



People

Jabil's strategic vision is to be the most technologically advanced and trusted manufacturing solutions provider in the world. To accomplish this, we must attract and retain the brightest talent in our industry. We provide a safe and welcoming place to work where diversity is valued and individuals are empowered to build rewarding careers as a member of the Jabil family. We continually invest in our approximately 150,000+ employees through important health services, training, educational opportunities and recognition programs.

In this section:



DIVERSITY AND INCLUSION



ETHICS AND COMPLIANCE



SAFETY



TALENT MANAGEMENT



WE ARE JABIL

Highlights from Fiscal 2017:

10,580

facility safety improvement tasks initiated and 88% completed.

48%

female manufacturing workforce.

89,000+

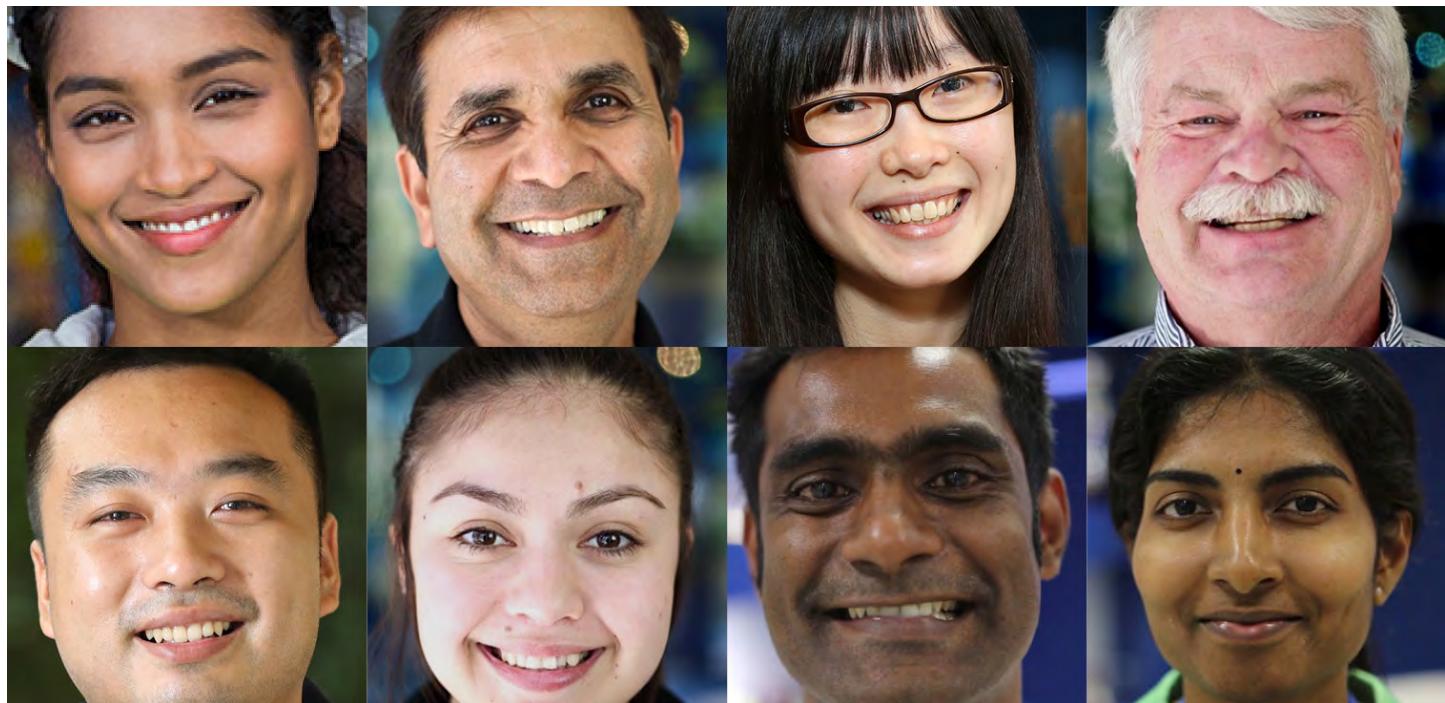
HERhealth participants since 2009.



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.



People

Ethics and Compliance

Jabil is committed to conducting our business with uncompromising integrity and in compliance with all laws and regulations in the locations where we do business. In all interactions, we are accountable to our employees, customers, suppliers and shareholders. To ensure Jabil policies are followed, we provide ongoing training to employees and methods for individuals to confidentially report violations.

