



A CLOSER LOOK AT SOCIAL RESPONSIBILITY AT PLEXUS

While visiting our website (www.plexus.com), you received a high-level overview of our Social Responsibility program. For those interested in getting into more of the details, we've provided this supplemental information. In this document, you'll get a deep dive into our Social Responsibility program, how it works, how it's demonstrated and why it matters to us.

LEADERSHIP

Our Social Responsibility program is sponsored by our Chief Executive Officer (CEO) and our Chief Administration Officer (CAO). They lead the Plexus Compliance Ethics and Risk Committee, who regularly monitors our social responsibility program performance. Committee members are executive leaders of Human Resources, Legal and Compliance, Supply Chain Management and Information Technology. They receive regular updates from the Social Responsibility Council, which is responsible for coordinating our social responsibility initiatives globally. The Council is comprised of leaders from Legal and Compliance, Human Resources, Environmental Health & Safety (EH&S), Product Compliance, Supply Chain Management, Operations, Quality and Branding and Marketing. Council members have oversight of our Code of Conduct, and policies and operational controls for environmental, health and safety, labor practices and social risks. The Council meets at least quarterly, with more frequent projects taking place among Council members simultaneously.

MONITORING SOCIAL CONFORMANCE

We monitor our organization's compliance with Social Responsibility standards and our Code of Conduct throughout the year. Council members assess risks in Labor, EH&S, ethical practices, product compliance and supply chain using Plexus' enterprise risk management process. In addition, our manufacturing sites complete extensive assessments of their site labor, EH&S, ethics and site Social Responsibility management systems. The assessments are posted on the Responsible Business Alliance (RBA) online platform for transparency to the RBA and our customers, who are fellow RBA members. We additionally require our major suppliers complete the RBA social responsibility assessment each year, and through the online platform we monitor supplier conformance. We perform internal desktop audits and onsite audits based on risks identified in assessments. Every year at least one validated third-party social responsibility audit is conducted of our manufacturing sites to validate conformance to the RBA requirements.

Information gathered through this assessment and auditing activity is analyzed by the Social Responsibility Council and the executive Compliance Ethics and Risk Committee to set annual performance improvement objectives for each functional area (Labor, Ethics, EH&S, Product Compliance and Supply Chain Management), as well as the overall Social Responsibility Program.

RAISING AWARENESS

At Plexus, Code of Conduct training is extended to all employees, including executives, directors and managers. The training explains the importance of the Code and our commitment to follow the Code in our daily activities. The training includes many topics ranging from anti-corruption and reporting suspected misconduct to protecting confidential information and abiding by privacy regulations. Over 99% of Plexus employees completed the training globally in FY 2018.

Training and professional development opportunities expand beyond basic Code of Conduct training to include a training and communication plan tailored to specific employees based on their position's risk exposure and need for awareness on specific regulatory, ethical and Social Responsibility topics. Training completion is tracked in the company's Learning Management System (LMS).

EMPLOYEE ENGAGEMENT

We value our employees and strive to provide a healthy, safe and satisfying work experience. Three years ago we implemented an annual employee survey to assess employee satisfaction and identify improvement opportunities and employee suggestions. Participation rates have remained in the upper 90 percentile and our satisfaction score continues to climb. Formal initiatives are generated based on feedback and suggestions, both at a Corporate and site level.

LABOR POLICIES - A FOCUS ON OUR PEOPLE

As a global organization, it's important that our people throughout the world understand our fundamental principles for ensuring proper treatment of people, and the establishment of a culture which values the valuable individuals that comprise our global team. The following labor policies have been established as guidance for all employees to ensure we maintain this desired culture:

FREELY CHOSEN EMPLOYMENT: Plexus prohibits the use of forced, imprisoned, indentured, or bonded labor. Under no circumstances will Plexus directly use enslaved labor or labor that results from human trafficking.

PROHIBITION ON UNREASONABLE RECRUITING FEES: No recruiting agency, temporary employment agency, broker, agent or any of their respective subagents may charge a Plexus worker an unreasonable fee, require a deposit or otherwise indebted the worker for repayment for their employment or work assignment with Plexus. This policy prohibits both one-time unreasonable fees, and unreasonable fees that are deducted from payroll over time.

