



# Labor & Human Rights Policy

At Flex we are committed to respecting the Labor and Human Rights of all our employees through the principles stated in the Flex Code of Business Conduct and Ethics (CoBCE). Flex also expects its suppliers to respect Labor and Human Rights and adheres to the principles of the Flex CoBCE and the Electronic Industry Citizenship Coalition (EICC®) Code of Conduct.

## Freedom of Engagement with Management

We will provide the means for employees to freely voice their concerns and opinions and to engage with management without fear of reprisals and retribution.

We will respect employees' engagement rights in accordance with local laws.

## Working Hours

We will comply with local working hours requirements or the EICC® guideline, whichever is lower.

Overtime work is voluntary and employees are compensated for overtime work in accordance with local laws.

## Equal Opportunity and No Discrimination

We will ensure our hiring, compensation, training, promotion, termination and retirement policies and practices do not discriminate on the basis of race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

## Benefits and Wages

We will ensure that the compensation and benefits for our employees comply or exceed the minimum legal requirements of the country where employees are employed.

## Harassment and Abuse

We will not tolerate any physical, sexual, psychological or verbal harassment or abuse against employees, suppliers or vendors.

## Freely Chosen Employment

We will ensure that our employees work at their own free will and are free to leave the Company upon reasonable notice under the terms of their labor contract.

Our employment contracts are voluntary agreements. Forced, bonded (including debt bondage) or indentured labor, involuntary prison labor, slavery or trafficking of persons shall not be used.

## Health and Safety

We are committed to providing a healthy and safe working place for all.

## No Child Labor

We will comply with all appropriate local and international regulations on the restriction on the employment of child labor.