

Section 172 Statement

June 2021

The Directors of Plexus Corp (UK) Ltd must act in accordance with the rules listed within the UK Companies Act 2006 and are required to promote the success of the company for the benefit of all stakeholders. These duties are carried out in a number of ways as summarised below.

Regular Governance reviews are in place with the Plexus Leadership Team considering Strategy, Annual Operating Plan and the Company's financial results. These reviews take into account all stakeholders of the organisation to ensure optimal positioning for the future.

Recent activities over the past financial period include the company's partnering with the UK Governments' ventilator program in response to the COVID-19 pandemic. Additionally, significant strategic planning was carried out to minimise the impact of Brexit on our team members, customers, suppliers and other relevant stakeholders.

We value our employees and strive to provide a healthy, safe and fulfilling work experience. Through our annual employee survey process, we are able to assess team member satisfaction, identify improvement opportunities and leverage suggestions from team members. Formal initiatives are generated based on the feedback we receive, both at an enterprise and site level. During the pandemic, in accordance with local Government and World Health Organisation (WHO) guidelines, we endeavoured that Plexus was to be the safest place for our team members outside of their homes.

Our Environmental, Social and Corporate Governance (ESG) programme contains five pillars that reinforce our commitment to create a better world. We recognise that we must be a responsible employer, community partner, global citizen and industry steward and that we are accountable to our stakeholders in the way we govern our company.

We have built our company on a promise to be the best, most reliable partner within our industry. We bring our values to the table in every customer relationship. We're committed to working with the highest integrity. We value strong customer relationships, teamwork and open communication. Our team finds inspiration in solving the toughest product challenges and we nurture a culture that drives above-and-beyond excellence in everything we do.

We are committed to upholding high standards of ethics, integrity and corporate social responsibility in our business operations. In part, this is demonstrated through our membership in the Responsible Business Alliance (RBA), formerly the Electronics Industry Citizenship Coalition (EICC), an alliance of companies who share a commitment to ensure working conditions in the electronics supply chain are safe, that workers are treated with respect and dignity and that business operations are environmentally responsible. We expect our suppliers to share our commitment to ethics, product or service conformity, product safety, integrity and social responsibility.

Plexus' values and leadership behaviours support our culture of accountability by defining how we will conduct ourselves in driving fairness, honesty and ethical business practices. Plexus regularly dedicates time and resources to assess compliance and social risks associated with each individual role and continues to educate team members at all levels of the organisation on the importance of avoiding unfair business practices and critical regulatory, social and ethics topics, tracking progress via the company's Learning Management System. Plexus looks to support and share with our communities as we prosper by contributing to non-profit causes in our communities and encouraging volunteerism. We give to local charities that enhance innovation, promote technology related educational programmes (STEM) and preserve the quality of life in communities in which our teammates reside.

As a global organisation, we understand the far-reaching impact we have on our planet and its inhabitants and are committed to making a positive impact in the world. We leverage a globally recognised environmental management system to guide and monitor progress, a framework that helps to identify areas of risk and cost exposure, set site-specific targets to mitigate those risks and verify our processes to validate their legal compliance. Regular reviews of our sustainability programme allow for timely adjustments to our overall sustainability strategy.

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that build a better world.



AMERICAS
+1 877 733 7260

EUROPE
+44 (0)1506 637 997

ASIA PACIFIC
+604 632 5252

PLEXUS.COM

