Connecting people, places and partners for **positive change.**

JABIL

Contents

Introduction

As I look back on our 50 years as a company, it's remarkable to see just how far we've come. I see two key driving forces behind Jabil's success.

First, from humble beginnings in a suburb of Detroit to the global Fortune 120 company we are today, our diverse and exceptional employees have remained committed to our founding spirit of continuous improvement. It is this spirit that drives our collective success and our ability to deliver the innovative products and solutions that our customers depend on, every day.

Second, Jabil's core values have guided us in pursuit of always doing the right thing. This responsible approach to business encompasses our global operations, approximately 161,000 employees and the more than 101 communities in 27 countries where we operate. It embodies who we are and inspires trust in our customers and other stakeholders.

Visiting our factories around the world, I am proud to see social and environmental responsibility (SER) embedded in our culture and adopted by our employees. And I'm even prouder to witness that as stewards of the environment, ambassadors to our communities and ethical and responsible corporate citizens we tackle our challenges head-on.

Over the past 12 months, we made significant strides in SER.

- After undertaking a company-wide assessment on safety culture we implemented comprehensive action plans to steer us towards our ultimate goal of zero workplace incidents. Employee safety is our PRIORITY, and we will not relent until everyone goes home safely, each and every day.

- We continue to make advancements in how we manage and measure our environmental impacts to better understand and mitigate potential risks.

Looking ahead, it is difficult to imagine the world we will operate in 50 years from now. But I am certain of one thing; the spirit of continuous improvement and a commitment to always doing the right thing will continue to drive and define Jabil's approach to business. As our journey progresses, I look forward to sharing our achievements and challenges through this annual SER report.

Thank you.

Mark T. Mondello
Chief Executive Officer

Jabil's approach to social and environmental responsibility (SER) continues to evolve as we mature as a company, but the underlying principles remain the same. Our commitment to SER is based on respect. We respect our employees, the environment and the communities where we operate, and our employees live. Across Jabil, I can see it is our shared values that connect us as a company and empower positive change for our business and our customers.

To leverage our investments in SER, we look for strategic partnerships that deliver lasting benefits for our customers, business, employees and communities. The HERhealth (Health Enables Returns) Project, launched at Jabil Huangpu in 2009 in partnership with Business for Social Responsibility (BSR), is a perfect example. HERhealth provides female employees with vital access to women's and reproductive health education and resources. The impact of our investments in women's health is already being seen. Female employees are sharing what they've learned with their families, friends and communities, transforming lives and benefiting generations with critical knowledge. We estimate Jabil's program has reached more than 240,000 people with fundamental messages on women's health. Recognizing the tremendous value this program brings, we expanded HERhealth to our Shenzhen, Tianjin and Shanghai facilities in 2015.

As the strategic supplier for many of our customers, we are responsible for understanding the risks and opportunities that exist across our global operations. This includes protecting the rights of our workforce and the thousands of migrant workers who are hired through labor agencies each year. Understanding the risks of bonded labor associated with these employment systems, we began absorbing recruitment fees for migrant workers in Malaysia back in 2012 and have now started conducting broader labor agency audits in order to enhance transparency and accountability. Demonstrating our continued progress, by the end of Fiscal 2015 we had audited 100 percent of the labor agencies we work with in China.

Through our environmental initiatives, we are taking proactive steps to minimize our own operational impacts while offering clean technology solutions that support our customers' sustainability needs. Several of our facilities now generate renewable energy on site, and in Fiscal 2015, we updated our environmental management systems to better track our operational impacts, including water usage.

I'm incredibly proud and humbled by our SER accomplishments to date, but I also understand that we still have a long way to go. In 2015, we held a stakeholder roundtable with key customers to gather feedback on our SER performance. That feedback will be critical in shaping the next phase of our journey. As we strive towards continuous improvement, I look forward to sharing our progress.

Yours truly,

Eric Austermann
Vice President, Social and Environmental Responsibility

About Jabil

Jabil is a leading global electronics manufacturing solutions and services partner that offers a unique combination of expertise, analytics and ingenuity. We provide comprehensive design, production and product management services to our diverse set of customers in the automotive, consumer electronics, defense and aerospace, healthcare, industrial and energy, networking and telecommunications, packaging and printing and storage industries, among others.

As we enter our 50th year as a company, we are now, more than ever, in a position to provide customers with a more intelligent supply chain. With operations from the United States to China, Hungary to Mexico, we help customers accelerate their speed-to-market while improving quality and reliability.

Jabil's business falls into two segments: Diversified Manufacturing Services (DMS) and Electronic Manufacturing Services (EMS). Growth in Fiscal 2015 was largely a result of strong performance in DMS, which grew its revenue to $7 billion, up by 39 percent from Fiscal 2014. EMS also performed well, with revenue of about $11 billion. Overall, Jabil's net revenue increased from $15.8 billion to $17.9 billion in Fiscal 2015.

OUR VALUES

Since 1966, we have empowered Jabil employees to act ethically, treat each other with respect and maintain a safe workplace. Our core values of integrity, inspiration and ingenuity guide our employees—and our business—to make informed and ethical decisions in all aspects of our operations, every day.

FINANCIAL HIGHLIGHTS

(for fiscal year ended August 31)		2013		2014		2015
Net revenue	$	17,249,493	$	15,762,146	$	17,899,196
Operating income	$	452,419	$	204,074	$	555,411
Operating margin		2.6%		1.3%		3.1%
Net income attributable to Jabil Circuit, Inc.	$	371,482	$	241,313	$	284,019
Net earnings per diluted share	$	1.79	$	1.19	$	1.45
Weighted average diluted shares outstanding		207,815		202,497		196,005
Cash dividends declared, per share	$	0.32	$	0.32	$	0.32
Share repurchases	$	129,262	$	260,274	$	85,576

$'s in 000's, except share data
Fiscal years 2013 through 2015 exclude revenues from Jabil's aftermarket services business. On April 1, 2014, Jabil completed the sale of the aftermarket services business except for the Malaysian operations, for which the sale was completed on December 31, 2014.

JABIL AT A GLANCE IN FISCAL 2015

161,000
employees

101
 locations that span 27 countries

$17.9
billion in net revenue

About This Report

This is Jabil's third annual Corporate Social and Environmental Responsibility (CSER) reporting publication and second full report. This report covers Jabil's global social and environmental performance data for the fiscal year 2015 (Fiscal 2015), which runs from September 1, 2014, through August 31, 2015. Data is reported on a fiscal year basis, unless otherwise noted.

The 2015 CSER report examines the social and environmental issues most important to Jabil and its key stakeholders. Priority issue areas include: governance and ethics, supply chain, employees, the environment and community. Throughout the report, we share progress on our SER performance to date, as well as our challenges and opportunities.

Data for this report was collected and reviewed internally. In addition to the annual CSER report, we publicly disclose our energy and greenhouse gas emissions data through the CDP, formerly the Carbon Disclosure Project.

This report contains standard disclosures from the Global Reporting Initiative (GRI) reporting guidelines. We have included a GRI Index with G4 standard disclosures at the end of this report.

We continually evaluate materiality based on the EICC Code of Conduct's guidelines, stakeholder engagement, and customer requests for information. Further details about the EICC Code of Conduct and our participation in the EICC can be found in Governance.

STAKEHOLDER ENGAGEMENT

Jabil frequently engages with a wide array of stakeholders to understand the issues most important to our business. Our key stakeholders include: customers, employees, suppliers, investors, governments and NGOs/nonprofits.

In November 2015, Jabil held a stakeholder engagement session with nine customers at the Jabil Blue Sky Center in San Jose, California. The objective of the stakeholder engagement was to gain feedback on Jabil's CSER performance and reporting to date and to help inform future CSER reporting and strategy. Insights from this session have been implemented throughout the report.

Blue Sky Center

In 2015, we opened the Jabil Blue Sky Center in San Jose, California. This one-hundred thousand square foot collaborative space provides a platform for us to showcase some of the world's most cutting-edge technologies while helping our customers meet the demands of a rapidly changing market.

CONTACT JABIL

Jabil Circuit
10560 Dr. Martin Luther King Jr. Street North
St. Petersburg, FL 33716 USA
(727) 577-9749

CSER Report Contact:
Eric Austermann
Vice President, Social and Environmental Responsibility
eric_austermann@jabil.com

Lisa Allison
Senior Manager, Social and Environmental Responsibility
lisa_allison@jabi.com

Governance and Ethics +

Our values of integrity, inspiration and ingenuity guide our actions at Jabil. We empower and trust employees across the business to make good decisions and innovate to grow our company responsibly.

We value ethical conduct and open communications across the business. The Jabil Code sets expectations for upholding these values globally.

Our Social and Environmental Responsibility (SER) team leads our global efforts to improve our social and environmental impacts including a firm commitment to upholding human rights and providing safe and fair labor conditions across all our facilities. Annual audits verify that our facilities are meeting our expectations and help us identify opportunities to improve.

SPOTLIGHT

Managing Excessive Working Hours

Jabil works directly with customers to mitigate the need for excessive overtime shifts through a two-way system. Internally, when we see unexpected working hour spikes, our governance system raises the issue to the surface quickly, and we have a corrective action plan ready to address it. If this is a recurring issue, it could be a sign that more capacity is needed so we work with the customer to implement the necessary changes.

PERFORMANCE HIGHLIGHTS

50%
Nearly 50 percent of customer request for proposals (RFPs) and contracts consider SER factors

80%
80 percent of core manufacturing sites are audited annually

44%
In 2015, Jabil's initial audit scores out-performed the EICC global average by nearly 44 percent

JABIL'S VALUES

+   +

Our values of integrity, inspiration and ingenuity guide our actions at Jabil.

[mouse over for details]

Corporate Governance

We manage our business with long-term success in mind, and our guidelines and policies are intended to balance the need for consistency across a diverse global manufacturing business with the flexibility that allows us to meet customer expectations in creative and innovative ways.

BOARD LEADERSHIP

Everyone at Jabil is responsible for living up to the expectations described in the Jabil Code and our Board of Directors is accountable for business conduct at the highest level. Our Corporate Governance Guidelines set clear expectations for the characteristics and core competencies of our Board members to ensure that they are able to carry out their leadership duties.

The Board's three committees—Audit, Compensation, and Nominating and Corporate Governance—are composed of independent directors that oversee specific company activities, while all major decisions are considered by the Board in full.

More details about the Jabil Board of Directors can be found on our Corporate Governance website and in our Proxy Statement.

Our guidelines and policies are intended to balance the need for consistency across a diverse global manufacturing business with the flexibility that allows us to meet customer expectations in creative and innovative ways.

RISK MANAGEMENT

Jabil's Board of Directors oversees risk management. We face a variety of risks to our continued operations and business growth, which our Board and its relevant committees analyze and report quarterly. See our Proxy Statement for more detail on the Board's role in risk oversight.

With guidance from the Board, our executive leadership is responsible for anticipating, responding to and reporting business risks, while implementing risk management strategies to ensure the continuity of our business. Our 2015 Form 10-K reports on risks considered material to investors.

Ethics and Compliance

Jabil complies with all applicable laws and regulations in the countries and regions where we operate. Divisional leaders, operations teams and plant managers deliver on local and customer requirements on a daily basis, with support from Legal and Compliance, Human Resources and SER teams. Legal and Compliance teams provide guidance and expertise to help leaders meet ethical and regulatory requirements. Labor and working condition policies are overseen by corporate, regional and plant-level Human Resources teams. And in addition to support from SER teams, regional Environmental, Health and Safety (EHS) groups work with plant managers to ensure compliance with social, environmental and safety regulations. We also have systems in place to prevent bribery, corruption and money laundering in our operations, overseen by our Global Compliance Department.

THE JABIL CODE

The Jabil Code underscores our values and helps people at Jabil make ethical day-to-day decisions. Everyone at Jabil is expected to comply with the Jabil Code, which is available in 20 local languages. It has four primary goals:

FOUR PRIMARY GOALS OF THE JABIL CODE

1. To inform employees about the cultural and behavioral expectations for engaging in proper and ethical business conduct

2. To provide guidance for relevant regulations, laws and policies affecting our employees' day-to-day activities

3. To facilitate a process for addressing issues and questions involving appropriate business conduct

4. To identify a confidential means for employees to report suspected violations of the law.

We also adhere to the Electronic Industry Citizenship Coalition (EICC) Code of Conduct, which establishes a set of standards for the electronics industry related to ethical and responsible conduct for environmental, ethical, health and safety, labor and management system performance.

Additionally, we expect all senior officers to comply with the Code of Ethics for the Principal Executive Officer and Senior Financial Officers, which details expectations for financial reporting and disclosure.

ETHICS TRAINING

We provide detailed training on the Jabil Code and other ethical requirements to all new employees and corporate officers at orientation and refresh training for all employees annually. The training covers issues such as anti-corruption, conflicts of interest, information management, Jabil's Global Compliance Hotline, intellectual property and nonretaliation.

REPORTING ETHICAL CONCERNS

Jabil's "open door" culture enables anyone at Jabil, and anyone inside or outside of Jabil, to speak up when they become aware of an ethical or legal concern. Through this open-door policy, we encourage employees to approach management whenever they see a problem or have a concern about a company practice or policy that may violate the Jabil Code of Conduct or any legal obligation in the country in which Jabil does business. Still, we are aware that some may not feel comfortable voicing their concerns in this manner and may wish to report them confidentially or anonymously. Jabil operates a 24-7 Global Compliance Hotline managed by a third-party vendor that is available to callers through local numbers and an online website any time, and offers translators in local languages everywhere we operate.

In Fiscal 2015 employees and others initiated 291 contacts through the Global Compliance Hotline process. We believe this process serves as an important tool for informing management of critical employee and business practice concerns. Reported matters for Fiscal 2015 include but are not limited to management practices concerns, workplace conduct and conflicts of interest, as well as general inquiries related to human resources.

All reports are reviewed by Jabil's Global Compliance Department and are referred as appropriate to local or regional teams for formal review or investigation. When warranted, we may also engage external resources to investigate concerns. We strive to resolve concerns promptly. Compliance Department matters are often coordinated with other internal departments and are reported periodically to the Audit Committee of Jabil's Board of Directors.

The Global Compliance Hotline process is just one of several ways that employees and others can escalate matters related to topics ranging from human resources and labor conditions to ethics and EHS. These communications are an important resource to identify risk factors and improvement opportunities in our facilities, and to demonstrate to employees that we take their concerns seriously.

PUBLIC POLICY

When relevant, Jabil supports public policies that affect our business, primarily through industry groups that seek to influence policy on behalf of members. For example, we are members of the Information Technology Industry Council as well as the Electronic Industry Citizenship Coalition. Jabil's Corporate Vice President, Global Compliance, is a founding member of the Society of Corporate Compliance and Ethics (SCCE), the industry's largest global credentialing organization for compliance professionals. All members of Jabil's Global Compliance team are credentialed and Certified Compliance and Ethics Professionals and attend annual conferences and courses to meet continuing education requirements to maintain their certifications.

In Fiscal 2015, Jabil participated in the development of the Asia Pacific Economic Cooperation (APEC) Healthy Women, Healthy Economies Policy Toolkit. This toolkit provides the materials needed for local government and businesses to implement health policies that facilitate greater economic participation for women.

Jabil operates a 24-7 Global Compliance Hotline managed by a third-party vendor that is available to callers through local numbers and an online website any time, and offers translators in local languages everywhere we operate.

24-7

Social and Environmental Responsibility

Just as we are always looking for ways to help our customers build things better, we look for opportunities to improve our own operations and the social and environmental impacts associated with them. By being transparent about challenges, working with stakeholders and focusing on the issues that are most important to our business, we are building a responsible company.

Jabil's vision is to be a trusted employer and global manufacturer for the people and businesses that depend on us. With this in mind, our SER strategy focuses on three pillars:

Our customers increasingly look to Jabil to help them meet their SER goals. In Fiscal 2015, customers that made up nearly 50 percent of our revenue included SER factors in requests for proposals and contracts.

We work collaboratively with customers and other stakeholders to improve our social and environmental performance, through programs such as the HERProject. In early Fiscal 2016, we invited a diverse group of customers to a roundtable discussion on SER performance and reporting, which has provided valuable feedback to inform the future direction of our strategy. For more information, see page 6.

