

Jabil Canada Corporation Canada Modern Slavery Act Statement

May 2025 reporting for fiscal year 2024

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 2023 – 31 August 2024, 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 with more than 131,000 employees across 100 locations in 30+ countries. The business delivers comprehensive design, manufacturing, supply chain and product management services to companies in various industries and end-markets. Our services enable our customers to reduce manufacturing costs, improve supply chain management, reduce inventory obsolescence, lower transportation costs and reduce product fulfillment time.

As a business we combine breadth and depth of end-market experience, technical and design capabilities, manufacturing know-how, supply chain insights, and global product management expertise to support the world's leading brands.

Jabil Canada is a subsidiary of Jabil Inc. ('**Jabil**'), and is a business-to-business (B2B) company that provides engineering, manufacturing, supply chain, and design services. Specifically, Jabil helps other companies bring their products to market, serving as a contract manufacturer and supplier of electronic components and systems.

Our sites in Ottawa and Richmond primarily conduct research and development activities. We carry out limited manufacturing, including computers, electronic products, electrical equipment, appliances and components, which involves importing the components required for this manufacturing.

Jabil Ottawa is a trusted total solutions partner for the optical networking and data center infrastructure industry. A next-generation electronic manufacturing service (EMS), we reduce the need for multiple vendors by taking on a single point-of-accountability role.

Jabil Richmond is an assembly manufacturer and NPI partner to Motorola Solutions (MSI). The site produces high-end security cameras for commercial customers.

The majority of Jabil Canada's suppliers are located across the US and Asia and supply electronic components and optical lenses to support Jabil Canada's research and development for its electronic manufacturing (assembly) business. We procure goods and services across a range of categories, including:

- manufacturing assembly;
- procure electronic components and optical lenses;
- contract service of Surface Mount Technology (SMT) manufacturing equipment;
- contract service of air and nitrogen compressors;
- contract service of facility (HVAC and Electrical);
- material Handling rental equipment; and
- engineering services for product development.

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. The Jabil Supplier Code of Conduct 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); and
- (v) 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.



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Full name: Ian VanBuskirk

Title: President & Secretary of Jabil Canada Corporation

Date: 28 May 2025

I have the authority to bind Jabil Canada Corporation