PROHIBITION ON RESTRICTON OF MOVEMENT: Plexus prohibits any unreasonable restriction on the movement or travel of its workers, or access to their basic liberties, such as access to bathrooms or clean drinking water while at work. Plexus and any of its brokers, recruiting agencies, or temporary employment agencies will not require workers to surrender their government-issued identification, and will not store or hold a worker's passport or other government-issued identification.

PROHIBITION ON RESTRICTON OF MOVEMENT: Plexus prohibits any unreasonable restriction on the movement or travel of its workers, or access to their basic liberties, such as access to bathrooms or clean drinking water while at work. Plexus and any of its brokers, recruiting agencies, or temporary employment agencies will not require workers to surrender their government-issued identification, and will not store or hold a worker's passport or other government-issued identification.

PROHIBITION ON RESTRICTON OF MOVEMENT: Plexus prohibits any unreasonable restriction on the movement or travel of its workers, or access to their basic liberties, such as access to bathrooms or clean drinking water while at work. Plexus and any of its brokers, recruiting agencies, or temporary employment agencies will not require workers to surrender their government-issued identification, and will not store or hold a worker's passport or other government-issued identification.

WORKING HOURS: Plexus endeavors to provide one day of rest every seven days, and for employee to work less than sixty (60) hours per week.

BREAK POLICY: Workers are entitled to take breaks during their shift consistent with local laws.

TIME OFF: All Plexus workers are entitled to take time off for vacation and holidays that are legally required. Plexus workers are also entitled to a reasonable amount of time off for illness or maternity leave when supported by a medical certificate consistent with applicable laws, without any further financial penalization or threatened with job loss.

WAGES AND BENEFITS: All Plexus workers will be paid at least the prevailing minimum wage, and if no minimum wage is legally defined, then the workers will be paid in an amount that is equal to the prevailing industry standards. Plexus will pay overtime in excess of regular hourly wages, consistent with local laws and practice.

HUMANE TREATMENT OF ALL WORKERS: Plexus is committed to treating all workers with dignity and respect, providing decent working conditions and fair treatment. Plexus prohibits any harsh or inhumane treatment or threat of inhumane treatment of its workers. Inhumane treatment includes but is not limited to sexual harassment, sexual abuse, and corporal (physical) punishment, the withdrawal of physical comforts provided to other workers, mental or physical coercion, verbal abuse or intimidation.

NO DISCRIMINATION: Plexus is committed to providing a workplace free of harassment and discrimination. Consistent with applicable laws, Plexus prohibits harassment or discrimination of its workers based on race, color, age, gender, sexual orientation, gender identity or expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, covered veteran status, protected genetic information, or marital status (or any other category of persons protected by applicable laws or regulations), in hiring and employment practices affecting the terms and conditions of employment. Terms and conditions of employment include, but are not limited to wages, promotions, rewards, access to training, and discipline and termination. Workers will also be provided reasonable accommodations for religious practices, in accordance with applicable laws or regulations.

SUPPLIERS CONFORMANCE

Plexus has established a Code of Conduct specifically for our suppliers. This Code has been distributed and made available to all suppliers, including posting it on our website. In this Code, we share our expectations for suppliers to read and conform to the Responsible Business Alliance (RBA) Code of Conduct, much the same as Plexus has. The standards established in the Code of Conduct reference international norms and standards including the Universal Declaration of Human Rights, ILO International Labor Standards, OECD Guidelines for Multinational Enterprises, ISO and SA standards, and many more. Plexus asks our suppliers to join us in our efforts for socially responsible business practices by registering and becoming members of the Responsible Business Alliance. We additionally require our major suppliers to complete the RBA social responsibility assessment each year, and through the online platform we monitor supplier conformance and work with our suppliers on any areas of concern.

SUSTAINABILITY PERFORMANCE

Plexus has a company-wide objective to reduce energy consumption and greenhouse gas emissions in an effort to minimize the environmental impact from our operations. The organization has set an intensity target to reduce energy consumption (normalized by revenue) by three percent below the Fiscal 2016 baseline by the end of Fiscal 2019.

