

Introduction

At Plexus, we believe that it is our responsibility to conduct and promote business practices that are safe, ethical, legal, and socially responsible. We seek to do business with contractors and suppliers that share this commitment, which is integral to our success in achieving sustainable business relationships that are consistent with our company values.

This Supplier Code of Conduct sets out the basic principles that contractors and suppliers, and their own sub-contractors and suppliers, should follow when conducting business for, or on behalf of, Plexus.

Our Company Values

- **Pride:** We achieve more by working together and are proud of our work
- **Opportunity:** Ambition and motivation drives our mutual success
- **Safety:** Adopt a real-life approach to safety
- **Goal Orientated:** Empowered to take ownership and responsibility, focused on results
- **Relationships:** Be responsive and focused on developing valuable relationships
- **Inventive:** Encourage innovation and break new ground
- **Positive:** Friendly place to work, great people to work with

UN Global Compact

Plexus respects and supports all 10 Principles of the UN Global Compact and expects all those who work with, for and on behalf of us to do the same.

Human Rights

- Businesses should support and respect the protection of internationally proclaimed human rights; and
- make sure that they are not complicit in human rights abuses.

Labour

- Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- the elimination of all forms of forced and compulsory labour;
- the effective abolition of child labour; and
- the elimination of discrimination in respect of employment and occupation.

Environment

- Businesses should support a precautionary approach to environmental challenges;
- undertake initiatives to promote greater environmental responsibility; and
- encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

- Businesses should work against corruption in all its forms, including extortion and bribery.

Human Rights / Modern Slavery

Plexus complies with the conventions of the International Labour Organization (ILO) including those concerning the right to organise, the prohibition of child labour, the prohibition of forced or compulsory labour, and of not allowing discrimination in respect of employment and occupation. We carry out our business activities in a way that respects human rights and we expect all those who work with, for and on behalf of us to do so.

Supplier Responsibilities

- **Responsible Business Behavior**

We expect you to comply with this Supplier Code of Conduct and to conduct your business to the highest ethical standards and in compliance with the law. We also expect our contractors and suppliers to provide safe, secure, and healthy working conditions and environment.

- **Child Labour**

Plexus does not use child labour. You must not use child labour and shall ensure this is the case for your sub-contractors and suppliers.

- **Voluntary Employment / Forced Labour**

We believe that employment should be freely chosen. We expect those who do business with us to respect the rights of their employees and their employment is to be on a voluntary basis. All employees shall be free to leave work or terminate their employment with reasonable notice. Contractors and suppliers should not use any prison, slave, bonded, forced or indentured labour or engage in any other forms of compulsory labour, or any other forms of slavery or human trafficking.

- **Working Hours**

You must comply with appropriate working hours requirements as established by law or industry standards. Suppliers should ensure that overtime is voluntary, communicated to the employee and appropriately compensated in accordance with local and international regulations and collective agreements. Employees should be entitled to at least one day off per week and are to be given reasonable breaks while working and sufficient rest periods between shifts. For offshore workers, leave and rest periods should follow applicable regulations and relevant collective agreements.

- **Wages and Benefits**

You should comply with all laws and regulations on pay and benefits. Suppliers should pay employees on time, in accordance with applicable laws, on a regular basis and in a timely manner. Suppliers should provide all legally mandated benefits e.g. public holidays, annual leave, sick days. Wages should meet or exceed the living wage requirement.

- **Equal Opportunity Rights**

You shall provide equal opportunity and treatment in recruitment, hiring, compensation, access to training, employee benefits and services, promotion, termination, and retirement, regardless of age, gender, race, color, disability, religion or belief, language, national or social origin, trade union membership, or any other status recognised by international law.

- **Freedom of Association & Collective Bargaining**

You must respect the right to allow freedom of association. Employees must be free to join associations of their own choosing and have the freedom of collective bargaining, in accordance with applicable laws.

- **Treatment of Employees**

Plexus does not tolerate discrimination, harassment or retaliation. You must not engage in physical, mental, verbal, sexual or any other abuse, inhumane or degrading treatment, corporal punishment, or any form of harassment. All personnel should be treated with respect and dignity. You should have a written disciplinary procedure.

- **Health & Safety**

Plexus and all those who we do business with should comply with all applicable laws and regulations to provide a safe and healthy working environment for all their employees; to have effective health and safety management systems in place; to continuously work to reduce health and safety risks in the workplace; and to educate, train and protect all employees from any harm arising from workplace activities.

