

Summary

Flex is committed to maintaining and improving systems and processes to avoid complicity with human rights violations related to our own operations, our supply chain and our products. Flex acknowledges that slavery and

KXPdq WUD FNLQJ FDQ RFFXU LQ PDQ\ IRU ODERU FKLOG ODERU GRPHVWLF VHUYLW ZRUNSODFH DEXVH 7KHUHIRUH WKURXJKR ZH XVH WKH WHUPV eVODYHU\ DQG KXPdq HQFRSDVV WKHVH YDULRXV IRUPV RI FRH

As discussed in greater detail below, Flex takes certain steps throughout the year to ensure that slavery and

KXPdq WUD FNLQJ DUH QRW WDNLQJ SODFH FKDLQV RU RWKHU SDUW RI RXU EXVLQHVV has established an integrated approach to managing human rights across our business including evaluating WKH ULVNV UHODWHG WR VODYHU\ DQG KX

Our commitment to human rights is outlined in the Code

RI %XVLQHVV &RQGXFWDQG (WKLQV e)OH[and the Company's [Human Rights Policy](#). (YHU\ HPSOR\HF R FHU DQG GLUHFWRU RI)OH[PXVW NQRZ IRORZ WKH)OH[&RGH RI &RQGXFWDV ZH DQG UHODWHG SROLFLHV UHIHUHQFHG LQ and rely on when we work with one another, interact with customers, address shareholders, collaborate with business partners, and contribute to our communities.

7KH)OH[&RGH RI &RQGXFWDGLFWDWHV

- We Treat Others with Respect and Comply ZLWK)DLU /DERU DQG (PSOR\PHQW 3
- We are open and honest with one another and treat each other with integrity and respect.
- We do not discriminate against anyone on the basis RI UDFH FRORU JHQGHU DJH QDWL or any other legally protected characteristic.
- We strive to maintain a workplace where individuals DUH LHH JURR DQG IRUPV RI KDUDVV
- We provide employees with, at a minimum, all OHJDOO\ UHTXLHG EHQZV :H GR IRUFHG LQGHQWUHG RU ERQGHG O D PLQLXP DJH UHTXLUPHQW IRU HF :H UHFRJQL]H WKH ULJKWV RI RXU ZR DVVRFLDWH IUHHO\ DQG EHOLHYH W

FLEX OVERVIEW

)OH[LV WKH PDQXIDFWXULQJ SDUWQHUR IFRLLH WKDW KHOSV D diverse customer base design and build products that LPSURYH WKH ZRUOG 7KURXJK WKH FROOHFWLYH VWUHQJWK RI D JOREDO ZRUNIRUFH DFURVV FRXQWULHV DQG UHVSRYLEOH sustainable operations, Flex delivers technology LQQRWDWLRQ VXSSO\ FKDLQ DQG PDQXIDFWXULQJ VROXWLRQV to various industries and end markets. For more LQIRUPDWLRQ YLVLW YH[FRP



communication and direct engagement between workers and management is the most

9HULŽFDWLRQ

- We do not allow retaliation against anyone who raises a concern about discrimination, harassment, or any labor and employment practice.
- We expect our business partners to also meet these same standards.

and employee training sessions incorporate real raise questions and concerns and have multiple through a hotline and as permitted by law.

Rights, extends to Flex's entire value chain and outlines

We have a commitment to improve our programs and

collaborating with others to address system level industry wide improvements. Flex continues to

requiring the suppliers to comply with these codes.

Conduct. Central to this commitment are the principles

or indentured labor, involuntary prison labor, slavery or

latest Report on our website. [2020 Sustainability Report](#).