Plexus continues to improve systems and processes to reduce energy usage globally. In 2016 the Kelso, Scotland manufacturing facility became the first Plexus location to achieve certification to the ISO 50001 - Energy Management Systems standard.

Total Company Energy Usage (MWh)

(Fiscal Years)	2015	2016	2017	2018
Electricity	150,459	151,640	143,471	
Fuel ¹	20,218	20,429	24,510	
Total	170,677	172,070	167,981	
Energy Intensity (kWh per US \$1,000 revenue)	63.29	67.32	66.45	

¹Fuel includes natural gas, steam, gasoline and other petroleum based materials

Total Company Greenhouse Gas Emissions (metric tonnes CO2e)

(Fiscal Years)	2015	2016	2017	2018
Scope 1 Emissions	3,634	3,677	4,413	
Scope 2 Emissions	79,729	79,860	76,617	
Total	83,363	83,537	81,030	
Emission Intensity (tonnes CO2e by \$1,000 revenue)	0.0314	0.0327	0.0321	

Plexus additionally strives to minimize the amount of waste generated by our operations and manages regulated waste by complying with regulations concerning storage, transport and treatment of waste materials. As an electronics manufacturer, we also understand our responsibility to follow international guidelines for disposal of electronic waste (E-waste) and have responsibly recycled over 299 metric tonnes of E-waste over the last three fiscal years.

- Plexus has recycled or found alternative beneficial reuse opportunities for over 63% of the company's waste.
- Plexus has prevented 5,394.38 metric tonnes of waste from entering landfills by utilizing beneficial reuse programs.

Total Company Waste Type¹ (Metric tonnes)

Fiscal Year	2015	2016	2017	2018
Regulated/Hazardous Waste	323.33	313.42	382.31	
Non-Hazardous Waste ³	2549.78	2501.99	2581.95	
Totals	2873.11	2815.41	2964.26	
Electronic Waste (eWaste)	112.13	88.66	98.24	

Total Company Waste Treatment (metric tonnes)

Fiscal Year	2015	2016	2017	2018
Landfill Waste	1027.79	1073.78	1156.73	
Beneficial Reuse ²	1845.22	1741.63	1807.53	
Total Waste	2873.01	2815.41	2964.26	

Total Company Non-Hazardous Waste Treatment

Fiscal Year	2015	2016	2017	2018
Percent Total Non-Hazardous Waste Recycled	63%	60%	58%	
Percent Total Non-Hazardous Waste Incinerated	1%	1%	2%	
Percent Total Non-Hazardous Waste Landfilled	36%	38%	39%	

¹ Self reporting from all Plexus locations and not third party verified

² Beneficial reuse includes energy reclamation, recycling, and selling of materials for alternative uses

³ Waste deemed non-hazardous according to applicable regulatory requirements

Relative to many industries, Plexus's manufacturing processes are not intense water consumers. Despite this, Plexus continues to implement water reducing improvements to minimize the use of this valuable resource. Many of our sites are in the process of developing accurate methods for tracking water use within each manufacturing step, and monitoring overall consumption. This will in-turn allow us to target more specific water reduction projects.

Total Company Water Use (US gallon)

Fiscal Year	2015	2016	2017	2018
Gallons	152,272,203	164,660,601	154,923,113	

HEALTH & SAFETY

Plexus strives to provide a safe and healthy work environment for all of our employees. The Plexus health and safety management system is based on industry health and safety standards to help support our efforts in continuously improving our safety culture. Utilizing a global management system allows for us to maintain a high level of safety throughout the organization. While not all of our locations are certified to OSHAS 18001, all locations utilize the global health and safety management system aligned to OSHAS 18001 in order to maintain a high standard. We have reduced our total recordable incident rate 13 percent from FY2016 to 0.53 in FY2017.

Total Company Health & Safety Performance

Fiscal Years	2015	2016	2017	2018
Total Recordable Injury Rate ¹	0.685	0.613	0.532	
Fatalities	0	0	0	
OSHAS 18001 Site Certification	13%	13%	13%	

¹ Total recordable injury rate is calculated by multiplying total recordable injury by 200,000 and dividing by the total number of labor hours.