

Code of Conduct and Business Ethics

(CP 472)

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The Product Realization Company

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Letter from Todd Kelsey

Plexus Team,

Plexus is a respected member of the corporate community as a direct result of the way we conduct business. This conduct is a reflection of Plexus' culture. Our culture is built upon our core values of customer focus, relationships and teamwork, integrity, open communication and excellence. All employees must embody these values, ensuring we continue the highest standards of ethical behavior in all aspects of our work.

As demonstrated by our membership in the Electronics Industry Citizenship Coalition (EICC), we actively pursue and are committed to the highest level of socially responsible labor, ethics and environmental standards. Each of us holds a personal responsibility to represent these ideals in our daily interactions. It requires a collaborative effort from all of us to promote our commitment to these principles company-wide.

The Plexus Code of Conduct has been developed as a guide to assist you in your daily decisions. It outlines the ethical and legal obligations we all have as employees, and provides guidance if you have questions or observe violations of our Code. More importantly, it sets the tone and gives general guidance for the type of behavior expected from our employees. Please take the time to ensure you understand the Code and make a personal commitment to uphold its principles.

We have a commitment to excellence with our customers. A key enabler of excellence is fair, honest, ethical and lawful business practices. Our dedicated and talented employees are the cornerstones of all that we achieve at Plexus. I thank you for your commitment to our Quest for Excellence and especially your commitment to ethical behavior.



Todd Kelsey,
President & Chief Executive Officer

Introduction

Professional and ethical conduct, including compliance with the law, is everyone's business. Plexus Corp. (including its subsidiaries, "Plexus") expects all employees and representatives, including all directors, agents, consultants and independent contractors, to obey the laws and regulations of all countries in which we do business and to conduct themselves in a professional and ethical manner. The Plexus Code of Conduct and Business Ethics (also referred to simply as the "Code") encompasses this expectation and provides guidance on carrying out day-to-day activities in accordance with the law and Plexus' ethical standards world-wide.

While the Code cannot answer all questions or address all situations that may arise, it summarizes our corporate policies and provides general guidance on how to act responsibly. By reading the Code you acknowledge your understanding and acceptance of the Code and its underlying policies. Failure to abide by the Code or other Plexus policies may result in disciplinary action up to and including termination.

All directors, employees and other representatives subject to the Code are expected to:

Follow the Code

Read the Code and seek to comply with its principles and requirements and all legal requirements.

Use Ethical Judgment

Exercise ethical judgment in all Plexus business activities. The Code is intended to help guide you in using ethical judgment. Page 4 provides specific guidance on how to exercise ethical judgment.

Raise Issues and Concerns

Any time you suspect a violation of the law, the Code or other Plexus policy, you should immediately raise the concern. You should raise concerns early. The longer we wait to address a concern, the worse it may become. You can find more information on how to raise issues and concerns on pages 7 and 8.

If you have any questions, you can access Plexus' policies on CONNECT or talk with your supervisor or Human Resources representative. More detailed contact information, including the Ethics Hotline number, can be found on pages 7 and 8.

Using Ethical Judgment

We expect all employees to exercise good judgment in Plexus business activities. To help you make business decisions consistent with the Code, you should ask yourself these questions:

Does the decision violate legal requirements?

Plexus is committed to complying with all laws and legal requirements applicable to our business. We expect all employees to strive to make decisions consistent with our commitment to comply with legal requirements.

Does the decision violate Plexus policy?

We are equally committed to complying with Plexus policies. Employees should familiarize themselves with policies relevant to their work activities and seek to follow the policies.

Is the decision consistent with our core values and leadership behaviors?

The Plexus Values and Leadership Behaviors, outlined on pages 5 and 6 below, are a useful tool to help guide decision-making.

Would you be comfortable with others finding out about the decision?

A good rule to follow in making decisions is whether you would be comfortable sharing your decision with family, friends or co-workers. This is sometimes referred to as the “headline test”—would you be comfortable with your decision being the subject of a news story?

