



Jabil International Trade Policy

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

Introduction

Jabil's International Trade Policy sets out our approach to ensuring that we fully comply with laws and regulations and appropriately manage risk relating to import, export, and sanctions.

This policy sets guidelines for our engagements and underscores our commitment to responsible business practices to protect our people and our company.

What is our commitment?

- Jabil complies with all international trade laws and regulations applicable to our business, including U.S. laws concerning Embargoes and Sanctions.
- Jabil implements screening and due diligence procedures in relation to its business engagements.
- Jabil prohibits trade in services or items produced in whole or part using forced or child labor.
- Jabil requires all import and export documents be current, accurate, and complete.
- Jabil complies with the conditions of all export control licenses or other authorizations under which we do business.
- Jabil prohibits export or transfer controlled items to people or places or for uses without required licensing.
- Jabil prohibits any business or actions that would violate any anti-boycott laws, including without limitation refraining from taking actions that are intended to comply with anti-boycott laws.
- Jabil prohibits any behavior intended to evade or enable violations of international trade laws and regulations.

Who does this apply to?

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



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

Anti-Boycott Laws | Laws prohibiting participation in or support of boycotts that are not sanctioned by the U.S. Government.

Embargoed and Sanctions | Laws and regulations that restrict or prohibit trade and economic activities with specific countries, individuals, entities, or sectors.

Forced or Child Labor | Labor that is coerced, involuntary, or exploited, often under threat or use of force, coercion, or deception. This includes any employment of individuals under the age of legal working age or under conditions that violate applicable labor laws.

Import and Export Documents | Paperwork prepared, filed, used, or otherwise necessary for the import or export of Items and services across international borders. This includes commercial invoices, licenses,

customs declarations, certificates of origin, and shipping documentation.

Items (and controlled items) | Hardware, technology, software, equipment, spare parts, chemicals, and raw materials subject to export control regulations or other restrictions on international trade. Controlled items are those items that require specific authorization for export due to their potential use in military, strategic, or sensitive applications.



ADDITIONAL RESOURCES

INTERNAL

[Jabil Code of Conduct](#)

Jabil Rules of the Road

“ 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.

Jabil Inc.
10800 Roosevelt Blvd. N
St. Petersburg, Florida 33716
USA

Tel +1 727-577-9749
Web jabil.com