

# Diversity and inclusion policy

## ABOUT FLEX

Flex is a leading sketch-to-scale™ solutions company that designs and builds intelligent products for a connected world. With more than 200,000 professionals across 30 countries and a promise to help make the world Live smarter™, the company provides innovative design, engineering, manufacturing, real-time supply chain insight and logistics services to companies of all sizes in various industries and end-markets. For more information, visit [www.flex.com](http://www.flex.com) or follow us on Twitter [@flexintl](https://twitter.com/flexintl).

## 1.0 PURPOSE

- 1.1. At Flex, we are committed to respecting the diversity of all people throughout our operations and supply chain. This Policy is based upon our intention to conduct business inclusively, legally, ethically and with integrity at all times. This Policy is further supported by related Company policies providing due diligence and remedy procedures.

## 2.0 SCOPE

- 2.1. This Policy is applicable to Flex and each of our subsidiaries and affiliates, all employees on a worldwide basis and to those in our supply chain.

## 3.0 DEFINITIONS AND ABBREVIATIONS

- 3.1. D&I – Diversity and Inclusion
- 3.2. EEO – Equal Employment Opportunity
- 3.3. HRBP – Human Resources Business Partner

## 4.0 POLICY STATEMENT

Flex is committed to fostering, cultivating and preserving a culture of diversity and inclusion. As a company of diverse individuals working together in teams to meet our commitments to customers and shareholders, we recognize that our strength comes from the dedication, talents, experiences and perspectives of every employee.

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well. We embrace and encourage our employees' differences.

We encourage a sense of collective pride and belonging. We strive to ensure that every Flex employee is empowered to do their best work, with ample opportunity for career advancement. Our company diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection, compensation and benefits, professional development and training, promotions, transfers, layoffs, terminations, and the ongoing development of a work environment built on the premise of gender and diversity equity.

Our diversity and inclusion practices encourage and enforce:

- Respectful communication and cooperation between all employees and our supply chain key stakeholders
- Teamwork and employee participation, permitting the representation of group and individual perspectives
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for their diversity
- All of our suppliers to value inclusion and diversity within their own operations

## 5.0 RESPONSIBILITIES

- 5.1. Ensure our hiring, compensation, training, promotion, termination and retirement policies and practices do not discriminate upon the basis of race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, marital status, union membership or political affiliation.
- 5.2. All employees of Flex have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events.
- 5.3. Any employee found to have exhibited inappropriate conduct or behavior against others may be subject to disciplinary action.
- 5.4. Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity and inclusion policy and initiatives should seek assistance from a supervisor or an HR representative.

## 6.0 DOCUMENT REVIEW AND APPROVAL REQUIREMENTS

- 6.1. This document will be maintained on DMS portal

- 6.2. This document will be available for download from DMS Portal
- 6.3. This policy will be revised by the Corporate Diversity and Inclusion /HRBP Owners when required

## 7.0 APPENDIX – RELATED DOCUMENTS

- 7.1. Flex Diversity and Inclusion Commitment
- 7.2. Human Rights Policy
- 7.3. EEO Policy
- 7.4. Code of Business Conduct and Ethics
- 7.5. Diversity-Equal Employment and Prevention of Workplace Harassment Policy

Flex (Reg. No. 199002645H) is the manufacturing partner of choice that helps a diverse customer base design and build products that improve the world. Through the collective strength of a global workforce across 30 countries and responsible, sustainable operations, Flex delivers technology innovation, supply chain, and manufacturing solutions to various industries and end markets.

HRM-HRM-1-087-00

For more information, visit [flex.com](https://www.flex.com).

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The logo for Flex, consisting of the word "flex" in a lowercase, white, sans-serif font on a blue background.