



## PLEXUS SUPPLIER CODE OF CONDUCT

Plexus Corp. and its affiliate companies (“Plexus”), is committed to upholding high standards of ethics, integrity and corporate social responsibility in our business operations. In part, this is demonstrated through our membership in the Responsible Business Alliance (RBA), formerly the Electronics Industry Citizenship Coalition (EICC), an alliance of companies who share a commitment to ensure working conditions in the electronics supply chain are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible.

### Supplier Expectations:

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We expect our suppliers to share our commitment to ethics, product or service conformity, product safety, integrity and social responsibility. The term “supplier” means any person or entity that provides Plexus with goods or services. As a supplier to Plexus, you agree to the following:

1. The supplier will comply with all laws and regulations applicable to its business and operations.
2. The supplier has read and will comply with the:
  - a. [Plexus Code of Conduct](#) and the
  - b. RBA Code of Conduct. For a copy of the RBA Code of Conduct, please visit: <http://www.responsiblebusiness.org/code-of-conduct>
3. The supplier will promptly:
  - a. Upon request register as a supplier on RBA-Online, the online data management system, and complete and submit annual self-assessment questionnaires regarding social responsibility maturity. Information can be found at <https://www.rba-online.org>.
  - b. Complete and return information regarding mineral country of origin on parts supplied to Plexus upon request, utilizing the most recent Conflict Minerals Reporting Template, located online at <http://www.conflictreesourcing.org/conflict-minerals-reporting-template/>.
  - c. Provide product related materials declarations upon request for European Union Directive 2011/65/EU “Restriction of Hazardous Substances” (RoHS), European Union Regulation (EC) 1907/2006 on “Registration, Evaluation, Authorization, and Restriction of Chemicals” (REACH), and other requested product content legislation.  
  
Notify Plexus of any known changes to environmental product compliance, such as Substances of High Concern (SVHCs) or other banned or restricted substances, by submitting a declaration to [eco.compliance@plexus.com](mailto:eco.compliance@plexus.com)
  - d. Participate in Plexus-sponsored training related to the requirements of this policy upon request.
  - e. Participate in and support Plexus’ efforts to periodically validate our suppliers’ compliance with this policy through assessment questionnaires and validation audits.



We may reconsider our willingness to partner with suppliers who fail to comply with this policy and/or the RBA Code of Conduct.

\_\_\_\_\_  
NAME & TITLE OF AUTHORIZED REPRESENTATIVE  
\_\_\_\_\_  
COMPANY NAME

\_\_\_\_\_  
AUTHORIZED SIGNATURE  
\_\_\_\_\_  
DATE OF AUTHORIZATION

### Reporting of Violations:

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It is important that concerns regarding business practices within Plexus' operations which do not align with our values and the RBA Code of Conduct are reported to Plexus promptly. Plexus has established an international ethics hotline for raising concerns. You may report your issue or concern by phone, the web (online) or mail. Telephone and web reporting is operated by an independent third party, and is available 24 hours per day, 7 days a week, and throughout the entire year. Plexus permits anonymous reports where allowed by local law.

#### For Telephone Reporting (Toll-Free):

China (all regions)	4008801483 (after prompt, dial 888-873-3711)**Local and national telephone rates apply.
China (South)	10-811 (after prompt, dial 888-873-3711)
China (North)	108-888 (after prompt, dial 888-873-3711)
Germany	0-800-225-5288 (after prompt, dial 888-873-3711)
Malaysia	1-800-80-0011 (after prompt, dial 888-873-3711)
Mexico	01-800 288-2872 (after prompt, dial 888-873-3711)
Romania	0808-03-4288 (after prompt, dial 888-873-3711)
United Kingdom	0-800-89-0011 (after prompt, dial 888-873-3711)
United States	1-888-873-3711

#### For Web Reporting:

In the U.S.: [www.reportlineweb.com/plexus](http://www.reportlineweb.com/plexus)  
Outside the U.S.: <https://iwf.tnwgrc.com/plexus>

#### PO Box:

Director of Internal Audit, PO Box 304, Neenah, WI 54957-0304.

Plexus treats all reports seriously and fairly, and the Company will promptly investigate all reports. Plexus will not retaliate against any person or company that submits a report in good faith.