- **Environment**

Plexus and those who do business with us integrate environmental considerations in their activities and strive for continuous improvement, by minimising any adverse effects of its activities on the environment; to comply with all relevant local and national environmental laws and regulations, as well as all requirements for environmental licences and permits; and to strive to develop and implement environmental management systems.

- **Business Records**

Accurate and complete business records help us to make informed business decisions, and allow us to meet our responsibilities to shareholders, regulators and other key stakeholders. Receipt of accurate, reliable information and records from our contractors and suppliers is critical to meeting these reporting obligations.

Ethical Standards

The UK Bribery Act has an extra-territorial reach both for UK companies operating abroad and for overseas companies with a presence in the UK. Such companies are bound by the laws of the UK, including the Bribery Act 2010, whether conducting business in the UK or overseas, and Suppliers must act in accordance with those UK laws and any others that apply at all times.

- **Anti-Bribery and Corruption**

Plexus highly values its reputation and to protect this we have a zero-tolerance policy to bribery and corruption. The direct or indirect offer, payment, soliciting or acceptance of bribes in any form is unacceptable and we expect everyone who works with, for or on behalf of Plexus - including contractors, suppliers, business partners or third parties - to comply with the anti-bribery and corruption laws of the UK and the countries where we and they operate.

- **Gifts and Hospitality**

Excessive gifts, entertainment and hospitality can be used to exert improper influence on decision makers. We discourage our staff from accepting gifts and hospitality (G&H) from those we do business with, or

from offering G&H to them. You should never allow G&H, offered or received, to influence business decisions.

- **Tax Evasion and Criminal Facilitation of Tax Evasion**

We have a zero-tolerance policy towards tax evasion and the criminal facilitation of tax evasion, both of which are criminal offences and can be punishable with imprisonment and /or unlimited financial penalties depending on the seriousness of the offence. We take all reasonable steps to prevent the criminal facilitation of tax evasion and expect everyone who works with, for or on behalf of Plexus, including our suppliers, to comply with all applicable laws.

If you know or suspect that tax evasion or the criminal facilitation of tax evasion is taking place, you must report it.

- **Money Laundering**

Money laundering occurs when the proceeds of crime are hidden in legitimate business dealings, or when legitimate funds are used to support criminal activities. We expect you to comply with the law in all your dealings.

If you have knowledge or suspicion that a third party is involved in money laundering in connection with its transaction with Plexus, you must report it. To meet legal requirements, do not let the third party know of your suspicions. Do not falsify, conceal, destroy, or dispose of relevant documents.

- **Anti-Trust**

Plexus supports free enterprise and fair and ethical competition. We expect all those working for, on behalf, and with Plexus to help combat illegal practices including price fixing, bid-rigging, and anticompetitive or monopoly practices. You must not take part in any inappropriate conversation or agreement with our competitors.

- **Trade Compliance**

You must comply with all applicable national and international trade compliance regulations. Trade compliance includes regulations governing the import, export and domestic trading of goods, technology, software and services as well as international sanctions and restrictive trade practices.

Failure to comply with the applicable laws could lead to fines, delays, seizure of goods or loss of export or import privileges, as well as damage to reputation or imprisonment for individuals. It is crucial that you are aware of the requirements and how they apply to your role.

- **Conflicts of Interest**

Personal and business relationships are based on trust. We expect our staff to support the best interest of the company and we expect you to support us in meeting this endeavour. Even the appearance of a conflict of interest – when someone thinks a person's judgment has been compromised – can be as damaging as an actual conflict.

- **Fair Competition**

If the work you perform on behalf of Plexus involves contact with competitors, customers, other suppliers or trade associations – or involves selling, pricing or bidding – it is important that you understand what activities are, or are not, appropriate. All competitive activities must comply with relevant competition and antitrust laws.

- **Products Liability**

We expect our Suppliers to exercise due diligence when designing, manufacturing, and testing products in order to protect against product defects which could harm the life, health or safety of people, or have an adverse impact on the environment.

- **Confidentiality and Privacy**

We expect our contractors and suppliers to protect confidential information belonging to Plexus and should act to prevent its misuse, theft, fraud or improper disclosure. If you believe you have been given access to confidential information in error, you should notify Plexus and refrain from any use or distribution of the information for personal or professional purposes.