Code of Conduct

In Fiscal 2017, we updated our [Code of Conduct](#) to guide our employees in conducting business with integrity – everywhere, every day. Officially launched in January 2018, the updated Code of Conduct provides guiding principles on how we interact with each other, our customers and vendors, and the world in which we operate. The Global Ethics and Compliance Team oversees and enforces the Code. The Code has been translated into 24 languages, and employees will be required to acknowledge receipt of the new Code.

Jabil also adheres to the Responsible Business Alliance ([RBA Code of Conduct](#)), a set of standards on social, environmental and ethical issues in the electronics industry supply chain. The RBA Code aligns with other international norms and standards, including the Universal Declaration of Human Rights, the ILO International Labor Standards and the OECD Guidelines for Multinational Enterprises.

Reporting Ethical Concerns

Our [Integrity Hotline](#) is a confidential way to report possible violations of the Code or any policy or law. Available 24 hours a day, 7 days a week, the hotline call center is staffed by an independent third party and provides translation services in all languages. In Fiscal 2017, 308 reports were submitted through the Integrity Hotline and 264 reports were closed. The reports are provided to the Global Ethics and Compliance Team for further action. In addition to the Integrity Hotline, employees are encouraged to use Jabil's open-door policy to report concerns directly to their supervisors, Human Resources, or the Global Ethics and Compliance Team. Jabil has a non-retaliation policy that protects employees from retribution when reporting concerns.



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

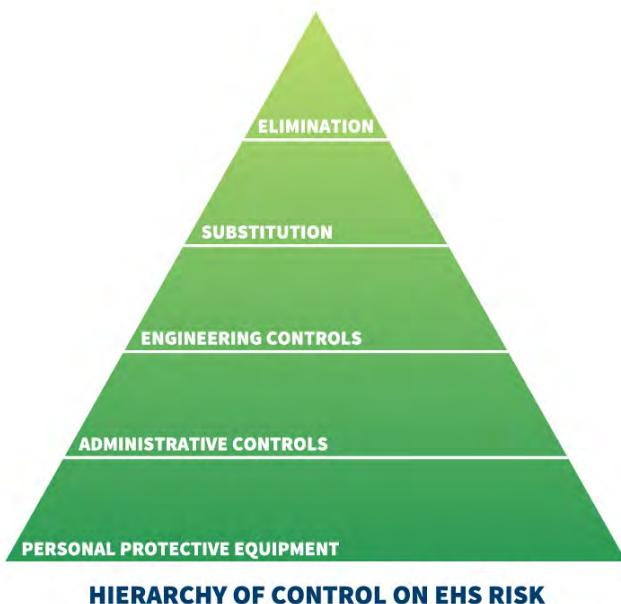
In Fiscal 2017, we launched Jabil AIM (Ascension Improvement Model), a comprehensive roadmap to continuously improve the EHS maturity of our sites year-over-year. Using an EHS self-assessment tool, Jabil AIM provides each site with minimum expectations that are evaluated annually. Jabil then tracks the 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.



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.



People

Talent Management

Our people, at all levels, are our single greatest competitive advantage. In more than 100 sites in 29 countries, our employees represent the best of what our company is today and where it is going tomorrow.

Jabil competes with global technology companies for top talent, so we're setting our sights on career offerings that attract and retain the most competitive candidates.

Employee attraction and retention in our industry is a key priority for our leadership team and will be an essential factor in allowing Jabil to be confidently sustainable for years to come. We recruit for unique skill sets in emerging technologies to continuously expand our capabilities, both for Jabil and our customers. Increasingly, top talent is also seeking out Jabil as a "destination employer" that offers career opportunities with exposure to the world's leading products and brands.

"World's Most Admired Companies"

In 2017, for the second year in a row, Jabil was named to Fortune's "World's Most Admired Companies" list, a leading report card on corporate reputations. Jabil moved up to #6 in the industry, up from #8 last year, reflecting our commitment to continuous improvement. As Jabil's reputation grows as a best-in-class employer, we are also increasing our ability to recruit for top talent and unique skill sets.

Case Study

Inspiring a New Generation of Talent through STEM Education

As a future-focused technology company, it is important that we build a pipeline of young people excited by, and ready for, tomorrow's opportunities in our industry. Jabil has a long history of mentoring aspiring engineers and technologists through our many science, technology, engineering and math (STEM) education and volunteer programs.