Supplier Audits

responsibility topics, including Slavery and Human

annually primarily in China and Southeast Asia. Suppliers

are immediately required to present remediation plans that are closely monitored. Failure to complete those plans



analysis, correction and preventive action as well as
DVVLJQPHQW RI DFWLRQ RZQHUV DQG WLP
Flex monitors, reviews and reports on compliance with
these requirements using a Corrective Action tracker to
initiate the request, track response times, and report on
UHVSQRVH VWDWXV DQG RXWVWDQGLQJ V

& HUWLŽFDWLRQ

Flex suppliers must comply with Flex supplier contracts
and purchase order terms. Flex standard supplier
contract terms require suppliers to comply with all
applicable laws in the country or countries in which
WKH\ GR EXVLQHVV DQG WKH 5%\$ &RGH R

Internal Accountability

7KURXJK)OH[cV &RGH RI &RQGXFV WKH GLUHFWRU LV VHV
E\ RXU &(2 WKDW ZH GR QRW FRQGRQH FKLOG IRUFHG
indentured or bonded labor. Our [Human Rights](#)
[Policy](#) also makes those same standards clear.

)OH[3OHGJH WKH PDQDJHPHQW V\VWHP IRU RXU &RUSRUDWH
6RFLDO DQG (QYLURQPHQWDO 5HVSQRVLELOLW\ &6(5 SURJUDP
HVWDEOLVKHV SROLFLHV SURFHGXUHV DQG SURFHVVHV IRU
PDQDJLQJ FRPSOLDQFH WR DOO &6(5 WRSLFV LQFOXGLQJ
)RUFHG /DERU DQG +XPDQ 7UD FNLQJ ERWK DW RXU
internal operations as well as in the Supply Chain.

Flex also has an Audit Committee that is chartered by the
%RDUG RI 'LUHFWRUV WR RYHUVHH WKH FRPSOLDQFH SURJUDP
7KH &KLHI (WKLHV &RPSOLDQFH 2 FHU e&(&2f UHSRUWV
TXDUWHUO\ WR WKH \$XGLW &RPPLWWHH RQ WKH VWDWXV RI WKH
FRPSOLDQFH SURJUDP 7KH &(&2 DOVR UHSRUWV TXDUWHUO\ WR
WKH ([HFXWLYH 6SRQVRUV D JURXS RI)OH[H[HFXWLYHV ZKR
SURYLGH IHGDFN DQG VXSSRUW RQ WKH VFRSH DQG FRQVWUW
RI WKH FRPSOLDQFH IXQFWLRQ DQG HQVXUH LPSOHPHQWDWLRQ
, Q DGGLWLRQ WKH &RPSOLDQFH 3URJUDP LV VXSSRUWHG E\
PHPEHUV RI WKH &RPSOLDQFH &RXQFLO D FURVV IXQFWLRQDO
WHDP RI VXEMHFW PDWWHU H[SHUWV LQ WKH YDULRXV FRPSOLDQFH
DUHDV 7KH &RPSOLDQFH &RXQFLO KHOSV GULYH)OH[cV FXOWXUH RI

compliance in our Company across the globe. The Council
FRQVLVWV RI WKH &RPSOLDQFH (WKLHV &RPSOLDQFH
&RPSOLDQFH \$WWRUQH\ &RPSOLDQFH 'LU
Compliance Team, and other relevant stakeholders
IURP WKH EXVLQHVV VHJPHQWV DQG IXQFW
the company. The Council meets regularly to share
EHVW SUDFWLFHV OHDUQ IURP LQWHUQDO
highlight key policy, legal, and regulatory changes, and
WR VKDUH NH\ DFFRPSOLVKPHQWV DQG IX

TRAINING

Flex provides mandatory training to all Flex
HPSOR\HHV RQ RXU &RGH RI &RQGXFV
&RQGXFV ZLWKRXYW
compliance with Forced Labor
DQG +XPDQ 7UD FNLQJ (YHU\ HPSOR\H
DQG GLUHFWRU RI)OH[PXVW NQRZ XC
IROORZ WKH)OH[&RGH RI &RQGXFV D
SURFHGXUHV DQG UHODWHG SROLFLHV

6LJQH E\