> **THREE PILLARS OF JABIL'S SER STRATEGY**
>
> ① **Employees:** We aim to treat everyone that works for Jabil fairly and with respect, while providing a safe and rewarding work environment that supports personal and professional growth.
>
> ② **Environment:** We reduce the environmental impacts of our operations and the solutions we provide for our customers, with a focus on energy, emissions and waste.
>
> ③ **Communities:** Our open culture extends to the communities where we operate, and we encourage employees to give back to their communities by volunteering and making charitable contributions to local partners.

SOCIAL AND ENVIRONMENTAL RESPONSIBILITY GOVERNANCE

Our Vice President, Social and Environmental Responsibility oversees Jabil's SER approach and performance globally. Regional and divisional directors of environment, health and safety oversee implementation of SER programs and policies, which are supported by regional teams and local plant managers.

In addition to upholding policies and implementing programs that create a positive impact, these groups are responsible for due diligence as we make decisions that affect our business and SER risk management. The SER risks we face vary by division and region, but some of the most important risks we consider include climate change and rising energy costs, water scarcity, hazardous materials management, labor rights for vulnerable workers, resilience in our supply chain, conflict minerals sourcing and compliance in regions with inadequate regulatory oversight.

Our Vice President, Social and Environmental Responsibility communicates SER risks and opportunities regularly to the Social and Environmental Responsibility Executive Committee and to the Chief Operating Officer, and both the Vice President, Social and Environmental Responsibility and COO report to the Board of Directors at least annually.

COLLABORATION

We manufacture products for industries as widespread as consumer electronics, automobiles and consumer packaged goods. As our customers respond to economic and consumer trends, we in turn must adapt and change. In this highly interconnected environment, we recognize a need to collaborate with others to create solutions to social and environmental challenges.

We are founding members of the Electronic Industry Citizenship Coalition (EICC) and served on the EICC's Senior Executive Advisory Committee, while adhering to the EICC Code of Conduct across our operations. During Fiscal 2015, Jabil participated in a number of EICC working groups including foreign migrant workers, training and development and Validated Audit Process protocol.

We also reinforced our focus on empowering women in our workforce through engagement in the BSR's HERproject and Women in Factories (WiF) programs.

SER MANAGEMENT

Chief Executive Officer

Chief Operating Officer

Vice President, Social and Environmental Responsibility

Corporate SER Management Team (EHS and Social Responsibility) + Divisional / Regional EHS Teams
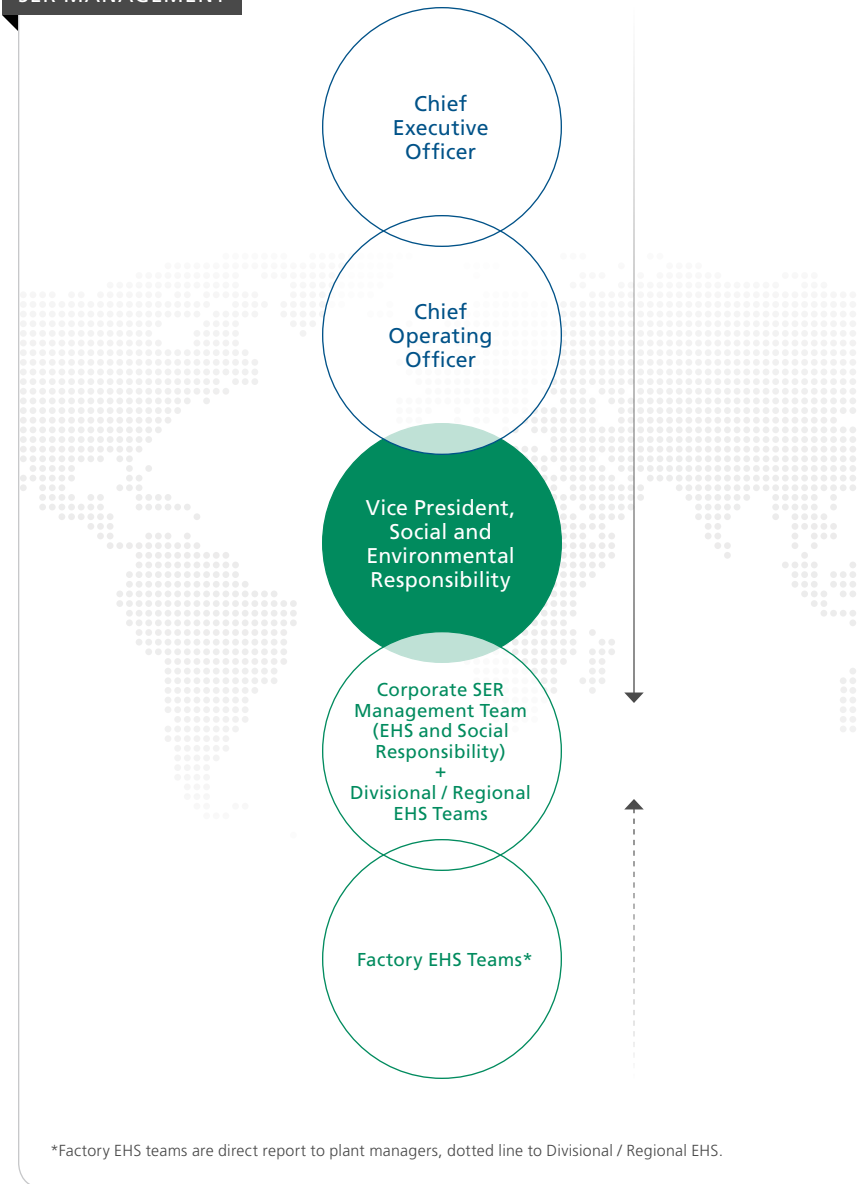
Factory EHS Teams*

*Factory EHS teams are direct report to plant managers, dotted line to Divisional / Regional EHS.

SER Compliance and Audits

All of our facilities undergo a variety of audits by third-party auditors to ensure safety, quality and other regulatory compliance. Audits enable us to identify challenges and noncompliance issues, which we respond to and correct at the site, regional or corporate level as required.

Every site undergoes an annual self-assessment that contributes to overall risk evaluation and audit planning. When a site is identified as high risk, we bring in a third party to conduct an EICC audit. EICC audits involve a site visit, document review, and interviews with management and employees. The EICC audit process covers labor conditions, health and safety, ethics, environmental performance and management systems.

In addition to EICC audits, we also conduct EHS audits which are triggered when divisional EHS teams raise a concern. EHS audits are more targeted than EICC audits and cover specific environmental performance issues such as air emissions, wastewater management and hazardous material storage, as well as health and safety topics including safety procedures and equipment, and injury reporting and record keeping.

In Fiscal 2015, our sites underwent more than 60 EHS audits including 27 EICC audits. We also undergo regular customer audits of our facilities. In Fiscal 2015, we hosted seven customer audits.

RISK ASSESSMENT CRITERIA

1 Site self-assessment results

2 Previous audit performance

3 Location

4 Strategic customer presence

5 Historical incidents

6 High-risk processes

7 Management experience

8 Product demand volatility

9 Country legal framework and enforcement

10 EICC compliance

All of our facilities undergo a variety of audits by third-party auditors to ensure safety, quality and other regulatory compliance.

SER AUDIT FINDINGS

In Fiscal 2015, we continued to face challenges in maintaining performance in line with our expectations in an environment where regulatory enforcement is often lacking and our customers place strong demands for speed and agility in a complex environment. Overall, our audit findings were in line with the global EICC audits where workers' hours remained a top issue. In 2015, Jabil's initial audit scores out-performed the EICC global average by nearly 44 percent.

Our audit findings also allow us to recognize accomplishments within our operations. In 2015, our Tver, Russia, factory received a perfect score on the EICC Validated Audit Process (VAP) closure audit and was awarded factory recognition by the EICC. Tver was one of only seven factories to achieve this level of performance.

JABIL VS GLOBAL EICC VALIDATED AUDIT RESULTS

TYPE OF AUDIT	JABIL	GLOBAL	%VARIANCE
Initial	175.1	121.7	43.9
Closure	192	155.6	23.4

RESOLVING NONCOMPLIANCES

When an audit reveals SER noncompliance, the site manager works with our regional and global SER and EHS teams to develop sustainable corrective action plans. Depending on a finding's severity, the site will have 90, 180 or 270 days to correct the problem. The highest priority findings require same-day action.

Findings that are not adequately resolved by the site manager are escalated to regional operations teams and corporate leadership, which has ultimate control over resolution.

BUILDING CAPABILITIES

Audit results create important learning opportunities for us that help us develop capability-building programs that overcome challenges. We offer ongoing coaching and monitoring by regional and global SER staff. Departments revise internal education programs based on lessons learned to improve employee training, and managers frequently review training to refresh their understanding of policies and best practices.

44%

In 2015, Jabil's initial audit scores out-performed the EICC global average by nearly 44 percent.

Human and Labor Rights

Respecting our people starts with upholding basic human rights and maintaining safe, dignified working conditions in our facilities. In addition to the Jabil Code and the EICC Code of Conduct, our human rights expectations are guided by the United Nations Guiding Principles on Business and Human Rights. Our Respect for Human Rights Policy details our commitment to the fair and safe treatment of all individuals in our workforce. Our human rights expectations are also communicated in the Jabil Code and employee trainings, and company leaders receive additional training on human and labor rights in the Leadership Principles program.

Across the manufacturing industry, market pressures, production cycles and weak oversight structures have historically led to challenges maintaining fair labor conditions. We direct significant resources and attention to addressing these challenges including forced labor, child labor and excessive working hours.

Our mechanisms for reporting and responding to ethical concerns also support grievances related to human rights and labor conditions.

In addition to the Jabil Code and the EICC Code of Conduct, our human rights expectations are guided by the United Nations Guiding Principles on Business and Human Rights.

FORCED AND CHILD LABOR

We are committed to preventing forced and child labor in our operations and enforce a strict minimum age of 18 in all Jabil factories. In addition to prohibiting forced and child labor through the Jabil Code and the EICC Code of Conduct, we support the California Transparency in Supply Chains Act of 2010.

Our risk management practices monitor risks across our operations and in certain high-risk countries, we take additional measures. For instance, in some facilities in China we utilize facial recognition technology to confirm a worker's identification and age.

We verify compliance with these requirements through internal and third-party audits and employee engagement surveys. In Fiscal 2015, we had no incidents of noncompliance with forced or child labor requirements.

For more information about preventing forced and child labor in our supply chains, as well as our approach to bonded labor among migrant workers, see Supply Chain.

WORKING HOURS AND OVERTIME

Maintaining a safe and respectful work environment requires that our direct labor employees are not overworked. Our policy on working hours and overtime is aligned with the EICC Code of Conduct and states that workers may not work in excess of 60 hours a week and must receive at least one day off within seven consecutive days. We monitor average overtime for each of our plants and review overtime on an individual level so that we can intervene when one of our employees records hours in excess of our maximums.

In Fiscal 2015, we saw continued progress across our sites. Globally, more than 85 percent of our workforce comply with the 60 hour workweek, based on average monthly headcount, and we have strong controls and oversight over the remaining 15 percent.

ORGANIZED LABOR

Our open culture is intended to reinforce two-way communications between our direct labor employees and management. In every country where we operate, we follow local regulations for freedom of association and collective bargaining. As detailed in the EICC Code of Conduct, we support the rights of all employees to choose freely whether or not to join a union.

Jabil follows local regulations, laws and policies as they relate to freedom of association and collective bargaining agreements. In some international locations, such as Europe, China and Mexico, Jabil employees are covered by work councils and labor unions. U.S. employees are not covered by labor unions.

SPOTLIGHT

Reducing Excessive Working Hours

We operate in an intensely competitive industry where consumers demand new products faster than ever before. This contributes to widespread challenges with working hours across our industry. Frequently, workers take on excessive overtime shifts when short-term spikes in demand require us to ramp up capacity quickly.

Not only is this cycle of overwork bad for the employees who work for Jabil and our peers, but it also is bad for our company and our customers, who rely on skilled workers to deliver quality products.

We recognize that overtime is a necessary part of the manufacturing cycle, and work with customers to control the need for excessive overtime shifts through a two-way system. Internally, when we see working hour spikes, our governance system raises the issue to the surface quickly. If this becomes a reoccurring issue for a customer's production lines, it is likely that more capacity is needed so we develop a corrective action plan and work directly with the customer to implement the necessary actions.

85%

Globally, more than 85 percent of our workforce comply with the 60 hour workweek, based on average monthly headcount, and we have strong controls and oversight over the remaining 15 percent.

Supply Chain

Jabil manages a complex, global supply chain and is part of the supply chain ecosystem for many of the world's largest brands. We leverage our geographic reach, domain expertise and sophisticated analytics to improve supply chain management for our business and our customers—resulting in greater efficiencies, flexibility and enhanced customer engagement.

Transparent supply chain management reduces risk to our company and our customers. In Fiscal 2015, we sponsored a survey on supply chain trends in the electronics manufacturing industry and found that nine in 10 companies face challenges with supplier visibility. Even more—96 percent—said that a lack of visibility introduces risk.

Our comprehensive supply chain capabilities help customers reduce their risks to quality, on-time delivery and factors such as conflict minerals, fair labor conditions and natural disasters.

In Fiscal 2015, we continued to enhance our supply chain risk assessment capabilities, deepened our focus on the labor agencies that support our operations in China and continued to support suppliers and customers in meeting the complex requirements for conflict minerals reporting.

SPOTLIGHT

Migrant Worker Rights

Migrant workers are critically important to our operations, and we are actively investing in programs that ensure their rights are protected and that create greater accountability among labor agencies we work with. These workers have historically faced the risk of bonded labor from unethical recruiters and agencies that help them find work in the Asian manufacturing industry. SEE FEATURE, PAGE 23 ▶

KEY PERFORMANCE INDICATORS

(fiscal year)	2013	2014	2015
Number of SER Risk Assessments Completed	61	410	966
Number of SER Audits Performed	0	51	
In-Scope Suppliers Providing Completed Conflict Minerals Declaration	537	4,409	3,815
Percent of In-Scope Suppliers Providing Completed Conflict Minerals Declaration by Spend	12%	73%	89%
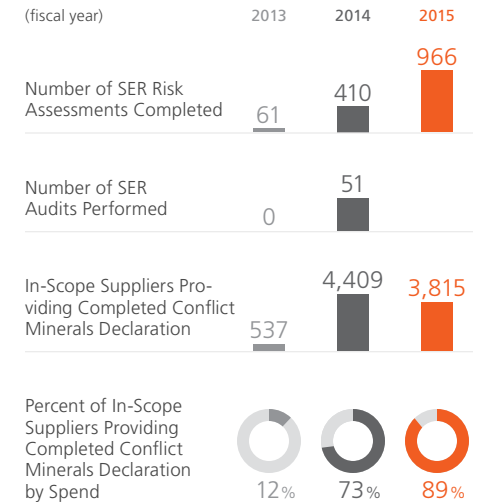
Jabil's Supply Chain

Globally, we procure more than $14.5 billion in goods and services from a network of more than 16,500 suppliers.

Increasingly, customers ask us to help manage their supply chains to provide visibility, agility and actionable insights. With more than half of companies in our sector reporting challenges with excess inventory, supply chain tracking and service level reporting, our capabilities can lead to real, measurable savings and improved supply chain performance. Detailed insights and analytics of our supply base helps us to drive performance, reduce costs, manage risks and build resilience and accountability into the supply chain.

Suppliers are classified as transactional, qualified in-strategy or strategic based on their role and relationship within the supply chain. Transactional suppliers are the broad base of our supply chain, selected by both Jabil and our customers. Those that meet certain expectations for performance, technology, quality, risk and social and environmental responsibility (SER) management are considered qualified in-strategy. We tend to have longer term contracts in place with these suppliers and expend significant resources developing the relationships. We consider our highest performing suppliers to be strategic, cultivating long-term relationships with them and recommending them to customers.

In Fiscal 2015, we had approximately 1,241 qualified in-strategy suppliers and 33 global strategic suppliers in our network.