- **Personal Information**

Suppliers must ensure that all personal information is controlled in accordance with, and their data and information systems comply with, all applicable laws and regulations. This includes, without limitation, the General Data Protection Regulations and the Data Protection Act 2018.

Managing our Supply Chain

Plexus has robust procedures in place to ensure we work together with our contractors, suppliers and business partners to meet our Supplier Code of Conduct:

Communication

We ensure our approved suppliers have access to and knowledge of our Supplier Code of Conduct. We utilise clauses in contracts to ensure suppliers are contractually obliged to meet the standards set out in our Supplier Code of Conduct and our Anti-bribery and Corruption Procedure.

Supplier Evaluation

We work with suppliers to help identify risk and to implement processes to improve performance and standards.

Compliance Monitoring and Audits

We work with suppliers to help identify non-compliance with our Supplier Code of Conduct, and to develop plans to work with them to achieve the high standards that we expect. Plexus reserves the rights to assess and monitor Suppliers compliance with the Plexus Supplier Code of Conduct at any time.

Plexus Policy of Dealing with Non-Compliance

The objective of the Supplier Code of Conduct is to establish a basis for the positive development of responsible procurement practices through dialogue and ongoing working relationships.

In any cases of a non-compliance of the Code, Plexus will contact you within 24 hours of the discovery of the incident and will, subject to prevailing contractual provisions, request to terminate the practice and set up a dialogue around prevention of the same activity in the future. If you become aware of a situation that you believe may violate this Supplier Code of Conduct, you should report your concerns immediately.

Plexus will endeavour to terminate the business relationship with those who repeatedly and knowingly violate the Code and refuse to collaborate with Plexus in implementing improvement plans. In certain cases, termination may be with immediate effect.

Supplier Code Adherence and Communication

We expect you to take reasonable measures to ensure that your employee's, sub-contractors, and suppliers act in accordance with the Plexus Supplier Code of Conduct.

Suppliers are encouraged to disseminate the Supplier Code of Conduct throughout their own Supply Chain.

What to do if Suppliers have a concern

If it is believed that the Supplier Code of Conduct may have been violated, we encourage communication to be made with a contact at Plexus at the earliest possible opportunity.

Supplier Resources: can be accessed through our website (www.plexus.co.uk/QHSE) or requested from your Supply Chain Contact.

- Supplier Management Procedure
- Anti-bribery and Corruption Procedure
- Plexus Code of Conduct
- Plexus Modern Slavery Statement

For further information on the contents of the Plexus Supplier Code of Conduct please use the links below:

10 Principles of the UN Global Compact <https://www.unglobalcompact.org/what-is-gc/mission/principles>

Bribery Act 2010 <http://www.legislation.gov.uk/ukpga/2010/23/crossheading/general-bribery-offences>

Corruption Perceptions Index http://www.transparency.org/news/feature/corruption_perceptions_index_2016

Department for International Trade <https://www.gov.uk/government/organisations/department-for-international-trade>

Ethical Trading Initiative <http://www.ethicaltrade.org/>

Equality Act 2010 <https://www.gov.uk/guidance/equality-act-2010-guidance>

Foreign Corrupt Practices Act (US) <https://www.justice.gov/sites/default/files/criminal-fraud/legacy/2012/11/14/fcpa-english.pdf>

Global Slavery Index <http://www.globalslaveryindex.org/>

Health and Safety at Work etc. Act 1974 <http://www.legislation.gov.uk/ukpga/1974/37/contents>

Health and Safety Executive <http://www.hse.gov.uk/>

International Labour Organization (ILO) <http://www.ilo.org>

Modern Slavery Act 2015 <http://www.legislation.gov.uk/ukpga/2015/30/contents/enacted>

Organisation for Security and Co-operation in Europe <http://www.osce.org/>

Organisation for Economic Co-operation and Development (OECD) <http://www.oecd.org>

UN Charter <http://www.un.org/en/sections/un-charter/un-charter-full-text/>

UN Slavery Convention <http://www.ohchr.org/EN/ProfessionalInterest/Pages/SlaveryConvention.aspx>

UN's Universal Declaration of Human Rights <http://www.un.org/en/universal-declaration-human-rights/>

Criminal Finances Act 2017 <https://www.gov.uk/government/collections/criminal-finances-act-2017>

General Data Protection Regulation (GDPR) <https://ico.org.uk/for-organisations/guide-to-the-general-data-protection-regulation-gdpr/>