In Fiscal 2017, Jabil was an inaugural partner of FlexFactor®, a program that immerses high school students into the world of advanced manufacturing. Created by NextFlex, a consortium focused on the shared goal of advancing Flexible Hybrid Electronics, FlexFactor® works to inspire, attract and recruit young people into STEM-based education and career pathways. Over the course of the program, students work in teams to identify and solve difficult problems that address important societal needs. In 2017, Jabil mentored teams of students, contributed feedback and guidance to the program, and provided participants with tours of our Blue Sky facilities in San Jose. The program served 214 students during its inaugural year and is now expanding nationally to serve 2,000 students in 2018.



High school students regularly visit Jabil's Blue Sky Center in San Jose as part of FlexFactor®.

"Our partnership with Jabil allows us to bring advanced manufacturing to life for students. Touring Jabil's Blue Sky Center is a unique experience that increases student and teacher understanding of the possibilities created by this field. We regularly hear from students that their experience at Jabil provides them with knowledge and direction fundamentally different from anything else they experience in their academic education."

- Brynt Parmeter, Director of Workforce Development, Education and Training, NextFlex.

Performance

Nearly three quarters of our global workforce is employed in manufacturing operations ("direct labor"), while the remainder work in management and other support positions ("indirect labor"). High employee turnover rates, particularly in Asia, continue to be an industry-wide challenge. Jabil invests in a variety of career growth, learning and development programs, and employee recognition initiatives to increase retention rates.

Training and Development

In Fiscal 2017:

- Manufacturing employees received an average of **80 hours of training** and
- Management and administration employees received an average of **36 hours of training and development**

Managing our Human Capital

In Fiscal 2017, Jabil began preparing for the launch of a new cloud-based human resources platform to manage our workforce planning, recruitment and talent management in one unified system. The system will provide Jabil leadership with dynamic real-time data and advanced analytics to continuously improve HR programs and services, including how we respond to the needs of various labor markets. It will also provide a more intuitive experience for employees to access training modules and other resources.

Preparations for a full transition will continue throughout Fiscal 2018, and the platform will officially launch on January 1, 2019.

Case Study

Reducing Absenteeism and Turnover through Health Care

One of the great cultural tenets of our organization is continuous improvement, and Jabil's Deliver Best Practices global competition is a natural extension of that mindset. This annual continuous improvement program is an opportunity for project teams to share, and be rewarded for, innovative ideas and impacts across regions.

In Fiscal 2017, Jabil Chihuahua in Mexico won the Social and Environmental category for their pioneering on-site health care program. Created in 2016, the Family Medical Care Service program provides Jabil Chihuahua employees and their family members with free primary care, prescriptions and vaccinations from a licensed doctor and nurse at Jabil. After two years of programming, the results have been astounding. Average employee wait times for care have been reduced from about 340 minutes at public clinics to 20 minutes at Jabil. Absenteeism related to health has decreased by 75 percent.

By creatively addressing the issue of absenteeism from a new angle, Jabil Chihuahua is now improving the lives of its employees and their families in a significant way. To date, more than 17,500 people have been served by the program.



Jabil Chihuahua's Family Medical Care Service program not only provides important medical care to employees but regularly extends services to the community.

Please [click here](#) to learn more about the Jabil Chihuahua Family Medical Service Program.



People

We Are Jabil

Jabil's culture is founded on a pillar of integrity that is central to our value proposition. Day in, day out, we are focused on making Jabil a best in-class employer that empowers employees to thrive.

Case Study

Employee Relief Fund Launched to Serve Hurricane Maria Victims

Hundreds of Jabil Nypro employees were severely impacted by Hurricane Maria, which overwhelmed Puerto Rico in September 2017. Many employees were left with limited access to safe water, medication and electricity, and some lost their entire homes.

Employees around the world immediately expressed an outpouring of support. To help coordinate their generosity and to plan for future giving needs, Jabil partnered with the [Emergency Assistance Foundation](#) to create the Jabil Employee Relief Fund. The not-for-profit empowers Jabil employees to make a tax-free donation that directly supports colleagues facing extreme hardships. To date, the fund has raised over US\$150,000 through employee donations, with contributions and matching funds from Jabil Inc. and the Nypro Foundation. To learn more about Jabil's community relief efforts in Puerto Rico, please visit [Community](#).