JABIL'S SUPPLY CHAIN
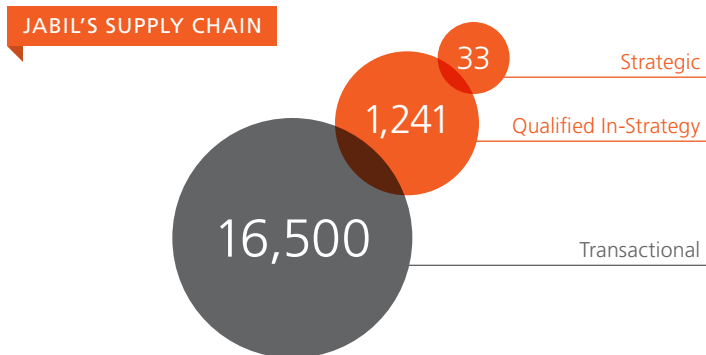
33 — Strategic

1,241 — Qualified In-Strategy

16,500 — Transactional

CASE STUDY

Always In Control

We continually track supplier performance and data. In early 2015, we expanded the capability through the Jabil InControl™ supply chain visualization and analytics platform, a comprehensive software solution that analyzes supply chain costs, performance, regulatory compliance, SER risks and more. Through the Jabil InControl™ platform, we optimize our own supply chain and offer customers solutions to supply chain challenges that significantly increase real-time visibility, cut costs and reduce lead times.

The system highlights supply chain risks and potential disruptions by providing real-time analytics and reporting on conditions on all production lines across our operations. Third-party information on natural disasters and other crises also feeds into our system, allowing us to respond quickly and effectively in the event of a problem.

As we continue to build the Jabil InControl™ platform, new possibilities for added insights and efficiency open up. Our customers are benefiting from improved supply chain capabilities.

By comparison, more than two-thirds of electronics manufacturing companies reported in our survey that they have real-time visibility into less than half their supply chain. For example, more than half report that it would take several days to fully understand the impact of a global weather event on their supply chains, and another quarter would need a few weeks to respond.

Continued expansion of the Jabil InControl™ platform will help us continue to widen the gap with our competitors. By providing customers with end-to-end supply chain risk management services we can better meet their needs while helping them run their businesses more reliably, efficiently and cost effectively. Furthermore, the Jabil InControl™ platform helps to reduce barriers to market entry for small businesses by letting them tap into our existing capabilities, enabling them to bring new products to market faster.

Supply Chain Management

The quality of our suppliers is critical to customer satisfaction and our business success. We have robust processes in place to ensure that our suppliers meet quality and SER requirements, and conduct detailed risk assessments to understand potential challenges ranging from on-time performance to fair labor conditions. Jabil's long-term aspiration is to consider SER performance in all sourcing decisions, providing baseline expectations for doing business with us.

All Jabil suppliers must comply with our Supplier Requirements Manual, which covers regulatory compliance, ethical conduct and other SER factors. Our Slavery and Human Trafficking Policy details our expectations to prevent these practices in accordance with the California Supply Chains Transparency Act.

New suppliers undergo a qualification process that includes a commitment to comply with the Jabil Code and the EICC Code of Conduct. They also complete self-assessment questionnaires that inform our supplier risk assessments. In Fiscal 2015, 4,384 new suppliers completed these quality and EICC self-assessments, representing 84 percent of our qualified in-strategy and strategic suppliers.

72%

We encourage suppliers to use the EICC-ON platform to share risk and audit results across the supply chain. Our goal is for all Jabil strategic and in-strategy suppliers to adopt the EICC-ON platform for performing risk assessments. In Fiscal 2015, 72 percent of in-strategy suppliers reported using the EICC-ON tool.

Supply Chain Audit Program

The data we collect about our suppliers is part of the ongoing comprehensive risk assessment of our entire supply chain. Our 4,384 supplier risk assessments included 966 SER-specific assessments. SER assessments combine a range of factors to create a holistic view of each supplier. These factors include self-assessment, site audit results, the Transparency International Corruption Perceptions Index, EICC self-assessments, quality performance, surveys and more. We then create an overall risk profile for each assessed supplier that considers business risk, operational risk and trust risk.

The scores are integrated into the Jabil InControl™ platform and influence which suppliers we audit each year through a series of EICC/SER and quality audits.

SUPPLIER RISK FACTORS

① Business risk based on supplier product type and company profile

② Operational risk based on factory location, country corruption index ranking, reliance on outsourcing, use of labor agencies or migrant workers, and other related factors

③ Trust risk based on EICC membership, quality performance, on-time delivery and other related factors.

SUPPLY CHAIN AUDITS

(fiscal years)	2013	2014	2015
Audits	86	191	233

SER elements are embedded in all supply chain audits conducted. Dedicated SER supply chain audits meet our EICC membership obligations to audit 25 percent of our high-risk suppliers.

2015 PERFORMANCE

Supplier audits help us verify compliance with our guidelines and expectations and focus on those companies deemed highest risk in our analysis. Our goal is to audit at least 25 percent of high-risk suppliers each year through our own SER audits or EICC validated audits. In Fiscal 2015, we conducted 233 supplier audits—207 quality audits and 26 SER audits. These 26 SER audits represented approximately 50 percent of the total high-risk pool and included 23 labor agencies, which are all considered high risk by Jabil (see Labor Agency Audit Program).

When we identify noncompliance at a labor agency or a supplier's facility, we work together to identify an acceptable corrective action plan. We then monitor the supplier's (or labor agency's) progress to verify/validate the improvements/corrections and ultimately perform re-audits as necessary. In Fiscal 2015, we worked with 26 suppliers to implement and verify corrective action plans and conducted nine re-audits. Failure to fulfill corrective action plan requirements, and certain areas of noncompliance may disqualify a supplier from continued business with Jabil.

LABOR AGENCY AUDIT PROGRAM

In Fiscal 2015, we enhanced and expanded our labor agency audit program. Throughout China and other parts of Asia, we rely on recruitment agencies and intermediate brokers to help meet fluctuations in customer demand. This system provides us with the flexibility to keep costs down and respond nimbly to our customers. However, it also creates risks for bonded, or forced, labor among workers who find employment in the manufacturing industry through these third-party agencies (see Spotlight).

In Fiscal 2014, we introduced a two-day intensive process to evaluate, audit and consolidate our network of labor agents in China. The initiative builds on the approaches in the EICC Code of Conduct and our own audit programs and involves site visits, worker interviews and document reviews.

By the end of Fiscal 2015, we had audited 100 percent of the labor agencies we work with in China at least once. Audit findings help us decide which agencies to continue doing business with. In Fiscal 2015, we conducted 23 labor agency audits in China. Of these, 100 percent of the agencies that we continue to do business with have submitted corrective action plans. In Fiscal 2014 and 2015 combined, SER audits contributed to decisions to discontinue business with 22 labor agents.

By the end of Fiscal 2016, we hope to consolidate the number of labor agencies we work with. One way we plan to achieve this goal is through establishing a Controlled Vendor List, which will provide a robust process for adding new agencies to our network.

There are common challenges that emerge when working with labor agencies. Withholding of social insurance from workers' pay has been identified as one of these challenges and is an issue we are monitoring closely.

In addition to our audit program, we offer training on our SER requirements to labor agencies, which further allows us to monitor and address these challenges. We also educate Chinese workers in Jabil factories about their workplace rights and the fees that are legally acceptable, empowering them to advocate for themselves.

Migrant Worker Rights

Flexibility is critical to our industry's ability to meet rapidly fluctuating demands for manufacturing capacity and increasing pressure from customers to reduce lead times. Across Asia, a network of agencies supports those needs by recruiting and hiring workers from countries and rural areas with low employment.

Unfortunately, this system has brought human rights abuses into the industry in the form of bonded labor. Some agencies charge excessive, and illegal, fees to workers in exchange for their services. Workers pay back those fees, which can amount to several months' salary, through payroll deductions at high interest rates. This practice effectively creates a system of bonded labor that leaves vulnerable workers indebted to agencies.

Jabil recognized this problem in 2012 and began eliminating all labor agency fees for migrant workers in our Malaysia facilities, absorbing the costs and monitoring compliance through payslip audits. In 2014, we launched a labor agency audit program (see left) to enhance accountability and oversight of labor agencies in China.

In early 2015, industry activity picked up speed on this issue. The EICC released new policies on labor agencies and also hosts an ongoing working group on this topic that remains well attended. Additionally, consumer electronic companies including Jabil customers are making statements of their own.

We are committed to continued collaboration with the industry and stakeholders up and down our value chain to improve the situation for migrant workers while still meeting customer demands for flexibility and responsiveness.

Conflict Minerals

Our supply chain expertise enables our customers to feel confident that they are managing and reducing the risk of conflict minerals in their supply chains. Through the Jabil InControl™ platform we have a deep understanding of the risks associated with conflict minerals—tin, tantalum, tungsten and gold sourced from the Democratic Republic of the Congo and surrounding countries—in our supplier network.

We expect our suppliers to assist us in complying with U.S. regulatory requirements for conflict minerals by declaring components, parts and products that contain these minerals and disclosing information about their origins. We also support the EICC due diligence process for conflict mineral transparency and follow the Organisation for Economic Co-operation and Development's Due Diligence Guidance in our oversight program.

Jabil requests conflict mineral information from our more than 6,800 in-scope suppliers. In addition, we offer training for suppliers and collaborate with customers to understand and manage conflict mineral risks in the electronics industry.

In Fiscal 2015, we received conflict minerals declarations from 3,815 suppliers representing 89 percent of our in-scope spend, making good progress toward our goal of 95 percent, which takes into account one-time spends and sub-assemblies from other manufacturers. We held 12 supplier training sessions where we engaged with more than 100 suppliers to enhance their knowledge and capabilities on the topic. We also responded to 184 inquiries from 76 customers.

89%

In Fiscal 2015, we received conflict minerals declarations from 3,815 suppliers representing 89 percent of our in-scope spend, making good progress toward our goal of 95 percent.

Employees +

Jabil's collective and continued success starts with nearly 161,000 global employees who display integrity, ingenuity and innovation every day to meet the needs of our customers.

We believe every person should work in a safe environment and we provide working and living spaces at Jabil facilities that ensure health, wellness and productivity. In the spirit of continuous improvement, we empower our employees to meet their potential, listen to and implement feedback and recognize their outstanding contributions.

In Fiscal 2015, we made transformative, CEO-driven changes to our global safety programs, elevating the conversation and driving meaningful engagement at all levels. We also expanded our educational and health awareness programs for female employees.

SPOTLIGHT

Safety in China

In China, safety continues to be a challenging issue for the manufacturing industry. No Jabil sites were affected by the devastating 2015 explosion in Tianjin, China, yet it underscored the need for more comprehensive safety and risk management procedures.

Jabil's Green Point division is taking ambitious and proactive measures to address safety at its factories. SEE FEATURE, PAGE 29 ▶

HIGHLIGHT

Investing in Women through the HERhealth Project

Jabil expanded the HERhealth (Health Enables Returns) Project to a total of four sites in China. SEE FEATURE, PAGE 30 ▶

KEY PERFORMANCE INDICATORS

(fiscal year)	2013	2014	2015
Average Training Hours for Direct Employees	80	80	80
Average Training Hours for Indirect Employees	40	27	40
Health- and Safety-Focused Audits	50	60	60
Female Representation Percentage	50%	46%	46%

EUROPE	2013	2014	2015
Employees	24,751	12,201	12,569
Direct Labor	31.6%	52.0%	51.0%
Indirect Labor	68.4%	48.0%	49.0%
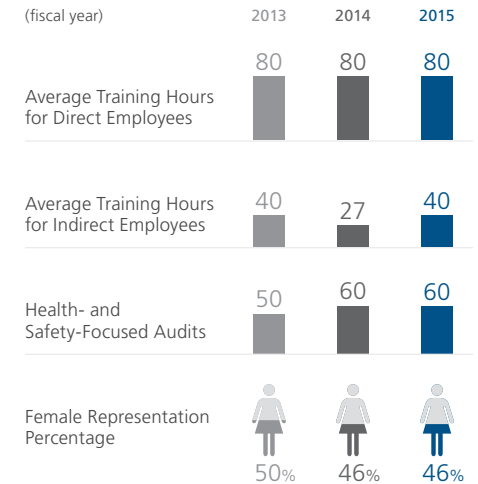
AMERICAS	2013	2014	2015
Employees	26,904	15,915	20,907
Direct Labor	73.0%	65.8%	60.1%
Indirect Labor	27.0%	34.2%	39.9%

ASIA	2013	2014	2015
Employees	124,635	113,479	127,524
Direct Labor	86.9%	85.0%	82.8%
Indirect Labor	13.1%	15.0%	17.2%

TOTAL	2013	2014	2015
Employees[1]	176,290	141,595	161,000
Direct Labor	77.0%	80.0%	77.3%
Indirect Labor	23.0%	20.0%	22.7%

[1] Global workforce figures reflect those listed in 2013–2015 Form 10-K.

Global Workforce

To make some of the world's most recognizable products and components for our customers, Jabil employs a diverse, dedicated and highly skilled workforce of nearly 161,000 employees across 27 countries.

Our employees provide design, production and product-management services to a diverse set of industries in regions across the globe. The majority of our employees are based in Asia, with many living in on-site housing. More than three-quarters of our global workforce is direct labor, employed in manufacturing operations. The remainder is indirect labor (management and support positions).

We are committed to providing an ethical workplace where employees are treated fairly and respectfully at all times. The Jabil Code guides our company's ethical approach to business, day-to-day activities and cultural values, empowering our employees to always "do the right thing."

For more information on the Jabil Code and related policies, please see Governance.

MANAGING EMPLOYEE TURNOVER

High employee turnover rates, particularly in Asia, can sometimes exceed 100 percent per year for direct labor employees and continues to be an industry-wide challenge. Jabil invests significant resources in programs that encourage employee-retention. Examples include:

- Creating and ensuring safe working and living environments— see Workplace Health and Safety

- Offering on-site wellness programs—see Workplace Health and Safety

- Offering competitive benefits and compensation— see Employee Engagement and Recognition

- Recognizing outstanding employee contributions— see Employee Engagement and Recognition

- Improving employee communication and feedback across our global sites—see Employee Engagement and Recognition

- Providing training and career development opportunities— see Learning and Development .

Workplace Health and Safety

Safety is a company-wide priority, and we are taking necessary steps to eliminate workplace incidents. We are also doing more to invest in health and wellness initiatives for our employees and their families.

SAFETY FIRST

Jabil's leaders understand that a culture of safety begins with them. We are enhancing accountability, transparency and risk monitoring and assessment across our global facilities.

In Fiscal 2015, we conducted a comprehensive global safety culture assessment as a result of inconsistent reporting trends and underscored by two fatalities in 2014. The assessment revealed that to drive meaningful change in our performance we need to commit to greater transparency and visibility into the root causes of all incidents. Enhanced visibility will allow us to focus on the greatest risks and establish more effective company-wide safety improvement initiatives.

In response to the findings, Jabil introduced safety improvement plans at each site, and we are tracking the enterprise-wide implementation of related tasks. In addition, we introduced 10 core safety standards to address high-risk areas such as machine guarding, electrical safety, combustible dust and ergonomics.

*Any incident involving an injury that results in a fatality, fracture, amputation or hospitalization, environmental incidents requiring reporting to a government agency or an incident deemed significant at the discretion of corporate EHS.

To set in motion stronger reporting structures, data analytics, risk controls and executive accountability, we initiated the following measures:

• A global incident reporting system and necessary procedures that require all incidents to be reported within 24 hours followed by a thorough investigation and initial root-cause analysis within five days

• A formal incident review procedure with executive management for all significant* incidents that allows us to identify top injury trends and create global standards to correct problematic behaviors while engaging employees on global safety standards, and to recognize and act upon safety risks

• Starting every company meeting that covers factory performance or leadership expectations with safety.

Safety Management

Our global Environmental, Health & Safety (EHS) teams oversee extensive safety measures and improvement plans to prevent workplace incidents. These include employee training, risk assessments, audits, protective equipment and engineering controls. Guided by our Global Health and Safety Policy, our approach is to create greater consistency across all locations, reducing overall incidents and driving continuous improvement. Jabil complies with, and strives to exceed, relevant global health and safety laws, regulations and standards. Many of our facilities tailor risk assessments and safety awareness campaigns to their local culture to strengthen the message.

