People

Safety

At Jabil, we strive to provide a safe and healthy working environment and to avoid adverse impact on and injury to the environment and the communities in which we operate. Environment, health and safety (EHS) concerns are the responsibility of our executive leadership and all employees, regardless of function.

To promote a safety-first workplace culture, we are focused on five action areas:

- Leadership: Empowering everyone within the organization to lead on EHS
- Integration: Incorporating EHS into all facets of the business
- Data Management: Gathering and using key performance indicators to monitor EHS systems
- Alignment: Linking EHS goals to other organizational objectives
- Corporate Citizenship: Promoting off-the-job safety and environmental initiatives

Jabil's EHS teams around the world oversee our safety programs, including training, risk assessments, audits, and controls. They lead Jabil's commitment to accountability, transparency, and visibility, which allows us to continuously improve and learn from root-cause events. We focus our safety efforts in the areas with the greatest risks and invest in programs and technologies that keep our people out of harm's way.

The Future of Jabil's EHS Management

At Jabil, our goal is zero recordable safety incidents. In Fiscal 2017, we launched the Environment, Health and Safety Improvement Plan (EHSIP), a new enterprise-wide semi-cloud-based platform that reduces risks and promotes continuous improvement in EHS. With EHSIP, we are strengthening our company's safety culture by empowering everyone in the organization to lead on EHS.

The system tracks safety data and displays a real-time dashboard of metrics that helps predict and prevent undesirable events. In the past, it was difficult to pull company-wide safety data for performance-tracking, benchmarking or sharing best

AIMing for Excellence

In Fiscal 2017, we launched Jabil AIM (Ascension Improvement Model), a comprehensive roadmap to continuously improve the EHS maturity of our sites year-over-year. Using an EHS self-assessment tool, Jabil AIM provides each site with minimum expectations that are evaluated annually. Jabil then tracks the achievement of EHS management goals according to six levels of performance, pushing sites to improve over time. During our inaugural year, we held pilots at 6 sites and will expand the program to 85 sites in Fiscal 2018.

Jabil AIM standardizes EHS performance and culture according to increasing levels of maturity, thereby incentivizing best practices and integrating EHS into the fabric of the Jabil business model.

Hierarchy of Control

Keeping Jabil employees safe requires vigilance in how we design our facilities, train our employees and run our operations. We aim to reduce safety risks by maintaining a hierarchy of control that ultimately eliminates risks altogether. If we are unable to fully eliminate a risk, we update processes, improve technologies, and impose engineering and administrative controls to further reduce risks. Jabil's initial level of control includes ensuring that our employees have the proper training and protective equipment that they need to complete their jobs safely.

HIERARCHY OF CONTROL ON EHS RISK
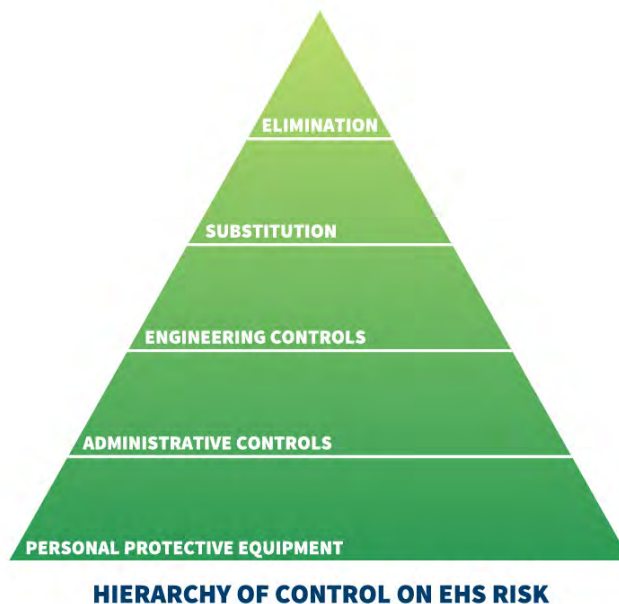
Safety Performance

To continuously ensure compliance with our safety standards, in Fiscal 2017 we completed 108 health and safety-focused audits by independent third parties. We also initiated 10,580 facility safety improvement tasks and completed 88 percent of them. Jabil holds Occupational Health and Safety Advisory Services (OHSAS) 18001 certification at 14 sites.

Female Representation at Jabil

(fiscal years)	2015	2016	2017
Total Recordable Injury Rate*	.25	.20	.18
Fatalities	1**	0	0
Health and Safety-Focused Audits	60	100	108

* Total recordable injury rate is calculated by multiplying total recordable injury by 200,000 and dividing by the total number of labor hours.

** Differs from previously reported figure due to correction in recording for Fiscal Year 2015 rather than Calendar Year 2014.

*** Increase from the prior year is primarily due to a larger number of qualified auditors performing more labor agency audits in Fiscal 2017.