



## Prevention of Human Trafficking and Modern Slavery

California Transparency in Supply Chains Act

UK Modern Slavery Act

### Plexus Policy

Plexus believes it is our responsibility to uphold the highest standards of ethical behavior and personal integrity within our business operations. Plexus stands against all forms of human trafficking and slavery, including any act of recruiting, harboring, transporting, providing, or obtaining a person for compelled labor or commercial sex acts through the use of force, fraud, or coercion.

### Codes of Conduct

We have adopted written Codes of Conduct describing the standards of ethical behavior and personal integrity that we expect from all employees, contractors, and business partners.

[Plexus Employee Code of Conduct](#)

[Plexus Supplier Code of Conduct](#)

### Responsible Business Alliance (RBA) Membership

Plexus is a member of the RBA, which is a nonprofit comprised of electronics, retail, auto and toy companies committed to supporting the rights and wellbeing of workers and communities worldwide affected by the global supply chain. 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.

[RBA Code of Conduct](#)

### Internal Accountability

Plexus maintains a Corporate Social Responsibility Council comprised of representatives from various functions including supply chain, legal, human resources and environmental, health and safety. The Corporate Social Responsibility Committee is responsible for implementing our policies and procedures relating to socially responsible business practices.



## Risk Assessment

On an annual basis, we implement the RBA's self-assessment questionnaire (SAQ) for all Plexus facilities. In addition, Plexus conducts a risk analysis of its supply chain and requires all major suppliers to complete the RBA's SAQ. The RBA's SAQ helps companies identify their greatest social, environmental and ethical risks in their supply chains, including risks related to human trafficking and slavery. The self-assessment checks for a range of supply chain risks that could constitute violations of the RBA's Code of Conduct, including factors that indicate heightened risk for human trafficking and slavery.

## Training

Members of our Corporate Social Responsibility Council have attended external training on the RBA's standards, including training on preventing human trafficking and slavery.

## Certification

Through our Supplier Code of Conduct, we seek to require all of our first tier supply chain partners, including all recruiting service providers, to comply with the RBA Code of Conduct. The RBA Code of Conduct outlines a broad range of standards including standards aimed to prevent human trafficking and slavery.

## Audit

As part of the Social Responsibility (CSR) management system, each Plexus facility conducts annual internal audits of its CSR practices. The audit encompasses labor practices, ethics, and environmental, health and safety. Annually, Plexus hires an external auditor to conduct a validated audit of 25% of our facilities considered "high risk" through the RBA's self-assessment process.

Each year, we audit 25% of our suppliers identified as "high-risk" based on their self-assessment questionnaires. Plexus continues to work with high-risk suppliers to ensure they are continually improving their CSR performance.

A handwritten signature in blue ink, appearing to read "DK", is written over a circular blue stamp.

Denis Kerr,  
Operational Controller and Vice President