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PDNH EHWWHU PRUH LQIRUPHG FKRLFHV DERXW WKH SURGXFW

Flex is the manufacturing partner of choice that helps a diverse customer base design and build products that improve the world. Through the collective strength of a global workforce across 30 countries and responsible, sustainable operations, Flex delivers technology innovation, supply chain, and manufacturing solutions to various industries and end markets. For more information, visit [flex.com](#)

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 human trafficking exist in our supply chain. Flex is committed to identifying and addressing these issues. 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 human trafficking exist in our supply chain. Flex is committed to identifying and addressing these issues.

As discussed in greater detail below, Flex takes certain steps throughout the year to ensure that slavery and human trafficking are not present in our supply chain. Flex has established an integrated approach to managing human rights across our business including evaluating the risks of slavery and human trafficking in our supply chain.

Flex expects all employees, contractors, and suppliers to understand, and follow the Flex Code of Conduct as well as the procedures and related policies referenced in it. This is what we expect and rely on when we work with one another, interact with customers, address shareholders, collaborate with business partners, and contribute to our communities.

The Flex Code of Conduct dictates that:

- We Treat Others with Respect and Comply with Fair Labor and Employment Practices
- 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 of race, color, gender, age, national origin, religion, or any other legally protected characteristic

- We strive to maintain a workplace where individuals are free from all forms of harassment or abuse
- We do not use indentured, or bonded labor, and maintain a minimum age requirement for employment.
- We recognize the rights of our workers to associate freely, and believe that open communication is essential to resolving workplace issues
- 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

The Flex Code of Conduct is available in 15 languages and employee training sessions incorporate real case scenarios. Employees are encouraged to raise questions and concerns and have multiple channels to do so – anonymously if they prefer through a hotline and as permitted by law.

The Human Rights Policy is explicitly aligned with the United Nations Guiding Principles on Business and Human Rights, which whose principles support respect for international human rights as well as the elimination of all forms of coerced labor.

Through our various programs and implement the RBA Code of Conduct across our business including the supply chain. The goal is to ensure 5% of our revenue is spent on human rights initiatives. Through our Responsible Business Initiative and the Responsible Minerals Initiative, we are working with other members of the electronics supply chain to ensure that no human rights violations are occurring in our supply chain.

Additionally, Flex is an active member of the Global Business Initiative on Human Rights. The mission of this initiative is to promote human rights and capacity building, and informing policy.

We are committed to ensuring that no human rights violations are occurring in our supply chain. We do not use or source from suppliers who use indentured, bonded, or forced labor, or child labor.

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our supplier contracts and PO terms contain language requiring the suppliers to comply with these codes.

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ZKLFK VWDWHV e)RUFHG ERQGHG LQFOXGLQJ GHEW ERQGDJH RU LQGHQWX
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DGRSWHG WKH)OH[&RGH RI &RQGXFV WR DGGUHVV D QXPEHU RI FRPSOLDQF
and forced labor.

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See the latest Report on our website at [6XVWDLQDELOLW\ 5HSRUW](#).

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the supply base. Based on this risk assessment, internal Flex auditors perform audits covering social and
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practices where necessary or are exploring alternative providers where appropriate.

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who present some risk of forced labor or underage labor are immediately required to present remediation
plans that are closely monitored. Failure to complete those plans and to eliminate the risk may result in
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GHYHORS DQG VXEPLW D &RUHFHFWLYH \$FWLRQ 3ODQ &\$3 ,W LV H[SHFWHG V
DUHDV RI GHŽFLHQF\ ZLWKLQ GD\V RI WKH DXGLW 7KH &\$3 VKRXOG RXWOL
IROORZLQJ DQ ' SUREOHP VROYLQJ PHWKRGORJ\ DGGUHVVLQJ FRQWDLQPH
preventive action as well as assignment of action owners and timeline for completion.

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 response status and outstanding
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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 they
do business and the RBA Code of Conduct, without limitation, which addresses freely chosen employment

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indentured or bonded labor. Our +XPDQ 5LJKWV 3ROLF\ also makes those same standards clear. Flex Pledge, WKH PDQDJPHQW V\ VWHP IRU RXU &RUSRUDWH 6RFLDO DQG (QYLURQPHQWD establishes policies, procedures and processes for managing compliance to all CSER topics, including Forced /DERU DQG +XPDQ 7UD FNLQJ ERWK DW RXU LQWHUQDO RSHUDWLRQV DV ZHO

Flex also has an Audit Committee that is chartered by the Board of Directors to oversee the compliance SURJUDP 7KH &KLHI (WKLFV &RPSOLDQFH 2 FHU e&(&2f UHSRUWV TXDUWH status of the compliance program. The CEO also reports quarterly to the Executive Sponsors, a group of Flex executives who provide feedback and support on the scope and content of the compliance function and ensure implementation. In addition, the Compliance Program is supported by members of the Compliance &RXQFLO D FURVV IXQFWLRQDO WHDP RI VXEMHFW PDWWHU H[SHUWV LQ WKH &RXQFLO KHOSV GULYH)OH[cV FXOWXUH RI FRPSOLDQFH LQ RXU &RPSDQ\ DFW WKH &KLHI (WKLFV &RPSOLDQFH 2 FHU 5HJLRQDO &RPSOLDQFH \$WWRUQH\ Compliance Team, and other relevant stakeholders from the business segments and functional areas within the company. The Council meets regularly to share best practices, learn from internal and outside speakers, highlight key policy, legal, and regulatory changes, and to share key accomplishments and future goals.

Flex provides mandatory training to all Flex employees on our Code of Conduct, which contains the FRQWHQW UHJDUGLQJ)RUFHG /DERU DQG +XPDQ 7UD FNLQJ (YHU\ HPSOR\HH know, understand, and follow the Flex Code of Conduct as well as the procedures and related policies referenced in it.

Signed by:



Revathi Advaiti, CEO