Jabil's Vice President, Social and Environmental Responsibility (SER) reports frequently to senior corporate leadership, detailing the greatest risks on a site-by-site basis. To implement controls, dedicated EHS teams are being established at some global sites. Targeted training activities for relevant employees are also provided as necessary.

In addition to our safety management systems outlined, 14 of our sites hold Occupational Health and Safety Advisory Services (OHSAS) 18001 certification. We also conducted health- and safety-focused audits at 60 facilities in Fiscal 2015.

Performance

In Fiscal 2015, we continued to make strides in establishing more robust safety monitoring and reporting systems. By collecting more consistent data across our facilities, we will continue to improve the transparency and accuracy of our health and safety reporting, and enable corrective actions to enhance performance.

In Fiscal 2015, our total recordable injury rate—which includes all injuries and illnesses that require medical attention beyond first aid—was 0.25. This figure was down by 15 percent from Fiscal 2014.

We track and evaluate the root causes of workplace incidents and implement appropriate corrective actions. Machinery-related incidents continue to be a primary cause of injuries at Jabil facilities and were the root cause of more than 25 percent of all injuries in Fiscal 2015. In response, Jabil introduced a company-wide machine guarding standard. This standard comprehensively addresses machine guarding from equipment purchase and installation to production use and maintenance.

TOTAL RECORDABLE INJURY RATE*

*Total recordable injury rate is calculated by multiplying total recordable injury by 200,000 and dividing by the total number of labor hours.

90%

In total, we initiated nearly 10,000 improvement tasks and completed roughly 90 percent.

In Fiscal 2015, we also began tracking and reporting progress on the implementation of our safety-improvement plans across all Jabil sites. In total, we initiated nearly 10,000 improvement tasks and completed roughly 90 percent. For those tasks that were not completed, we conducted a thorough review to assess why the task was not completed and determine if it should be reopened in the following reporting cycle. Each year, we will establish new safety improvement tasks based on key risks and business changes.

Embedding a Culture of Safety in China

Safety management continues to be a challenging issue for many global manufacturing companies. This point was tragically underscored by the 2015 chemical explosion in Tianjin, China. While the event did not affect any Jabil facilities, it highlighted the critical importance of safety risk management and accountability.
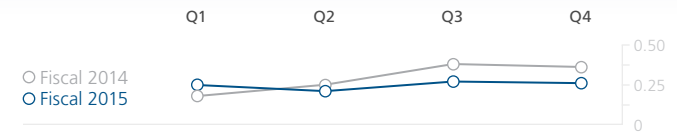
Jabil Green Point, which operates 24 sites in China, provides materials technology manufacturing for some of the world's most recognizable brands. The manufacturing process, however, is highly labor intensive and requires the use of complex and sometimes hazardous equipment, including stamping and injection moulding machines. While injury-prevention measures, such as machine guarding, have been implemented, these safety features are sometimes bypassed by employees, heightening the risk of occupational injuries.

"Ultimately, we have a goal that every employee goes home safely every day. We want people to think of safety when they talk about Jabil, and this begins with establishing a safety-first culture across all levels of the organization."

JIA TANG
Senior EHS Director, Jabil Green Point

In Fiscal 2015, and in response to the company's enhanced focus on safety, Jabil Green Point took extensive measures to better track, manage, communicate and mitigate safety risks across its factories. Highlights included:

- Installing machine-guarding equipment on more than 12,000 machines and training more than 80 technicians and EHS staff on the proper use and maintenance of this equipment so that it is not bypassed.

- Launching and implementing new division-wide standard operating procedures for high-risk areas, including: electrical safety, machine guarding, confined space management, walking and working surface, combustible dust control and lockout/tagout procedures.

- Providing stamping risk assessment training for 50 EHS and operations employees at our Chengdu and Wuxi facilities.

- Training more than 100 EHS staff on incident reporting and risk analysis.

EMPLOYEE WELLNESS

Jabil has a responsibility to promote the well-being of our employees and their families, many of whom live on-site at our manufacturing facilities. While programs vary across global facilities, our on-site health and wellness programs are committed to improving quality of life and creating a positive work environment. We continuously see a return on these investments. By investing in employee well-being, we can reduce turnover, increase productivity and generally create a more positive work experience.

Employee offerings include:

- On-site fitness programs
- Wellness education
- Women's health education
- Stress-reducing activities
- Ergonomic assessments and support
- On-site medical services from doctors, nurses and counselors.

INVESTING IN WOMEN'S HEALTH

Nearly 50 percent of Jabil employees are female. Yet, in many of the countries where we operate, access to vital general and reproductive health education and services is limited. Jabil helps bridge this gap through programs and initiatives. These range from programs in Latin America that assist pregnant employees and provide breast and cervical cancer screening, to the HERhealth (Health Enables Returns) Project that empowers female employees in China through health education.

The HERhealth Project

The HERhealth Project is one of our most successful and impactful programs. Since 2009, in partnership with BSR, we have provided family and reproductive health education, life coaching, team building and self-esteem and wellness programs to female employees in China. Participants share what they learn with co-workers, family members and communities—spreading awareness and multiplying the return on our investment.

HERhealth (Health Enables Returns) PROJECT BY THE NUMBERS

(Jabil site)	HUANGPU	SHENZHEN	TIANJIN	SHANGHAI
Number of Jabil Employees Trained	57,022	321	2,242	1,000
Estimated Number of People Impacted to Date*	228,088	1,284	8,968	4,000

CHINA

Launched at Jabil Huangpu, the HERhealth Project now reaches sites in Shenzhen, Tianjin and Shanghai, and will expand to our Chengdu and Wuxi facilities in 2016.

*This figure assumes that 80 percent of women who participate in the program will on average spread awareness to an additional five people in their communities.

"Jabil's investment in women is very important. For instance it provides me with an employment opportunity, as well as an opportunity for self-improvement."

YONGQIANG WU
Manufacturing Operator

Launched at Jabil Huangpu, the HERhealth Project now reaches sites in Shenzhen, Tianjin and Shanghai, and will expand to our Chengdu and Wuxi facilities in 2016. Since the program began, we estimate that nearly 60,000 employees have participated, reaching an additional 240,000 colleagues, family and community members with important messages and knowledge on women's health.

Diversity and Inclusion

We believe that our diversity of backgrounds, skills, experiences and viewpoints make us both innovative and competitive. We support inclusive workplaces, free from discrimination, where employees can think openly and treat each other with respect. In our hiring practices, we promote equal employment opportunities for all qualified employees across all sites, without regard to race, religion, color, national origin, age, gender, citizenship, marital status, disability, sexual orientation or other factors unrelated to job performance.

PROMOTING GENDER BALANCE

Although nearly 50 percent of our global workforce is female, this balance is mostly reflective of our direct manufacturing operations. Our indirect workforce remains mostly male, and we are committed to increasing female representation, particularly in management positions. For this reason, we provide and support programs that deliver professional and personal growth for female employees.

We support inclusive workplaces, free from discrimination, where employees can think openly and treat each other with respect.

FEMALE REPRESENTATION AT JABIL*

(fiscal years)	2013	2014	2015
Total (%)	**50.0%**	**46.2%**	**46.2%**
New Hires	44.4%	42.0%	44.4%
Americas	48.7%	47.8%	47.5%
Europe	42.2%	44.2%	45.3%
Asia	44.2%	41.8%	44.1%
Direct Labor (%)	54.3%	50.0%	50.9%

*Human Resources data is calculated as a percentage of annual average headcount and will at times differ from Form 10-K figures.

50%   46%   46%
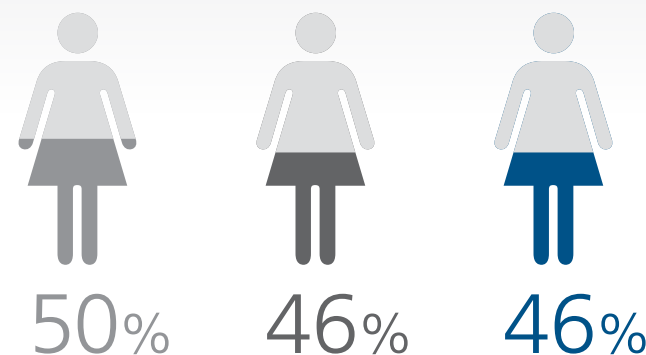
Mentoring and Networking

Jabil Joules focuses on educating, mentoring and encouraging networking and dialogue about diversity and inclusion. The initiative began in 2013 with a blog connecting employees from around the world and facilitating a dialogue on the business benefits of gender diversity.

In 2015, Jabil launched regional initiatives focused on building employee resource groups at all our sites, providing development opportunities to employees. Sites led local projects ranging from organizing health and wellness workshops, to introducing new flexible work policies and organizing recruitment initiatives to attract diverse talent to Jabil.

In Europe and the Americas, 100 percent of Jabil sites now participate in the program with designated champions driving each local initiative. In Asia, we have organized a regional steering committee, and our sites have begun selecting local champions and organizing events. The Jabil Joules blog continues to share our employees' inspirational stories.

At Jabil Guadalajara, the Women Empowered initiative, now integrated into Jabil Joules, provides mentorship and career growth opportunities for women in the workplace. The initiative also raises awareness about the importance of gender balance in the manufacturing industry through informational seminars and conferences hosted by Jabil, in the community and at local universities.

"Being diverse as a company will hence attract more applicants on the one side and socially responsible business partners on the other. [Jabil Joules] gives us the opportunity to make a difference."

SONYA SOPARKAR
Senior Director of New Business Development

As a measure of its success, when the program began last year, only 19 percent of Jabil Guadalajara applicants were female. Over the course of the initiative, this figure increased to 36 percent. The program was recognized for its achievements in 2015, tying for first place in the Social and Environmental Responsibility category of the annual Deliver Best Practices competition.

"Our site and our managers are investing in this initiative because closing the gender-leadership gap is imperative for organizations that want to perform at the highest levels. Leveraging the full talent of the population provides a competitive advantage. Companies with more women in leadership roles perform better, and employees on diverse and inclusive teams put in more effort, stay longer and demonstrate more commitment."

GEORGINA DE LOZA
Manager, Corporate Communications, Jabil Guadalajara

Skills Training

At the site-level, Jabil invests in programs specifically designed to support our female workforce. Employee turnover continues to be a significant issue at several of our manufacturing sites in Asia. By investing in women, their families and their careers, we not only address the pressing turnover concern, but also develop a pipeline of future female leaders.

In collaboration with BSR, we run the Women in Factories (WiF) Program which provides female employees at Jabil Huangpu in China with personal and professional skills training, including financial planning, stress management, new employee adaptation programs and career development opportunities. The program emphasizes communication and planning skills that can result in fewer workplace misunderstandings and increased productivity. By focusing on life skills in addition to professional development, both our WiF and HER programs cultivate more inclusive environments and a sense of belonging for employees and their families.

Since WiF began, more than 20,000 female employees have participated.

By focusing on life skills in addition to professional development, both our WiF and HER programs cultivate more inclusive environments and a sense of belonging for employees and their families.

Building an inclusive culture at Jabil Guadalajara

For almost two decades, Jabil Guadalajara has supported vulnerable community members, including those with disabilities and the elderly. Through specialized career development opportunities and ensuring accessible working spaces, we foster an environment for our employees to thrive. In total, the People with Disabilities program has employed more than 1,300 individuals.

"I'm very proud working at Jabil because I've grown and developed myself. Jabil is a company that accepts people with disabilities."

RODRIGO RODRIGUEZ A.
Jabil Guadalajara

WELCOMING EMPLOYEES WITH DISABILITIES

From Europe to Latin America and China, Jabil facilities actively recruit employees with physical disabilities and establish initiatives to support their career success. Many of our global sites offer accessible facilities, training programs and ergonomically appropriate work spaces for employees with disabilities.

Highlights from Fiscal 2015 included:

Mexico — Now in its 18th year, the People with Disabilities program at Jabil Guadalajara supports 130 employees with physical, auditory and visual disabilities, sharing lessons learned with other Jabil sites around the world.

Hungary — Jabil Tiszaújváros employs 30 employees with disabilities. Since 2010, the facility has provided sign language classes and mentorships programs help integrate new hires within the factory population.

China — By enhancing its facilities to better accommodate disabled individuals, Jabil Huangpu has provided opportunities for more than 200 employees with physical disabilities since 2012. In 2015, Jabil Huangpu was invited by the International Labour Office to help build out the Chinese Business and Disability Network. In the course of two separate events in Beijing and Shanghai, Jabil representatives led group discussions and shared experiences with other participants. The Chinese Business and Disability Network will officially launch in mid-2016.

Employee Engagement and Recognition

At Jabil, we see employee engagement as a workplace approach designed to ensure that employees are committed to our goals and values, motivated to contribute to the organization and able to enhance their own well-being. By building and sustaining engagement, we can enhance quality, organizational and financial performance, decrease turnover rates and improve customer satisfaction.

INCREASING EMPLOYEE ENGAGEMENT

Jabil encourages frequent, open and honest communications between employees and management through a number of channels including performance evaluations, quarterly all-employee meetings, tea talks and informal gatherings. Our open-door policy and 24-hour Global Compliance Hotline enable employees to report any concerns without fear of retaliation. Employee suggestion boxes can also be found at most facilities.

To drive higher levels of employee engagement, Jabil is focused on three key areas:

CASE STUDY

Engaging Employees on Safety through MicroBenefits

More than 51,400 employees across four sites in China now use MicroBenefits. Initial data suggests that employees who use the app are more engaged. In 2015, the average turnover rate of direct labor employees at sites utilizing MicroBenefits decreased by close to 3.9 percent each month, while the employee Net Promoter Score® increased by 55 percent.

The platform also enables us to promote our safety first culture. Through surveys, quizzes, factory announcements and learning modules, we are engaging and educating employees on important safety topics such as occupational health, industrial and fire safety, environmental safety precautions, chemical identification, ISO standards, OHSAS and the proper use of personal protection equipment. The app also includes a specific safety feedback channel that encourages workers to report safety issues as they arise.

In a two-month period spanning from November to December 2015:

- Employees read safety-related news 65,000 times.

- More than 400 employees reported safety-related risks through the feedback channel.

- Approximately 32,000 employees participated in app-based safety training.

In 2016, we will be rolling out MicroBenefits to additional sites in China and delivering more targeted and standardized EHS trainings through the platform.

1

Capturing and acting on employee insights
The Voice of Employee (VoE) survey helps us measure and identify key drivers of employee engagement and work to develop and implement action plans to overcome barriers to engagement and act on employee feedback. The VoE survey was piloted in 2014 and rolled out globally in 2015. In Fiscal 2015, more than 100,000 Jabil employees representing 61 sites participated in the process.

2

Building engagement capabilities
Building capabilities for our site and regional HR teams is a key factor to our success. Our focus moving forward will be to train, coach and provide guidance to global HR teams in order to develop the skills needed to facilitate focus groups, diagnose drivers of engagement and lead action plans through completion.

3

Fostering a high-performance workplace
In parallel with establishing a solid foundation for employee engagement, we look to develop and deliver integrated solutions that foster a high-performance environment. MicroBenefits is a customizable mobile application aimed at engaging, empowering, informing and educating our direct labor employees in China. First launched at our Suzhou site in 2014, the app provides employees with access to benefit information, educational tools, as well as two-way communication platforms for engaging senior management, human resources officers and other employees. In turn, Jabil uses the app to track and monitor employee engagement data and feedback, in addition to employee Net Promoter Scores® and retention rates.

By building and sustaining engagement, we can enhance quality, and organizational and financial performance, decrease turnover rates, and improve customer satisfaction.

COMPENSATION AND BENEFITS

Jabil offers employees competitive pay and benefits. Our approach to compensation and benefits reflects local customs, practices, laws and market rates. Although varying by location, typical global benefit packages consist of:

- Base salary
- Company-sponsored incentive plans
- Health and wellness benefits
- Paid holidays and vacations
- Retirement plans
- Other incentives, including tuition reimbursement.

