



RBA Commitment 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

Overview

This policy confirms our full support of the Responsible Business Alliance vision and mission and underscores our commitment to responsible business practices to protect our people and our company.

Jabil is a founding member of the Responsible Business Alliance (RBA) which was established in 2004 to promote social, ethical, and environmental responsibility in the global electronics supply chain. Jabil fully supports the RBA Vision and Mission:

RBA Vision: A coalition of companies driving sustainable value for workers, the environment and business throughout the global supply chain.

RBA Mission: Members, suppliers and stakeholders collaborate to improve working and environmental conditions and business performance through leading standards and practices.

As RBA members, we adopt the RBA Code of Conduct which addresses labor, health and safety, environment, ethics, and management systems and commit to responsible business practices throughout the Jabil organization and our supply chain.

Who does this apply to?

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

Our Commitment

- Jabil is a member of the RBA and fully supports the vision and mission of the RBA Code of Conduct.
- Jabil wholeheartedly endorses the collective effort of the RBA membership in an effort to continuously improve the living, working and environmental conditions under which it operates.
- Jabil progressively pursues aligning the RBA Code of Conduct provisions with internal programs and local laws and regulations to ensure working conditions are safe, workers are treated with respect and dignity, and manufacturing processes and practices are environmentally responsible.



- Jabil actively promotes the RBA Code of Conduct as a requirement to suppliers and subcontractors under its direct sourcing and engineering control.
- Jabil strives to conduct its global business in a socially and environmentally responsible manner, including, but not limited to, meeting recognized industry and environmental standards; complying with local and national laws and regulations; and creating internal programs and initiatives.
- Jabil reinforces the objectives of the RBA Code of Conduct through an internal management system.
- Jabil is committed to implementing and auditing its adherence to the RBA Code of Conduct standards.

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

Responsible Business Alliance | Founded in 2004 by a group of leading electronics companies, the Responsible Business Alliance (RBA), formerly the Electronic Industry Citizenship Coalition (EICC), is a nonprofit comprised of electronics, retail, auto and toy companies committed to supporting the rights and well-being of workers and communities worldwide affected by global supply chains. RBA members commit and are held accountable to a common Code of Conduct and utilize a range of RBA training and assessment tools to support continuous improvement in the social, environmental and ethical responsibility of their supply chains.



ADDITIONAL RESOURCES

INTERNAL

Jabil Code of Conduct

RBA Code of Conduct

“ 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.

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