



## 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.