



The Product Realization Company

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](#)

Electronic Industry Citizenship Coalition (EICC) Membership

Plexus is a member of the EICC, a group of over 100 leading electronics companies representing approximately \$3 trillion in combined annual revenue. The EICC and its members strive to create an industry-wide standard on social, environmental, and ethical issues in the electronics industry supply chain. EICC members have agreed to adopt policies aligned with the EICC Code of Conduct.

[EICC Code of Conduct](#)

Internal Accountability

Plexus maintains a Corporate Social Responsibility Committee 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 EICC'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 EICC's SAQ. The EICC's SAQ helps companies identify their greatest social, environmental, and ethical risks in their supply chains, including risks relating to human trafficking and slavery. The self-

assessment checks for a range of supply chain risks that could constitute violations of the EICC's Code of Conduct, including factors that indicate heightened risk for human trafficking and slavery.

Training

Members of our Corporate Social Responsibility Committee have attended external training on the EICC'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 EICC Code of Conduct. The EICC Code of Conduct outlines a broad range of standards including standards aimed to prevent human trafficking and slavery.

Audit

As part of the Corporate 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 EICC'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.