In addition, at many sites, we have negotiated discount plans with local retailers and food and beverage outlets.

EMPLOYEE RECOGNITION

We recognize and celebrate employee creativity and innovation with our Respect. Recognize. Reward. program and Deliver Best Practices competition.

Respect. Recognize. Reward.

Each quarter, Jabil recognizes more than 200 exemplary global employees through this high-profile program. Drawn from across all sites, levels and departments, winners demonstrate outstanding performance and a commitment to helping others. Capturing Jabil's culture of inclusiveness, the program empowers employees to make a difference, building loyalty and demonstrating how individual actions can positively impact our business. Winners receive a cash reward and are featured on Jabil's intranet and website.

Deliver Best Practices

Innovation and efficiency drive our business. We inspire our employees to upgrade processes and share best practices through our annual global continuous improvement challenge—Deliver Best Practices. Every year, global teams submit projects in four categories: Customer Satisfaction, Human Development, Operational Excellence and Social and Environmental Responsibility. The objective is to solve business and operational challenges in ways that improve the company for our employees, customers, shareholders and communities.

In 2015, more than 1,250 entries were submitted. Global finalists presented ideas to Jabil's leadership and Board of Directors as well as participating in team-building activities with other global employees.

Jabil offers employees competitive pay and benefits. We recognize and celebrate employee creativity and innovation with our Respect. Recognize. Reward. program and Deliver Best Practices competition.

Learning and Development

To retain our industry leadership position, we require a pipeline of diverse and talented individuals at all levels. Jabil invests in a wide range of learning and development opportunities and platforms to help identify and build talent from within.

EMPLOYEE DEVELOPMENT

Enabling employees to fulfill their potential generates returns for our business and helps to minimize turnover. Jabil offers a wide array of career-development options, skills-based training and educational assistance programs to support professional growth. We also work with third-party learning organizations, including Lean Six Sigma, to provide specialized training.

EMPLOYEE TRAINING AND DEVELOPMENT

LABOR CATEGORY (in fiscal years)	2013	2014	2015
Direct Labor (average hours)	80	80	80
Indirect Labor (average hours)	40	27	40

Jabil employees have access to job-specific training and support tools. We encourage employees and their managers to plan, track and manage development opportunities.

CASE STUDY

Partnering with Our Customers on Employee Education

Education is one important way Jabil ensures we remain a leader in an ever-changing industry. For our employees in regions such as Asia where many employees are migrants, that access to education can be life-changing.

Since 2013, we have partnered with Apple Inc. to implement the Apple Supplier Employee Education and Development (SEED) program at several Jabil Green Point sites. Providing cutting-edge educational resources and opportunities, the SEED program enables employees to gain the practical skills necessary to advance their professional development.

The innovative program outfits dedicated classrooms at Jabil sites with Apple products, including iMacs and iPads, in addition to top-of-the-line educational software and other online learning tools. SEED participants can choose from a wide variety of educational opportunities, including the option to complete associate and bachelor degrees through local universities. Currently, seven Jabil Green Point facilities participate in the joint initiative. To date, the degree program has enrolled more than 650 Jabil employees, of whom 115 graduated in April 2016 with Associates Degrees.

In only three short years, we can already see the tremendous impact and return on investment generated by the SEED program, for our employees, for our customers and for our company. By providing the tools necessary for our employees to succeed and excel at their jobs and in their personal lives, we are becoming more efficient, enhancing our production processes and quality, while strengthening our customer relationships.

We are also improving our retention of employees and developing an internal pipeline of future leaders. Of the employees who have participated in the SEED program, 90 percent are still with Jabil, and 26 percent have been promoted to higher positions within the company.

TALENT AND PERFORMANCE MANAGEMENT

As we shift towards a digital economy, we need leaders who are adaptive, agile and well positioned to deliver the greatest value for our business. Through our talent management process, including the Global Workcell Manager Development and Leadership for Quality programs, we identify and develop talented individuals. By developing critical leadership qualities in high-performing employees, we proactively establish a pipeline of future leaders.

In 2015, more than 80 managers participated in the Global Workcell Manager Development program while approximately 20 site quality managers completed the Leadership for Quality program.

Performance Management

To enable personal growth, employees require feedback on their performance and assistance in setting goals. Every year, we expect employees to work with their supervisors to set goals and establish meaningful development plans and targets for the upcoming year. Through feedback and valuable two-way discussions, we help align employee goals with broader business objectives, and provide employees with a pathway for continued career growth.

80+
managers participated in the Global Workcell Manager Development program.

20
site quality managers completed the Leadership for Quality program.

CASE STUDY

Leadership for Quality: Creating a Pipeline for Success

After noticing an unusually high rate of turnover among quality managers at our electronic manufacturing service (EMS) sites, it was discovered that these roles were repeatedly being filled by external candidates—often at a high expense to the company. Jabil saw this problem as two-fold: first, there was a clear need to address turnover at the quality manager position; second, there was a lack of suitable candidates internally available to fill these roles. The latter point was underscored by the fact that there was no standard measurement system in place to assess the skills and competencies needed to fill the quality manager position.

A cross-functional team tasked with addressing this problem suggested that by providing more targeted development opportunities for factory employees, Jabil could fill vacated quality managers positions more efficiently with a ready pipeline of internal candidates while decreasing the costs associated with external candidate searches. Furthermore, by increasing engagement and providing more meaningful learning and development opportunities, Jabil could increase employee retention among both quality managers and other employees. In response, they developed the Leadership for Quality program.

Results from the program pilot showed dramatic improvements. Over the course of the pilot, 100 percent of vacated quality manager positions were filled by internal candidates. Moreover, during this time period 95 percent of quality managers were retained.

Looking ahead, and as we strive for continuous improvement, we are replicating this program at additional global sites in our Nypro and Green Point divisions. The Leadership for Quality program finished as a first runner up at the annual Deliver Best Practices competition.

Environment +

Jabil has a long-standing commitment to environmental stewardship, and we continually seek solutions that will reduce the impacts of our operations. We set and track goals for greenhouse gas (GHG) emissions, energy use, waste and water metrics, and we employ numerous efficiency and management approaches to work toward them.

In 2015, Jabil continued to monitor and adapt our sustainability strategy to account for an ever-changing business landscape. Our progress on shorter-term emissions management objectives has proven to be effective in making incremental progress year over year, while providing us the opportunity to evolve our approach.

In Fiscal 2015, we reduced our emissions and energy intensity from prior year by 4.5 percent and 4.9 percent, respectively, despite an overall increase in GHG emissions due to the growth of our energy-intensive diversified manufacturing segment. Given such business changes, this year we reset our GHG emissions and intensity baselines to Fiscal 2015.

Looking ahead, we will revisit our sustainability goals and commitments in light of our new baselines and the evolving international policy landscape following the 2015 Paris Agreement on climate change.

SPOTLIGHT

Chemicals Management

Ensuring that hazardous and flammable chemicals and gases are stored safely is a top priority for Jabil. Over the past two years, guided by internal and external audits, we have undertaken a robust process to systematically raise the bar on our own internal safety standards for chemical management by assessing and identifying potential risks at our more than 100 chemical storage sites across Jabil's Green Point division.

HIGHLIGHT

Energy Savings

Jabil's commitment to energy efficiency is strongly supported by employee engagement. For example, our Nypro site in Bray, Ireland, formed an Energy Savings Team to focus on reducing energy expenditures. By implementing six efficiency projects, they ultimately achieved energy reductions of approximately 15 percent, translating into savings of more than $300,000 per year and a reduction in carbon emissions by an estimated 1,500 metric tons.

KEY PERFORMANCE INDICATORS

(fiscal year)	2014	2015
Energy Consumption (MWh)	1,500,565	1,856,221
GHG Emissions (metric tons CO_2e)	1,016,994	1,262,967
Purchased Water Consumption (cubic meters)	7,201,541	10,780,553
Total Waste (metric tons)	51,909	54,217
Recycled Waste (metric tons)	25,757	25,779

PERFORMANCE GOAL

To reduce energy and emissions intensity by 1 to 5 percent each year compared to Fiscal 2015 levels.

Environmental Management Approach

Since 2008, Jabil has had a global environmental management system (EMS) that aligns with the ISO 14001 standard on environmental performance, including the management of energy consumption and GHG emissions.

All Jabil locations have implemented a system that requires an environmental review of its operations and products at least once a year. The review is intended to identify and mitigate potential impacts to the environment, the health and safety of employees and the surrounding community. More than 95 percent of our manufacturing sites hold at least an individual 14001 certification. Within that, more than 50 percent of all our manufacturing sites hold the multisite 14001 certification.

In Fiscal 2015, in alignment with our corporate objective for continuous improvement, we requested our third-party ISO 14001 certification provider to shift its audit approach toward an increased focus on the effectiveness of our environmental management system, while auditing conformance to the 14001 standard requirements. This approach provided greater transparency into identifying potential effectiveness gaps in our system. The objective was two-fold:

1. To aggressively assess the current state of our global environmental management system and identify the highest impact improvement opportunities

2. To continuously improve the effectiveness of our environmental management system in order to:

- Proactively manage risk

- Comply with legal requirements and other obligations

- Continually improve environmental performance

- Identify potential cost savings associated with certain environmental performance improvements.

This approach resulted in an increased number of system nonconformities generated by the third-party audits, which will likely remain inflated through additional audit cycles in the near term. However, we have now increased insight into how to best focus our improvement efforts, beginning with revised corporate documentation. These revisions are intended to help address nonconformities, make improvements and incorporate the requirements contained in the newly published ISO 14001:2015 standard. Process improvements will continue to be collaboratively developed and introduced incrementally. We will also continue to implement the system at the site level, fully integrating it into daily business practices.

By proactively undertaking this initiative, we are supporting our cultural shift towards embedding Environmental, Health and Safety (EHS) principles into every facet of our business. This change will enable us to meet and exceed customer expectations, fulfill regulatory and shareholder requirements, and reduce our environmental footprint.

95%

More than 95 percent of our manufacturing sites hold at least an individual 14001 certification.

Energy and Emissions

Energy is a critical input to Jabil's manufacturing processes, yet electricity production from the combustion of fossil fuels contributes to significant GHG emissions, air pollution and other environmental impacts. Jabil will be a part of the solution on climate change by reducing our energy consumption through efficiencies and improvements, as well as by supplementing our energy needs with clean, renewable sources.

The Social and Environmental Responsibility (SER) team executes Jabil's GHG inventory management system and leads a range of activities in coordination with regional managers to engage employees on this issue.

GREENHOUSE GAS EMISSIONS PERFORMANCE

This year, we reset our GHG emissions and intensity baselines from 2009 to Fiscal 2015 in order to reflect both the full integration of Nypro into our business during Fiscal 2014, as well as growth in our energy-intensive diversified manufacturing segment. We also moved to improve the alignment between our disclosure and third-party verification cycles by switching our GHG reporting from calendar year to fiscal year.

Jabil's progress in reducing GHG emissions is closely linked with developments in our fast-growing business and rapidly changing industry. Because of energy-intensive growth this past year, our absolute GHG emissions in Fiscal 2015 were 1,262,967 metric tons CO_2e, representing a 24 percent increase from Fiscal 2014.

From 2014 to 2015, we achieved a 4.5 percent reduction in emissions intensity, measured as kg CO_2e per $1,000 sales. Similarly, our energy intensity in Fiscal 2015 was 86 kWh per $1,000 sales, a 4.9 percent reduction from the prior year. These reductions were due to changes in our business related to the addition and closure of sites. Given our rebaselining this year, we will now carry forward our goal of reducing energy and emissions intensity by 1 to 5 percent each year compared to Fiscal 2015 levels.

GREENHOUSE GAS EMISSIONS AND ENERGY CONSUMPTION

(fiscal years)	2014	2015
ENERGY USE		
Electricity (MWh)	1,312,405	1,642,377
Fuel (MWh)	83,898	75,602
Steam (MWh)	38,193	72,345
Other* (MWh)	66,069	65,897
Total (MWh)	**1,500,565**	**1,856,221**
GHG EMISSIONS		
Scope 1 Emissions (metric tons CO_2e)	38,395	37,041
Scope 2 Emissions (metric tons CO_2e)	923,022	1,190,600
Scope 3 Emissions (metric tons CO_2e)	55,577	35,326
Total (metric tons CO_2e)	**1,016,994**	**1,262,967**
PERFORMANCE		
Emissions Intensity (Kg CO_2e per $1,000 sales**)	61.29	58.54
Energy Intensity (kWh per $1,000 sales**)	90.43	86.04

 * Other fuels used may include gasoline/petrol, diesel, natural gas, liquefied petroleum gas, jet fuel or refrigerants.

** Carbon-generating revenue includes intercompany transactions, which are excluded from revenue totals in the Form 10-K.

Our verified 2015 GHG emissions data will be publically available after the publication of this report through our CDP submission.

Looking ahead, particularly in light of the outcomes from the 2015 Paris Agreement on climate change, Jabil will be working towards a more ambitious position on carbon management, including longer-term, aspirational objectives that focus on absolute targets as well as intensity targets.

ENERGY EFFICIENCY

Purchased electricity represents the largest share of our energy expenditures and accounted for more than 90 percent of our annual GHG emissions in Fiscal 2015. We seek to lower our emissions through energy efficiency, thereby reducing emissions and gaining a competitive advantage through decreased costs.

To identify energy efficiency opportunities and reduce energy loss problems related to switch/running gear, disconnects and building heat loss from windows and doors, we apply our proven lean process management strategy. These management approaches have helped us scale impacts through tools that enable facilities managers to assess and implement new energy efficiency opportunities.

In Fiscal 2015, we also launched a comprehensive energy audit process for 15 of our global plants, beginning with our Wuxi, China, site. An independent third party analyzed the energy dynamics of our operations in Wuxi and identified the most feasible options for reducing energy consumption. Opportunities totaling nearly $4 million in potential annual savings were identified, representing 6.5 percent of annual utility cost. Specifically, 23 energy conservation recommendations were presented, many of which offered savings without a significant capital investment, such as fixing compressed air leakages in the plant, optimizing cooler tower operation and avoiding idle running of machines. Moving forward, we will audit the remaining 14 selected sites, and expect that for every $100,000 in audit spending, we will identify at least $3 million in energy savings opportunities. We will extrapolate the results and recommendations from this process to our other global facilities.

Engaging Employees in Energy Savings

Jabil's commitment to energy efficiency is not just achieved through operational controls, but also through employee engagement. We challenge employees to think creatively to find energy solutions, and we encourage behavioral changes that support energy goals. For example, our site in Bray, Ireland, formed a cross-functional Energy Savings Team that set out to reduce energy expenditures by at least 5 percent for Fiscal 2015.

The team began by installing a measurement system to identify which electrical equipment consumes the most energy. Consumption profiles were then benchmarked and analyzed by internal and external experts to identify improvement opportunities. Six energy-reduction projects

were implemented, which involved installing new equipment, automating controls, optimizing configurations and redesigning systems. The team surpassed its original goal, achieving more than a 15 percent energy reduction. That achievement translated into cost savings of more than $300,000 per year, a reduction in carbon emissions by an estimated 1,500 metric tons and a "Cash for Kilowatts" reimbursement of more than $200,000 from local energy supplier, Energia, which utilized the reduction to meet its own obligations pursuant to the European Commission's Energy Efficiency Directive. Nypro Bray is also a "gas-free" manufacturing plant after installing a heat-recovery system, which saves approximately $45,000 per year.

15% The team surpassed its original goal, achieving more than a 15 percent energy reduction.

RENEWABLE ENERGY

Jabil embraces clean energy as an important component of our overall GHG strategy and recognizes that this growing market also brings with it new business opportunities. We plan to explore expanding our reach into the clean-tech sector by promoting and funding new alternative energy development and conservation projects. We may also seek to acquire emerging, strategically positioned companies with demonstrated leadership in this space.

Many of our sites around the world are already taking proactive steps to reduce their own carbon footprints through select renewable energy projects. For example, our Mebane facility in North Carolina has been harvesting wind and solar energy for its operations and generating associated cost savings since 2010.

