California Transparency in Supply Chain Act

Plexus Corp. has adopted a Supplier Code of Conduct and Business Ethics ("Supplier Code") that outlines expectations for its suppliers, vendors, and other service providers (collectively "suppliers") to follow in order to conduct business with Plexus. The Supplier Code can be found by clicking here. In general, Plexus expects suppliers to obey all laws, regulations and other governmental authorities of any country in which they do business, and to conduct themselves in a professional and ethical manner. The Supplier Code sets forth the standard of conduct that Plexus expects of all its suppliers.

Plexus may audit its suppliers from time-to-time with respect to their adherence to the Supplier Code. While the audits may be focused on various standards outlined in the Supplier Code, Plexus does not proactively engage in verification of its supply chain specifically to evaluate and address risks of human trafficking and slavery (Plexus does not engage a third party to do so either). Although Plexus does not actively audit suppliers for their efforts to prevent human trafficking and slavery, the Supplier Code does contain standards on labor and employment, and among those standards, Plexus' expectations with regard to the human rights of workers within its supply chain. The Supplier Code contains mechanisms for reporting of any violations, including those related to human rights, so that appropriate action can be conducted in response to suspected violations. Individual, specific certifications from suppliers on human trafficking and slavery are not obtained by Plexus; however, Plexus does reference its Supplier Code with documentation accompanying its purchases and expects its suppliers to comply with the standards set forth in the Supplier Code.

In addition to the Supplier Code, Plexus has adopted its own Code of Conduct and Business Ethics ("Plexus Code") for its employees and contractors that outlines expectations and standards with regard to the fair treatment of its employees. The Plexus Code specifically prohibits forced labor. Plexus provides training on the standards in the Plexus Code for its employees and management. While training addresses the various human rights expectations included in the Plexus Code, Plexus does not provide any specific training on mitigating risks associated with human trafficking and slavery to its employees.