

PLEXUS SUPPLIER CODE OF CONDUCT

Plexus Corp. and its affiliates (“Plexus”) are 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), an alliance of companies who share a commitment to ensure working conditions are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible. As a member of RBA, Plexus is expected to apply the RBA’s code of conduct throughout its supply chain. Additionally, as a contract manufacturer, Plexus’ customers may have specific requirements that must also flow to Plexus’ suppliers.

We expect our suppliers to share our commitment to ethics, product or service conformity, product safety, integrity and social responsibility. As a supplier to Plexus, the undersigned company (the “Supplier”) agrees to the following:

1. The Supplier will comply with all laws and regulations applicable to its business and operations.
2. The Supplier acknowledges and agrees that their business practices are in alignment with the RBA code of conduct found at the link below.:
www.responsiblebusiness.org/code-of-conduct
3. All parts and materials suppliers of Plexus are additionally required to perform the following:
 - a. Upon request, complete and return information regarding mineral origin, such as smelter or refiner data on parts supplied to Plexus, utilizing the most recent Conflict Minerals Reporting Template (CMRT) or Extended Minerals Reporting Template (EMRT), located online:
<https://www.responsiblemineralsinitiative.org/>
 - b. If required or upon request, provide product-related materials declarations 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.
 - c. Participate in Plexus-sponsored training related to the requirements of this Policy.
4. Should you be considered a major supplier and upon request by Plexus, you will be required to promptly:
 - a. Register as a supplier on RBA-Online. Note this is not a membership, it is simply registering as a supplier in order to access RBA’s online data management system to complete / submit annual self-assessment questionnaires regarding social responsibility maturity. Information can be found at:
<https://www.responsiblebusiness.org/tools/rbaonline/>
 - b. Participate in and support Plexus’ efforts to periodically validate our suppliers’ compliance with this Policy through assessment questionnaires and possible validation audits.

For more information about the items above please visit the Plexus Supplier Partner Portal at:

<https://www.plexus.com/supplier-portal/>

Reporting of Violations:

It is important that concerns regarding business practices which do not align with Plexus' 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 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. Plexus prohibits retaliation against anyone that reports a concern in good faith.

For Telephone Reporting (Toll-Free):

China	400-1-200-439
Germany	0 800 1822661
Malaysia	1 800 81 5123
Mexico	800 681 1827
Romania	0800 890 490
Thailand	1800014782
United Kingdom	0 800 102 6408
United States	1 888 873 3711

For Web Reporting:

In the U.S.: www.reportlineweb.com/plexus

Outside the U.S.: <https://iwf.tnwgrc.com/plexus>

PO Box:

You can also mail your concerns to:

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

Acknowledgement and Agreement:

By signing below, the authorized representative of the Supplier confirms that they have read, understand, and agree to adhere to the commitments within this Policy in its entirety.

Supplier Name: _____

Authorized Signatory Name: _____

Authorized Signatory Title: _____

Signature: _____ Date: _____