In Fiscal 2015, approximately 64 percent of energy in our Chengdu, China, site came from renewable hydroelectric power. Elsewhere in China, our Shanghai facility placed solar panels on its roof last year, covering 7.1 percent of total energy needs, one of the highest production proportions by any Jabil plant to date. The new installation in Shanghai is expected to annually reduce carbon emissions by more than 2,185 metric tons with an estimated savings of approximately $156,000 per year.

Finally, we also support our customers' sustainability goals by expanding our services and solutions in clean technology and other innovative markets. Jabil is a leading manufacturer of photovoltaic (PV) modules in Europe with more than 1 GW of installed capacity. In Fiscal 2015, we manufactured more than 3.2 million PV modules at our factory in Kwidzyn, Poland, representing a total power output of more than 800 MW.

+ Wind energy system and solar panel farm in Mebane, North Carolina

> The new installation of solar panels in Shanghai is expected to annually reduce carbon emissions by more than 2,185 metric tons with an estimated savings of approximately $156,000 per year.

Water Management

Jabil is increasing its emphasis on water tracking and resource conservation in order to reduce the water consumption in our manufacturing operations and to protect local watersheds from accidental chemical releases. To that end, our global water strategy focuses on both consumption and discharge.

The first step to reducing the amount of water used during manufacturing is to fully understand our water consumption. Since 2012, we have built up our water reporting infrastructure by installing more meters and tracking data. Using this information, in 2014 we established a purchased water baseline.

In Fiscal 2015, we launched new systems for the accurate accounting of purchased water consumption globally, indicating that we purchased more than 10 million cubic meters of water across our operations in the Americas, Asia and Europe.

PURCHASED WATER CONSUMPTION (cubic meters)

(fiscal years)	2014	2015
Purchased	7,201,541	10,780,553
Discharged	1,689,901	1,807,035

Recycling Water in China

Jabil has undertaken a range of site-based projects around the world that targets water conservation and water quality. For example, since 2014, Jabil's Wuxi Metal facility in China has been setting the bar for leadership in responsible water management through an innovative wastewater treatment and recycling program. The site uses roughly 16,000 cubic meters of water per day for operations, but approximately 80 percent of that wastewater is now treated and reused for operations, conserving freshwater and reducing pollution significantly.

The process begins with on-site biological and membrane treatment, after which wastewater is transferred to an external company for further treatment, including reverse osmosis. Treated water is then channeled back to Wuxi Metal for reuse in operations. Although there is an increased cost to this program, Jabil is investing in this important sustainable solution because it not only has benefits for our operations, but for the surrounding community as well.

80%

Approximately 80 percent of the wastewater at Jabil's Wuxi Metal facility in China is now treated and reused for operations, conserving freshwater and reducing pollution significantly.

Waste Management

Waste management is a high priority for Jabil. We strive to significantly reduce our waste stream, to reuse or recycle as much waste as possible and to minimize landfill diversion and incineration. The manufacturing process in our industry can generate potentially hazardous substances and Jabil is committed to reducing employee exposure to hazardous chemicals and to ensuring appropriate handling and disposal.

Our efforts are guided by our lean approach to manufacturing, which seeks to maximize value for our customers by reducing waste of all kinds. To foster continual improvement, Lean Six Sigma teams at Jabil sites provide employees with training and certification on the systems and tools to reduce waste and maximize efficiencies in our operations.

This proactive approach to managing our waste stream has achieved manufacturing efficiencies including significant reductions in product variations, defects and costs. We also encourage employees to use the training foundation we provide to solve local waste-management problems, and many teams around the world have taken up the challenge. For example, at Jabil's Guadalajara, Mexico facility, José Guadalupe Carranza Ramirez, Senior Test Engineer, created a web-based production management tool in Fiscal 2015 that eliminates paper and ink. In its first year, the tool eliminated use of 200,000 sheets of paper and 36 cartridges of toner.

We also seek to use environmentally friendly packaging whenever possible and to engineer new sustainable solutions that incorporate the use of renewable and/or recycled source materials and are themselves recyclable.

Based on aggregated data, in Fiscal 2015 we generated approximately 54,000 metric tons of waste, of which we recycled an estimated 48 percent.

ESTIMATED TOTAL WASTE BY TYPE (metric tons)

(fiscal years)	2014	2015
eScrap/eWaste	3,708	2,398
Hazardous Waste	2,651	3,270
Incinerated/Destroyed Waste	1,695	1,519
Landfilled Waste	15,224	19,383
Other Wastes	2,874	1,868
Recycled Waste	25,757	25,779
Total	**51,909**	**54,217**

48%

In Fiscal 2015, we generated approximately 54,000 metric tons of waste, of which we recycled an estimated 48 percent.

eWASTE

Jabil's operations continue to focus on eScrap reduction targets for eWaste, plastics and metals. On a monthly basis, we track a set of operational reduction metrics across our factories to ensure we are hitting our targets. In Fiscal 2015, we reduced eScrap waste globally by 35 percent from the prior fiscal year.

We also dispose of eScrap in a safe and responsible way, reinforced by Jabil's electronics reuse and recycling program underway since 2011. For example, a total of 6,381 tons of aluminum scrap was recycled from sites across Jabil's Green Point division in Fiscal 2015. In China, approximately 18 percent of total aluminum scrap was recycled at the Wuxi Metal site, 60 percent at the Wuxi Stamping site and 64 percent at the Chengdu site in Fiscal 2015.

We also maintain a robust vendor-management approach that ensures sound eWaste disposal by companies we work with. Vendors are subject to stringent approval processes that include on-site auditing by our SER team and by local environment, health and safety teams.

HAZARDOUS WASTE

Managing manufacturing waste, particularly flammable substances that can be hazardous to human health and the environment, is a challenge that Jabil addresses through rigorous risk management and innovation. We comply with all global regulations regarding the proper processing and disposal of hazardous waste material and take proactive steps to limit the waste of input materials and to recycle waste generated whenever possible. Once waste is defined as hazardous, we follow strict procedures for its handling and work with qualified vendors to properly dispose of it. Any storage on site is contained in specified hazardous waste areas and facilities.

CASE STUDY

eWaste Solutions in Wave Soldering

Each year, Jabil employees from around the world compete in our largest internal competition for continuous improvement: Deliver Best Practices. The competition awards prizes for ideas in a variety of workplace categories, including Social and Environmental Responsibility. In 2015, one of our SER winners was for an innovation mitigating hazardous byproducts of an eWaste recovery process.

Led by Emmanual Joseph, a manager from Jabil's Penang, Malaysia, site, the team specifically considered challenges related to wave soldering, a process used during the manufacture of electronic equipment that binds components together. During this process, a mass of solid impurities called solder dross forms from the natural reaction with air. In the past, this dross was regarded as waste, but the valuable metals it contains can now be recovered and recycled. However, the recovery process creates a harmful dust, making the transport and processing of solder dross dangerous. Recognizing this problem, the team in Penang set out to improve the process by designing a simplified recycling system built into wave machines that eliminates multiple steps of human intervention, including the transport of hazardous substances across working areas. The solution has not only drastically increased wave soldering quality and safety, but has also saved costs related to solder bar usage by approximately $460,800 per year per plant. Jabil is now working to implement this solution across our plants for maximum impact.

Chemical Safety and Management

Through our strict risk management processes for chemical safety, Jabil protects our employees, the communities in which we operate and the end users of our products. We consistently assess and audit chemicals used in our manufacturing processes in order to ensure safe storage and disposal of chemicals, avoid exposing our employees to high occupational risks and mitigate other potential risks. Highly toxic chemicals, such as benzene and hexane, are strictly banned from Jabil factories worldwide.

We stay fully compliant with all industrial best practices and corporate standards, including providing separate storage facilities and secondary containment for liquid chemicals as needed.

At each Jabil plant, the site operations manager is responsible for ensuring approval for chemicals use tracking their usage, training employees on proper handling and overseeing disposal and cleanup. The corporate EHS team provides oversight of sourcing, intake, storage, use and disposal of chemicals in our manufacturing plants.

Managing Chemical Storage

The chemical explosion disaster at the warehouse of a logistics company in the industrial port of Tianjin, China, in August 2015 underscores the importance of ensuring that hazardous and flammable chemicals and gases are stored safely. Jabil takes this responsibility very seriously, and we employ a strict management approach for our own chemical storage.

Over the past two years, guided by internal and external audits, we have undertaken a robust process to systematically raise the bar on our own internal safety standards for chemical management by assessing and identifying potential risks at our more than 100 chemical storage sites across Jabil. We have proactively strengthened controls and made necessary modifications and retrofits at storage facilities for enhanced safety going forward.

We consistently assess and audit chemicals used in our manufacturing processes in order to ensure safe storage and disposal of chemicals, avoid exposing our employees to high occupational risks and mitigate other potential risks.

VOLATILE ORGANIC COMPOUNDS

Jabil monitors toxic volatile organic compounds (VOCs) in our global operations through a real-time system that triggers an alarm when internationally recognized standards are exceeded. Timely corrective actions and risk management procedures can then be executed. We train specialized EHS staff at all factories that have VOC-emitting processes and have global in-house expertise on the corporate EHS team.

We are continually striving to reduce VOCs and have succeeded in doing so in some locations by as much as 90 percent. For example, in our Suzhou, China, facility, an air emissions treatment system called a Regenerative Catalytic Oxidizer (RCO) neutralizes emissions from the use of oil-based paints and solvents. The RCO prevents emissions through thermal and catalytic oxidation, converting pollutants to carbon dioxide and water vapor.

We have switched 95 percent of our metal production from the use of 100-percent oil-based lubrication to 70-percent water-based, which also reduces VOC emissions. Our Wuxi Plastic facility uses 100-percent water-based paint, which emits very low VOCs.

BANNED AND RESTRICTED SUBSTANCES

Many countries have set restrictions on the use, takeback and recycling of certain substances with environmental impacts. In the European Union, the regulations we are subject to on banned and restricted substance requirements include Registration, Evaluation, Authorization and Restriction of Chemical Substances (REACH) and the Restriction on Hazardous Substances (RoHS). Jabil complies with all applicable laws and regulations for banned and restricted substances, and we require our suppliers to comply as well. We go beyond the minimum requirements of many companies by requiring component-level substance transparency, full disclosure of all substances, and data reporting from our suppliers.

COMPLIANCE

Chemical safety is a joint responsibility that Jabil shares with customers and we actively work with them to comply with all relevant regulations. Our customers bear primary responsibility for ensuring legal compliance, since they specify the bill of materials, including chemicals, for each product that we manufacture. In Fiscal 2015, Jabil did not incur any fines related to chemical safety or management noncompliance.

Environmental health and safety compliance is also a commitment we take very seriously when it comes to mergers and acquisitions (M&A). Jabil has set in motion key metrics for M&A that focus on performance in these areas. For example, we may require remediation of ground contamination or other violations at some sites before a transaction can proceed. We have tightened the M&A process to ensure that within 12 months of closing M&A deals, sites will focus on the adoption of Jabil's strong culture for sustainability and EHS metrics.

Community

Guided by a culture of employee empowerment, we take a grassroots approach to giving that reflects our employees' understanding of, and engagement in, local needs. Our efforts primarily benefit communities in one of three ways: volunteering, charitable giving and partnerships.

Health, education, youth engagement and the environment have emerged as priorities for our employees around the world.

During Fiscal 2015, Jabil's Social and Environmental Responsibility (SER) team identified a technology solution that will allow for better tracking of our employees' volunteer time and the organizations and causes they are investing in. Launching in 2016, it will also promote new volunteering events and opportunities.

Moving forward, we will further enhance our data collection and analysis capabilities in order to better measure the impact of our efforts. We will build on that knowledge to continue to encourage employees to engage meaningfully in their communities.

HIGHLIGHT

Innovative Volunteering for Community Impact

Many of our employees use their skills and expertise to help others in need. Condor Ng, the Operations Manager at Jabil's tooling site in Shenzhen, China, volunteers each year to assemble donated wheelchairs for low-income people with disabilities. SEE CASE STUDY, PAGE 52 ▶

HIGHLIGHT

Assisting Underserved Students

Thousands of underprivileged elementary school students in Pinellas County, Florida, went back to school in August 2015 with a backpack full of supplies, thanks to generous donations from Jabil and the local community during the Pinellas Education Foundation's annual "Stuff the Bus" campaign. SEE CASE STUDY, PAGE 54 ▶

HIGHLIGHT

Supporting Education for the Leaders of Tomorrow

Jabil is committed to the educational development of tomorrow's leaders, particularly in the subjects of science, technology, engineering and math (STEM). Jabil's site in Clinton, Massachusetts, sponsors a local robotics team of students that won accolades in the 2015 FIRST Robotics Competition (FRC) World Championships. SEE CASE STUDY, PAGE 55 ▶

Community Engagement Strategy

Jabil's culture of employee empowerment underscores our community engagement strategy. Our sites around the world support the charitable organizations that matter most to employees. In turn, our employees lead volunteer efforts, philanthropic initiatives and community partnerships. We seek to support their efforts and celebrate their generosity both on a local and corporate level.

During Fiscal 2015, we initiated a new partnership with the social enterprise Good Done Great to integrate an online, mobile platform at Jabil sites that will promote and recognize volunteering while tracking important data. Formally launching in 2016, the new platform will connect employees to new volunteer opportunities, enable them to invite friends to join their efforts

and track their hours. Jabil will have greater visibility into how many total employees are volunteering, the number of hours they are giving and what causes and organizations are most important to them. We believe this solution will be an important step towards understanding our global efforts and, most importantly, their impacts.

Volunteerism

Around the world, Jabil employees donate their time and talents to making a difference in their local communities. In Fiscal 2014, more than 14,000 employees reported volunteering, and we estimated that they volunteered more than 100,000 hours. While our data for Fiscal 2015 does not confirm the full extent of site-based activities, we estimate that participation this past year was as high, if not higher.

Many employees take it upon themselves to independently volunteer for the causes and organizations that they feel strongly about and then share their experiences with colleagues. By doing so, they raise awareness of community causes and multiply the impact. Employees often ask their operations managers for funds to support an event or initiative, and, on a site-by-site basis, managers may also grant employees time off during work hours to pursue volunteer efforts. Outstanding individual efforts during Fiscal 2015 include:

• David Orozco Bordson, Americas Compensation and Benefits Manager at Jabil's facility in Guadalajara, Mexico, regularly organizes local volunteer events to support shelters for children and people with mental and physical disabilities. David's own brother is disabled, spurring his passion to help others. This year, he and a team of Jabil employees worked with a local orphanage for girls to host fun events at the Jabil facility, including face painting and dancing. The team also visits hospitals and organizes outings with disabled community members. "Our volunteers share their time in order to help the community, but often, we find that the community enriches us and helps us learn new things too," David said.

Also at Jabil Guadalajara, employees and their children focused on a Reforestation Program for La Primavera Forest, a locally protected natural resource of 90,000 acres. Volunteer groups, including Jabil, work to reclaim

CASE STUDY

Innovating for Community Impact

Many of our employees use their skills and expertise to help others in need. Condor Ng, the Operations Manager at Jabil's tooling site in Shenzhen, China, volunteers with the HIS Foundation, a faith-based ministry that organizes global volunteers to assemble and distribute simple, functional wheelchairs to local people with disabilities. Through generous partnerships and donations, the HIS Foundation provides wheelchairs at no cost to those in need.

As a wheelchair mission leader, Ng recruited more than 20 volunteers from Hong Kong for his most recent mission to central China in May 2015. He and his team were tasked with assembling 1,100 wheelchairs in three days, and they embraced the challenge. Ng successfully guided an efficient and cooperative assembly station, meeting and exceeding the project goals.

One of the most rewarding parts of the experience for Ng was the home visits at the end of the trip, where he was able to deliver wheelchairs and meet members of the community. "I saw the joy on people's faces and realized that these wheelchairs don't just provide more physical freedom, but also emotional and spiritual relief," he said. "People can now get out of the house, make new connections and enjoy the sunshine. What I have received from this short-term mission far exceeds what I have given, and it has made me further appreciate what I have."

and restore a total of about 1,000 acres annually that have been lost to cattle or forest fires. "The earth gives us so much, but we don't always give back. I'm teaching my son that we have to care about the environments in which we live," said Martín Sandoval, Director of Manufacturing Operations, Jabil Guadalajara.

