required, on an annual basis commencing not later than May 31, 2026, to:
 - (1) submit a report to the Minister of Public Safety Canada on the steps that they took during their previous financial year to prevent or reduce the risk that forced labour or child labour was used at any step of the production or import of its goods in Canada, and which includes an attestation signed by an authorized officer of the Company confirming that the report has been approved by the Company’s board of directors and is, to his or her knowledge, true, accurate and complete in all material respects (a “**Modern Slavery Report**”); and
 - (2) complete an online questionnaire relating to the foregoing matters which may be accessed through Public Safety Canada’s website (the “**Questionnaire**”);
- C. The Company has, with assistance of its legal counsel, prepared a Modern Slavery Report for the Company’s 2025 financial year, a copy of which is attached as Appendix A hereto (the “**2025 Report**”); and
- D. The directors are of the opinion that it is in the best interests of the Company to (i) approve the 2025 Report and to authorize any one officer of the Company to sign the attestation contained therein, (ii) to complete or instruct the Company’s legal counsel to complete, the Questionnaire, and (iii) to take such other action and execute and file such other documents as he or she considers necessary or desirable in connection with the foregoing.

BE IT RESOLVED THAT:

- 1. The 2025 Report be and is hereby approved;
- 2. Any one officer of the Company be and is hereby authorized, for and on behalf of the Company and each Reporting Subsidiary, to sign the attestation contained in the 2025 Report and to submit the 2025 Report to Public Safety Canada as required under the Act; and
- 3. Any one officer of the Company be and is hereby authorized, for and on behalf and in the name of the Company and each Reporting Subsidiary, to complete, or to instruct Company’s employee or legal counsel to complete, the Questionnaire, and to execute and file any and all such other documents and do any and all such acts and things as in his or her opinion may be necessary or desirable in connection with this resolution.

EXECUTION IN COUNTERPARTS

These resolutions may be signed in as many counterparts as may be necessary and such may be delivered by facsimile or any other means of electronic transmission, each of which so counterparts signed shall be deemed to be an original bearing the date first set out below, and such counterparts together shall constitute one and the same instrument notwithstanding the date of execution.



Ryan Schwartz



Ian VanBuskirk

APPENDIX A
2025 REPORT



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