



Mr. Lowell Chow (East Asia Researcher and Representative)
Mr. Gregory Regaignon (Research Director) &
Mr. Christopher Avery (Director)
Business & Human Rights Resource Centre

RE: Investigation and response to allegations about working conditions at Jabil Shenzhen.

Dear Sirs:

Thank you for the opportunity to respond to claims made against Jabil on pages 7, 24, 27, 28, 42, 46-48, 111-112, 116 and 118 of the report: "Beyond Foxconn: Deplorable Working Conditions Characterize Apple's Entire Supply Chain", China Labor Watch, 27 Jun 2012. Jabil has investigated the claims made against our company and found them to be false.

Covering topics from treatment of employees to labor agency fees to dorms and canteens, we found the allegations to be without merit.

- Allegations of unpaid meeting time are false – all meetings held are during regular working hours.
- Bathroom, meals and breaks are held to global Electronic Industry Citizenship Coalition (EICC) standards. [Code of Conduct](#).
- Claims of verbal abuse of employees have not been reported through the company's independent abuse hotline and is strictly prohibited by Jabil's Code of Conduct and policies: [Jabil Cares](#).
- Internal and external third party reviewers assure compliance to EICC guidelines by conducting regular monitoring of labor agencies.
- Employee dormitories are cleaned daily and are fully equipped with standard clean running water and bathrooms.
- Canteen food service is regularly surveyed to assure employee satisfaction.

Ethical practices anchor Jabil management's philosophy for running our business and our Board of Directors is committed to holding itself to the highest ethical standards. Jabil's Management and Board have proactively taken action to comply with Sarbanes-Oxley and NYSE corporate governance requirements including the

adoption of an additional [Code of Ethics specific to our Principal Executive Officer and Senior Financial Officers](#).

Jabil offers equal employment opportunity to qualified individuals without regard to their race, religion, color, national origin, age, gender, disability, sexual orientation or other factors not related to their job performance. Jabil believes the diversity in skills, abilities, experience and backgrounds of our employees is a strength and we encourage it in all areas of the company.

Jabil continually invests in assuring we have a work environment free from safety and health hazards, intimidation and harassment, or any other behavior not conducive to work. Personal information of employees is respected and safeguarded. Access to such records is restricted.

Employees are encouraged to communicate respectfully, openly and honestly with one another including supervisors and management. Jabil respects, encourages and welcomes employee's opinions, attitudes and concerns in our continual effort to be the best.

We encourage you to visit Jabil's website at Jabil.com and to view our many videos on the topic of our culture and our people: [Jabil Culture](#).

Thank you for providing us this opportunity to provide our feedback.

Sincerely,

Beth Walters
Senior Vice President
Communications & Investor Relations
Jabil Headquarters
St. Petersburg, FL
USA