• Toni Jones, Senior Manager, Employee Engagement, at Jabil's headquarters in St. Petersburg, Florida, is a dedicated weekly volunteer with Big Brothers Big Sisters of Tampa Bay, which serves approximately 3,000 children by matching them with caring volunteers and providing educational opportunities. In 2015, Toni helped recruit 37 Jabil employees, twice as many as the prior year. "I have seen first-hand the impact that volunteering for even one hour a week can have on these children. I am proud to work for a company that not only encourages giving back to our communities, but also creates meaningful opportunities to do so," Toni said.

Charitable Giving

Through corporate and personal giving, each Jabil site supports local efforts and organizations that matter most to the people who live there.

Some sites also match employee donations to nonprofit organizations and charities. We donate company funding to amplify local initiatives to assist neighbors in need and enhance community well-being.

Better data collection and company-wide reporting for philanthropic giving is one of our objectives moving forward. We will focus on tracking total donations, identifying which organizations and causes employees are investing in and celebrating employee involvement through support and incentives.

Some highlights of how Jabil sites donated to communities around the world in Fiscal 2015 include:

- Jabil promptly responds to natural disasters that strike the communities where we operate. In April and May 2015, Nepal experienced two devastating earthquakes that claimed thousands of lives, injured thousands more and left tens of thousands homeless. Jabil employs nearly 800 Nepalese people in our Malaysian operations, and 211 were adversely impacted by the disasters. We quickly offered support to our Jabil family who experienced direct loss of family members and homes. Jabil provided psychological, financial and other support to ensure that our impacted employees were able to communicate with their families and have the time and resources to travel home to help rebuild. In total, Jabil Penang donated more than $30,000 in relief funds to our impacted employees' families, made up of both employee donations and corporate support.

- Jabil Singapore employees created a year-long list of fundraising activities in Fiscal 2015 through which they raised about $79,000. The year was dedicated to raising awareness for childhood cancer, and the Children's Cancer Foundation (CCF)

Jabil InControl™ Nepal Earthquake

The violent earthquake that shook Nepal in April 2015 killed 8,000 people and injured 21,000 more. While our supply chain team immediately took to the Jabil InControl™ platform (see Supply Chain) to monitor the potential impact on our production, human resources turned their attention to our employees with families at home in Nepal.

They approached the Jabil InControl™ platform team for an analysis of the affected area. Across our sites, we have more than 200 employees whose families live in Nepal and the surrounding area. In response, we launched an internal fundraising campaign to help support their families as they recover and rebuild.

While we aren't yet able to use the Jabil InControl™ platform to directly identify employees and their families affected by disasters and crises, the earthquake highlighted the human potential of our global analytical capabilities. As a result, we are currently exploring ways to enhance Jabil InControl™ to better support our employees all over the world in times of need.

was selected as the 2015 charity of the year. CCF provides a holistic range of services to help sick and recovering children rebound from illness and live full and happy lives. Fundraising activities included a Family Carnival Day where employees sold food, gently-used items and tickets for games. In another event, a group of 34 employees and the Chairperson of CCF shaved their heads in exchange for donations.

Continuing this generous spirit, and in conjunction with Jabil's upcoming 50-year anniversary, Jabil Singapore will clock 50 hours of team community outreach across 10 activities in 2016. The first event at a mental health institution took place in April 2016.

- Gyöngyi Mirkó, Production Leader at the Jabil site in Hungary, is a trailblazer in organizing teams of Jabil volunteers to support local area children through charitable giving opportunities. In Fiscal 2015, the team supported local schools by donating paper and other supplies, as well as painting walls and setting up a garden. At Christmas, Mirkó helped to organize a collection to provide 160 school children with gifts. "Giving back to the community is part of the Jabil culture. Even giving a smile or paying that extra level of attention can be a great help to someone. If we join forces, we can do anything," she said.

"Giving back to the community is part of the Jabil culture. Even giving a smile or paying that extra level of attention can be a great help to someone. If we join forces, we can do anything."

GYÖNGYI MIRKÓ
Production Leader, Jabil Hungary

CASE STUDY

"Stuffing the Bus" with School Supplies

Thousands of elementary school students in Pinellas County, Florida, went back to school in August 2015 with a backpack full of supplies, thanks to generous donations from Jabil, county service departments, local businesses and the community. The annual campaign to "Stuff the Bus" full of backpacks, notebooks, pencils and other school supplies for local children is led by the Pinellas Education Foundation, which Jabil has supported for the past 15 years.

According to the Foundation, 52 percent of area students qualify for free or reduced lunch, approximately 11 percent of the families live at the poverty level and 2,110 children are homeless.

Jabil employees and other community members personally donated school supplies to support this effort. On the day of the event, St. Petersburg's Mayor, Rick Kriseman, and a team of police and fire officials greeted community members who dropped off items, and seven Jabil employees, including interns from the Saltire Foundation, helped to organize community donations.
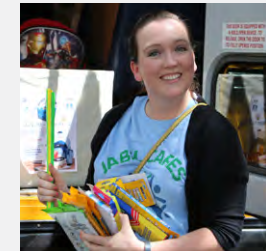
"The support provided by Jabil and other community volunteers made it possible for these students to start off the school year with all the supplies they need to succeed," said Rich Engwall, Director of St. Pete's Promise, Pinellas Education Foundation. "It's great to see the community come together around this important cause."

Partnerships

Forging strategic partnerships, including those that are philanthropic and educational, is critical to our commitment to the communities in which Jabil operates.

In Fiscal 2015, Jabil continued its key partnership with the Tampa Bay Lightning hockey team and its Lightning Community Heroes Program, backed by the Lightning Foundation.

At each of the Lightning's regular season home and playoff games over the past five seasons, the Lightning Foundation has celebrated a local hero and donated $50,000 to the nonprofit charity (or charities) of his or her choice. The stories shared by these courageous and inspiring individuals have resonated with millions of hockey fans, often inspiring them to give back too.

Throughout the course of the 2014–2015 season, more than 100 Jabil employees served as Ambassadors in the Community Heroes Suite where they got to experience first-hand the tremendous work of these local heroes who have dedicated their lives to helping those in need.

Forging strategic partnerships, including those that are philanthropic and educational, is critical to our commitment to the communities in which Jabil operates.

Mentoring for Success

Education is a top priority for Jabil's community partnerships, which is reflected in our work with institutions that support the development of tomorrow's leaders, particularly in the subjects of science, technology, engineering and math (STEM). We connect our employees with community programs and nonprofits that mentor students through hands-on STEM projects.

In 2014, Jabil's site in Auburn Hills, Michigan, established a partnership with the Plymouth Canton Community Schools and Lightning Robotics, an extracurricular team comprised of more than 130 high school students and 36 mentors from local companies, including Jabil.

"Students learn a variety of skills they can continue to use the rest of their lives, including Computer Aided Design, programming, manufacturing, public speaking, wiring and circuitry, leadership, photography, video production and writing," said Joseph Jagadics, an Industrial Engineer at Jabil's Auburn Hills site. "We have a vested interest in preparing the next generation of employees—students have received internships at our site to further develop the skills they've learned."

In addition, Jabil's Nypro site in Clinton, Massachusetts, sponsors a local robotics team to connect students with STEM fields. Their team recently partnered with the Auburn Hills team to participate in a series of competitions culminating in the 2015 FIRST (For Inspiration and Recognition of Science and Technology) Robotics Competition (FRC) World Championships. Their robot, named Flash, was successfully designed to lift and stack boxes. The team won several accolades for their hard work throughout the season, including an Entrepreneurship Award, Quality Award, District Finalist designation and the Chairman's Award. This opportunity is an exciting way for the students to showcase their work and meet others interested in STEM fields.

Data Summary

Company Overview

FINANCIAL HIGHLIGHTS[1]

(fiscal years)		2013		2014		2015
Net revenue ($ 000)	$	17,249,493	$	15,762,146	$	17,899,196
Operating income ($ 000)	$	452,419	$	204,074	$	555,411
Operating margin (%)		2.6%		1.3%		3.1%
Net income attributable to Jabil Circuit, Inc. ($ 000)	$	371,482	$	241,313	$	284,019
Net earnings per diluted share ($)	$	1.79	$	1.19	$	1.45
Weighted average diluted shares outstanding (#)		207,815		202,497		196,005
Cash dividends declared, per share ($)	$	0.32	$	0.32	$	0.32
Share repurchases ($ 000)	$	129,262	$	260,274	$	85,576

[1] Fiscal years 2013 through 2015 exclude revenues from Jabil's aftermarket services business. On April 1, 2014, Jabil completed the sale of the aftermarket services business except for the Malaysian operations, for which the sale was completed on December 31, 2014.

Supply Chain

SUPPLY CHAIN

(fiscal years)	2013	2014	2015
SER Risk Assessments Completed (#)	61	410	966
SER Audits (#)	0	51	26
Quality Audits (#)	86	140	207
In-Scope Suppliers Providing Completed Conflict Minerals Declaration (#)	537	4,409	3,815
In-Scope Suppliers Providing Completed Conflict Minerals Declaration by Spend (%)	12%	73%	89%

Workforce

INTRODUCTION

GOVERNANCE
AND ETHICS

SUPPLY CHAIN

EMPLOYEES

ENVIRONMENT

COMMUNITY

DATA SUMMARY

GRI INDEX

JABIL'S GLOBAL WORKFORCE[1]

(fiscal years)	2013	2014	2015
Total Employees (#)	**176,290**	**141,595**	**161,000**
Direct Labor (%)	77.0%	80.0%	77.3%
Indirect Labor (%)	23.0%	20.0%	22.7%
Americas (#)	26,904	15,915	20,907
Direct Labor (%)	73.0%	65.8%	60.1%
Indirect Labor (%)	27.0%	34.2%	39.9%
Europe (#)	24,751	12,201	12,569
Direct Labor (%)	31.6%	52.0%	51.0%
Indirect Labor (%)	68.4%	48.0%	49.0%
Asia (#)	124,635	113,479	127,524
Direct Labor (%)	86.9%	85.0%	82.8%
Indirect Labor (%)	13.1%	15.0%	17.2%

TURNOVER RATE[2]

	2013	2014	2015
Americas (%)	41.1%	57.2%	42.2%
Europe (%)	30.6%	26.70%	20.0%
Asia (%)	158.5%	192.7%	157.4%
Total (%)	**124.6%**	**158.5%**	**130.2%**

FEMALE REPRESENTATION[2]

	2013	2014	2015
Total (%)	**50.0%**	**46.2%**	**46.2%**
Direct Labor (%)	54.3%	50.0%	50.9%
New Hires (%)	44.4%	42.0%	44.4%
Americas (%)	48.7%	47.8%	47.5%
Europe (%)	42.2%	44.2%	45.3%
Asia (%)	44.2%	41.8%	44.1%

[1] Global workforce figures reflect those listed in 2013–2015 Form 10-K.
[2] Human Resources data is calculated as a percentage of annual average headcount and will at times differ from Form 10-K figures.

Workforce (continued)

WORKPLACE HEALTH AND SAFETY

(fiscal years)	2013	2014	2015
Total Recordable Injury Rate[3]	-	0.29	0.25
Fatalities (#)	0	2	0
Health- and Safety-Focused Audits (#)	50	60	60
OHSAS 18001 Certification—(# of sites)	15	20	14

EMPLOYEE TRAINING AND DEVELOPMENT

	2013	2014	2015
Direct Labor (average hours)	80	80	80
Indirect Labor (average hours)	40	27	40

[3] Total recordable injury rate is calculated by multiplying total recordable injury by 200,000 and dividing by the total number of labor hours.

Environmental Performance

ENERGY USE

(fiscal years)	2014	2015
Electricity (MWh)	1,312,405	1,642,377
Fuel (MWh)	83,898	75,602
Steam (MWh)	38,193	72,345
Other (MWh)[1]	66,069	65,897
Total (MWh)	**1,500,565**	**1,856,221**

GHG EMISSIONS

	2014	2015
Scope 1 Emissions (metric tons CO_2e)	38,395	37,041
Scope 2 Emissions (metric tons CO_2e)	923,022	1,190,600
Scope 3 Emissions (metric tons CO_2e)	55,577	35,326
Total (metric tons CO_2e)	**1,016,994**	**1,262,967**

PERFORMANCE

	2014	2015
Emissions Intensity (Kg CO_2e per $1,000 sales[2])	61.29	58.54
Energy Intensity (kWh per $1,000 sales[2])	90.43	86.04

PURCHASED WATER CONSUMPTION AND DISCHARGE

	2014	2015
Purchased (cubic meters)	7,201,541	10,780,553
Discharged (cubic meters)	1,689,901	1,807,035

ESTIMATED TOTAL WASTE BY TYPE

	2014	2015
eScrap/eWaste (metric tons)	3,708	2,398
Hazardous Waste (metric tons)	2,651	3,270
Incinerated/Destroyed Waste (metric tons)	1,695	1,519
Landfilled Waste (metric tons)	15,224	19,383
Other Wastes (metric tons)	2,874	1,868
Recycled Waste (metric tons)	25,757	25,779
Total (metric tons)	**51,909**	**54,217**

[1] Other fuels used may include gasoline/petrol, diesel, natural gas, liquefied petroleum gas, jet fuel or refrigerants.
[2] Carbon-generating revenue includes intercompany transactions, which are excluded from revenue totals in the Form 10-K.

GRI Index

This index contains standard disclosures from the Global Reporting Initiative (GRI) G4 Sustainability Reporting Guidelines.

GENERAL STANDARD DISCLOSURES

INDICATOR	DESCRIPTION	LOCATION	REPORTED
STRATEGY AND ANALYSIS			
G4-1	Statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability	Introduction/Message from the CEO, pg. 3	FULLY
G4-2	Key impacts, risks and opportunities	Introduction/Message from the CEO, pg. 3 Employees Environment Governance	FULLY
ORGANIZATIONAL PROFILE			
G4-3	Name of the organization	Introduction/About Jabil, pg. 5	FULLY
G4-4	Primary brands, products and services	Introduction/About Jabil, pg. 5	FULLY
G4-5	Location of the organization's headquarters	Introduction/About This Report, pg. 6	FULLY
G4-6	Number of countries where the organization operates and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report	Introduction/Message from the CEO, pg. 3 Introduction/About Jabil, pg. 5	FULLY
G4-7	Nature of ownership and legal form	2015 Annual Report	FULLY
G4-8	Markets served (including geographic breakdown, sectors served and types of customers and beneficiaries)	Introduction/About Jabil, pg. 5	FULLY
G4-9	Scale of the organization	Introduction/About Jabil, pg. 5	FULLY
G4-10	Total workforce by employment contract and gender	Employees/Global Workforce, pg. 27 Employees/Diversity and Inclusion, pg. 31	PARTIALLY
G4-11	The percentage of total employees covered by collective bargaining agreements	Governance/Human and Labor Rights, pg. 16	PARTIALLY
G4-12	The organization's supply chain	Supply Chain/Jabil's Supply Chain, pg. 20	FULLY
G4-13	Significant changes during the reporting period regarding the organization's size, structure, ownership or its supply chain	Introduction/About Jabil, pg. 5 2015 Annual Report	FULLY
G4-15	Externally developed economic, environmental and social charters, principles or other initiatives to which the organization subscribes or which it endorses	Governance	FULLY
G4-16	Memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization holds a position on the governance body, participates in projects or committees, provides substantive funding beyond routine membership dues or views membership as strategic	Governance	FULLY

GENERAL STANDARD DISCLOSURES

INDICATOR	DESCRIPTION	LOCATION	REPORTED
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES			
G4-17	All entities included in the organization's consolidated financial statements or equivalent documents and whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report	Introduction/About Jabil, pg. 5 2015 Annual Report	FULLY
G4-18	The process for defining the report content and the Aspect Boundaries and how the organization has implemented the Reporting Principles for Defining Report Content	Introduction/About This Report, pg. 6	FULLY
G4-22	The effect of any restatements of information provided in previous reports and the reasons for such restatements	Introduction/About This Report, pg. 6 Employees/Workplace Heath and Safety, pg. 28 Environment/Environmental Management Approach, pg. 40	PARTIALLY
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	Introduction/About This Report, pg. 6	PARTIALLY
STAKEHOLDER ENGAGEMENT			
G4-24	a. Provide a list of stakeholder groups engaged by the organization	Introduction/About This Report, pg. 6 Full Report	FULLY
G4-25	The basis for identification and selection of stakeholders with whom to engage	Introduction/About This Report, pg. 6 Governance/Social and Environmental Responsibility, pg. 12	PARTIALLY
G4-26	The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process	Introduction/About This Report, pg. 6 Governance/Social and Environmental Responsibility, pg. 12	FULLY
G4-27	Key topics and concerns that have been raised through stakeholder engagement and how the organization has responded to those key topics and concerns, including through its reporting	Full Report	PARTIALLY
REPORT PROFILE			
G4-28	Reporting period (such as fiscal or calendar year) for information provided	Introduction/About This Report, pg. 6	FULLY
G4-29	Date of most recent previous report (if any)	Introduction/About This Report, pg. 6	FULLY
G4-30	Reporting cycle (such as annual, biennial)	Introduction/About This Report, pg. 6	FULLY
G4-31	Contact point for questions regarding the report or its contents	Introduction/About This Report, pg. 6	FULLY
G4-32	a. Report the 'in accordance' option the organization has chosen; the GRI Content Index for the chosen option and the reference to the External Assurance Report, if the report has been externally assured	Introduction/About This Report, pg. 6	FULLY
G4-33	The organization's policy and current practice with regard to seeking external assurance for the report	Introduction/About This Report, pg. 6	FULLY

INTRODUCTION

GOVERNANCE
AND ETHICS

SUPPLY CHAIN

EMPLOYEES

ENVIRONMENT

COMMUNITY

DATA SUMMARY

GRI INDEX

GENERAL STANDARD DISCLOSURES

INDICATOR	DESCRIPTION	LOCATION	REPORTED
GOVERNANCE			
G4-34	The governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts	Governance/Corporate Governance, pg. 9	FULLY
G4-35	The process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees	Governance/Social and Environmental Responsibility, pg. 12	PARTIALLY
G4-36	Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body	Governance/Social and Environmental Responsibility, pg. 12	FULLY
G4-37	Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body	Governance/Social and Environmental Responsibility, pg. 12	PARTIALLY
G4-38	The composition of the highest governance body and its committees	Proxy Statement	FULLY
G4-39	Whether the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organization's management and the reasons for this arrangement)	Proxy Statement	FULLY
G4-40	The nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members	Proxy Statement	FULLY
G4-41	Processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders.	Proxy Statement	FULLY
G4-42	The highest governance body's and senior executives' roles in the development, approval and updating of the organization's purpose, value or mission statements, strategies, policies and goals related to economic, environmental and social impacts	Governance/Social and Environmental Responsibility, pg. 12	PARTIALLY
G4-43	The measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics	Governance/Social and Environmental Responsibility, pg. 12	FULLY
G4-44	a. The processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics and whether such evaluation is independent or not, and its frequency b. Actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics, including, as a minimum, changes in membership and organizational practice	Governance/Social and Environmental Responsibility, pg. 12 Proxy Statement	FULLY

GENERAL STANDARD DISCLOSURES

INDICATOR	DESCRIPTION	LOCATION	REPORTED
GOVERNANCE (continued)			
G4-45	a. The highest governance body's role in the identification and management of economic, environmental and social impacts, risks and opportunities. Include the highest governance body's role in the implementation of due. diligence processes b. Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities	Governance/Social and Environmental Responsibility, pg. 12 Proxy Statement	FULLY
G4-46	The highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics	Governance/Corporate Governance, pg. 9	FULLY
G4-47	The frequency of the highest governance body's review of economic, environmental and social impacts, risks and opportunities	Governance/Social and Environmental Responsibility, pg. 12	FULLY
G4-48	a. Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered	Chief Executive Officer	FULLY
G4-49	The process for communicating critical concerns to the highest governance body	Governance/Ethics and Compliance, pg. 10 Proxy Statement	
G4-50	The nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them	Governance/Ethics and Compliance, pg. 10	PARTIALLY
G4-51	a. The remuneration policies for the highest governance body and senior executives b. How performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives	Proxy Statement	FULLY
G4-52	The process for determining remuneration. Whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Any other relationships which the remuneration consultants have with the organization	Employees/Employee Engagement and Recognition, pg. 34 Proxy Statement	PARTIALLY
ETHICS AND INTEGRITY			
G4-56	The organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	Governance/Ethics and Compliance, pg. 10	FULLY
G4-57	The internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines	Governance/Ethics and Compliance, pg. 10	FULLY
G4-58	The internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines	Governance/Ethics and Compliance, pg. 10	FULLY

GENERAL STANDARD DISCLOSURES

INDICATOR	DESCRIPTION	LOCATION	REPORTED
CATEGORY: ECONOMIC			
Economic Performance			
G4-DMA	Disclosures on management approach (DMA)	Introduction/About Jabil, pg. 5 2015 Annual Report	FULLY
G4-EC1	Direct economic value generated and distributed	Introduction/About Jabil, pg. 5 2015 Annual Report	FULLY
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	2015 Annual Report	FULLY
G4-EC3	Coverage of the organization's defined benefit plan obligations	Employees/Employee Engagement and Recognition, pg. 34	FULLY
Indirect Economic Impacts			
G4-DMA	Disclosures on management approach (DMA)	Governance/Social and Environmental Responsibility, pg. 12	PARTIALLY
G4-EC7	Development and impact of infrastructure investments and services supported	Employees/Workplace Health and Safety, pg. 28	PARTIALLY
G4-EC8	Significant indirect economic impacts, including the extent of impacts	Community Employees Environment Governance/Social and Environmental Responsibility, pg. 12 Supply Chain	PARTIALLY
Procurement Practices			
G4-DMA	Disclosures on management approach (DMA)	Supply Chain	FULLY
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	Supply Chain/Jabil's Supply Chain, pg. 20	PARTIALLY
CATEGORY: ENVIRONMENTAL			
Energy			
G4-DMA	Disclosures on management approach (DMA)	Environment/ Energy and Emissions, pg. 41	FULLY
G4-EN3	Energy consumption within the organization	Environment/ Energy and Emissions, pg. 41	FULLY
G4-EN5	Energy intensity	Environment/ Energy and Emissions, pg. 41	FULLY
G4-EN6	Reduction of energy consumption	Environment/ Energy and Emissions, pg. 41	FULLY
G4-EN7	Reductions in energy requirements of products and services	Environment/ Energy and Emissions, pg. 41	PARTIALLY

GENERAL STANDARD DISCLOSURES

INDICATOR	DESCRIPTION	LOCATION	REPORTED
CATEGORY: ENVIRONMENTAL (continued)			
Water			
G4-DMA	Disclosures on management approach (DMA)	Environment/Water Management, pg. 44	PARTIALLY
G4-EN8	Total water withdrawal by source	Environment/Water Management, pg. 44	PARTIALLY
G4-EN10	Percentage and total volume of water recycled and reused	Environment/Water Management, pg. 44	PARTIALLY
Emissions			
DG4-DMA	Disclosures on management approach (DMA)	Environment/ Energy and Emissions, pg. 41	FULLY
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Environment/ Energy and Emissions, pg. 41	FULLY
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Environment/ Energy and Emissions, pg. 41	FULLY
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Environment/ Energy and Emissions, pg. 41	FULLY
G4-EN18	Greenhouse gas (GHG) emissions intensity	Environment/ Energy and Emissions, pg. 41	FULLY
G4-EN19	Reduction of greenhouse gas (GHG) emissions	Environment/ Energy and Emissions, pg. 41	FULLY
Effluents and Waste			
G4-DMA	Disclosures on management approach (DMA)	Environment/Waste Management, pg. 45	FULLY
G4-EN22	Total water discharge by quality and destination	Environment/Water Management, pg. 44	PARTIALLY
G4-EN23	Total weight of waste by type and disposal method	Environment/Waste Management, pg. 45	FULLY
G4-EN25	Weight of transported, imported, exported or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III and VIII, and percentage of transported waste shipped internationally	Environment/Waste Management, pg. 45	FULLY
Products and Services			
G4-DMA	Disclosures on management approach (DMA)	Environment	PARTIALLY
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	Environment/ Energy and Emissions, pg. 41 Environment/Water Management, pg. 44 Environment/Waste Management, pg. 45 Environment/Chemical Safety and Management, pg. 47	FULLY

GENERAL STANDARD DISCLOSURES

INDICATOR	DESCRIPTION	LOCATION	REPORTED
CATEGORY: ENVIRONMENTAL (continued)			
Compliance			
G4-DMA	Disclosures on management approach (DMA)	Environment/Environmental Management Approach, pg. 40 Governance/SER Compliance and Audits, pg. 14	FULLY
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Environment/Chemical Safety and Management, pg. 47	PARTIALLY
Transport			
G4-DMA	Disclosures on management approach (DMA)	Environment/Environmental Management Approach, pg. 40	PARTIALLY
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	CDP Report	PARTIALLY
Overall			
G4-DMA	Disclosures on management approach (DMA)	Environment/Environmental Management Approach, pg. 40	PARTIALLY
G4-EN31	Total environmental protection expenditures and investments by type	Environment/ Energy and Emissions, pg. 41 Environment/Waste Management, pg. 45 Environment/Water Management, pg. 44	PARTIALLY
Supplier Environmental Assessment			
G4-DMA	Disclosures on management approach (DMA)	Supply Chain/Supply Chain Management, pg. 21	FULLY
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	Supply Chain/Supply Chain Management, pg. 21	PARTIALLY
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	Environment/Environmental Management Approach, pg. 40 Environment/Waste Management, pg. 45 Environment/Chemical Safety and Management, pg. 47 Supply Chain/Supply Chain Management, pg. 21	PARTIALLY

INTRODUCTION

GOVERNANCE
AND ETHICS

SUPPLY CHAIN

EMPLOYEES

ENVIRONMENT

COMMUNITY

DATA SUMMARY

GRI INDEX

GENERAL STANDARD DISCLOSURES

INDICATOR	DESCRIPTION	LOCATION	REPORTED
CATEGORY: SOCIAL			
Labor Practices And Decent Work			
Employment			
DG4-DMA	Disclosures on management approach (DMA)	Employees	FULLY
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	Employees/Global Workforce, pg. 27	PARTIALLY
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	Employees/Employee Engagement and Recognition, pg. 34	PARTIALLY
Occupational Health and Safety			
G4-DMA	Disclosures on management approach (DMA)	Employees/Workplace Health and Safety, pg. 28	FULLY
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	Employees/Workplace Health and Safety, pg. 28	PARTIALLY
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days and absenteeism, and total number of work-related fatalities, by region and by gender	Employees/Workplace Health and Safety, pg. 28	PARTIALLY
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	Employees/Workplace Health and Safety, pg. 28	FULLY
Training and Education			
G4-DMA	Disclosures on management approach (DMA)	Employees	PARTIALLY
G4-LA9	Average hours of training per year per employee by gender, and by employee category	Employees/Learning and Development, pg. 36	PARTIALLY
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Employees/Learning and Development, pg. 36 Employees/Diversity and Inclusion, pg. 31	FULLY
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	Employees/Learning and Development, pg. 36	PARTIALLY
Diversity and Equal Opportunity			
G4-DMA	Disclosures on management approach (DMA)	Employees/Diversity and Inclusion, pg. 31	PARTIALLY
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership and other indicators of diversity	Employees/Diversity and Inclusion, pg. 31	PARTIALLY

GENERAL STANDARD DISCLOSURES

INDICATOR	DESCRIPTION	LOCATION	REPORTED
CATEGORY: SOCIAL			
Labor Practices And Decent Work (continued)			
Supplier Assessment for Labor Practices			
G4-DMA	Disclosures on management approach (DMA)	Supply Chain	FULLY
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	Supply Chain/Supply Chain Management, pg. 21	PARTIALLY
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	Supply Chain/Supply Chain Management, pg. 21 Supply Chain/Supply Chain Audit Program, pg. 22 Governance/Social and Environmental Responsibility, pg. 12	FULLY
Labor Practices Grievance Mechanisms			
G4-DMA	Disclosures on management approach (DMA)	Governance/Ethics and Compliance, pg. 10	PARTIALLY
G4-LA16	Number of grievances about labor practices filed, addressed and resolved through formal grievance mechanisms	Governance/Ethics and Compliance, pg. 10	PARTIALLY
Human Rights			
Investment			
G4-DMA	Disclosures on management approach (DMA)	Supply Chain/Supply Chain Management, pg. 21	FULLY
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Supply Chain/Supply Chain Management, pg. 21	PARTIALLY
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	Governance/Ethics and Compliance, pg. 10 Governance/Human and Labor Rights, pg. 16	PARTIALLY
Freedom of Association and Collective Bargaining			
G4-DMA	Disclosures on management approach (DMA)	Governance/Human and Labor Rights, pg. 16	PARTIALLY
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	Governance/Human and Labor Rights, pg. 16	PARTIALLY

GENERAL STANDARD DISCLOSURES

INDICATOR	DESCRIPTION	LOCATION	REPORTED
CATEGORY: SOCIAL			
Human Rights (continued)			
Child Labor			
G4-DMA	Disclosures on management approach (DMA)	Governance/Human and Labor Rights, pg. 16 Supply Chain	FULLY
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	Governance/Human and Labor Rights, pg. 16 Supply Chain/Supply Chain Audit Program, pg. 22	PARTIALLY
Forced or Compulsory Labor			
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	Governance/Human and Labor Rights, pg. 16 Supply Chain/Supply Chain Audit Program, pg. 22 Supply Chain	FULLY
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	Governance/Human and Labor Rights, pg. 16 Supply Chain/Supply Chain Audit Program, pg. 22	PARTIALLY
Assessment			
G4-DMA	Disclosures on management approach (DMA)	Supply Chain	FULLY
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	Governance/Human and Labor Rights, pg. 16 Supply Chain/Supply Chain Audit Program, pg. 22	PARTIALLY
Supplier Assessment for Human Rights			
G4-DMA	Disclosures on management approach (DMA)	Supply Chain	FULLY
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	Supply Chain/Supply Chain Audit Program, pg. 22	PARTIALLY
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	Governance/Human and Labor Rights, pg. 16 Supply Chain/Supply Chain Audit Program, pg. 22	FULLY
Human Rights Grievance Mechanism			
G4-DMA	Disclosures on management approach (DMA)	Governance/Human and Labor Rights, pg. 16	FULLY

GENERAL STANDARD DISCLOSURES

INDICATOR	DESCRIPTION	LOCATION	REPORTED
CATEGORY: SOCIAL			
Society			
Local Communities			
G4-DMA	Disclosures on management approach (DMA)	Community Employees Supply Chain	PARTIALLY
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments and development programs	Community Employees/Workplace Heath and Safety, pg. 28 Supply Chain/Supply Chain Audit Program, pg. 22	PARTIALLY
Anti-corruption			
G4-DMA	Disclosures on management approach (DMA)	Governance/Ethics and Compliance, pg. 10	FULLY
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Supply Chain/Supply Chain Audit Program, pg. 22	PARTIALLY
G4-SO4	Communication and training on anti-corruption policies and procedures	Governance/Ethics and Compliance, pg. 10	PARTIALLY
Supplier Assessment for Impact on Society			
G4-DMA	Disclosures on management approach (DMA)	Supply Chain/Supply Chain Management, pg. 21	FULLY
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	Supply Chain/Supply Chain Management, pg. 21 Supply Chain/Supply Chain Audit Program, pg. 22	PARTIALLY
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	Governance/Ethics and Compliance, pg. 10 Supply Chain/Supply Chain Management, pg. 21 Supply Chain/Supply Chain Audit Program, pg. 22	FULLY
Product Responsibility			
Customer Health and Safety			
G4-DMA	Disclosures on management approach (DMA)	Environment/ Chemical Safety and Management, pg. 47 Supply Chain/Supply Chain Management, pg. 21	PARTIALLY
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Environment/ Chemical Safety and Management, pg. 47 Supply Chain/Supply Chain Management, pg. 21	PARTIALLY