Remember, you are not alone in making decisions. You can always get help or guidance from your supervisor or manager, Human Resources, or the resources described in the Raising and Resolving Issues and Concerns Section of the Code on pages 7 and 8 below. If you are not sure whether a decision is ethical, you should wait to make the decision and seek guidance.

Our Values

All Plexus People are expected to demonstrate our values. These are our values and they must always guide our conduct.

Customer Focus

We are dedicated to our internal and external Customers and tenaciously strive to help them succeed. We are fulfilled and energized in their success, empathize with their needs and recognize that our success is the result of our Customers' success.

Relationships and Teamwork

We value building relationships and working collaboratively. Relationships require mutual respect, sincerity, humility and friendliness. Positive relationships promote trust and teamwork. Teamwork is required to build great companies.

Excellence

With drive and energy, we commit ourselves to successful outcomes and to be exceptional in everything we do. We do not accept mediocrity and seek to continuously improve. We do not care who receives credit for success; we are not motivated by self-promotion.

Open Communication

We communicate our opinions and ideas openly and transparently, value when others freely do so and engage in constructive debate. When decisions are made, we openly and actively support those decisions.

Integrity

We maintain high ethical standards. We are honest and fair in all aspects of our work, treat others with dignity and respect and fulfill our obligations as responsible citizens and employees. We value our personal reputation and the reputation of Plexus. We recognize that reputation is critical to our success.

Our Leadership Behaviors

All Plexus People demonstrate leadership, whether they are individual contributors or lead large parts of our organization. On behalf of our Customers, employees and shareholders, we will:

Prioritize Our People

In the pursuit of excellence, we nurture and grow our people. We expect and reward high performance and address underperformance with urgency, candor and empathy. We receive and provide feedback with humility and a sincere interest to continuously improve. We value personality traits, determination and intellectual skills in addition to experience, and do not sacrifice these qualities for experience.

Solve Problems

We anticipate, identify, acknowledge and take initiative to solve problems. When solving problems, we thoughtfully examine facts, draw upon the knowledge of others, anticipate consequences and are persistent to realize successful outcomes. We acknowledge and learn from our mistakes and remain tenacious when confronted with the most challenging obstacles. We help and inspire others to solve problems. When a solution is reached, we implement it with urgency.

Be Courageous

We address people issues, organizational problems, accountability gaps, and difficult situations quickly and directly, yet with sensitivity and thoughtfulness. We do not justify inaction on these matters. We create a favorable environment for courageous achievement through encouragement, recognition and support.

Innovate

We challenge the status quo, consider new ideas from anywhere and are never complacent with success. We take measured risks. We seek to understand and help others who take measured risks.

Be Strategic

We understand Plexus' strategy, establish complementary plans and goals and seek to understand how we and our teams can make a difference. We strive to satisfy short-term goals while being mindful of longer-term requirements. We make decisions and pursue opportunities that lead to long-term success.

Raising and Resolving Issues and Concerns

Open Door Philosophy

Plexus believes in continual improvement of our products, services, and the development of our employees. We encourage constructive comments and opinions, without fearing retaliation, because it is important to Plexus that any problems or complaints be discussed and resolved. Open communication is one of our values, and you should raise and resolve any issues and concerns.

When You Should Raise Issues & Concerns

Any time you suspect a violation of the law, the Code or other Plexus policy, particularly relating to any accounting or financial issues, it is your responsibility to immediately raise these concerns. You should raise concerns early. The longer we wait to address a concern, the worse it may become.

How to Contact the Right People

Generally, your supervisor or manager will be in the best position to address issues quickly or answer any questions you may have concerning the Code, including providing guidance on complying with the Code. You can also contact your Human Resources representative or the Plexus people named in the “Plexus People” Section below. Alternatively, you can report your concerns through the Ethics Hotline (instructions in the “Ethics Hotline” Section on page 8). Where permitted by local law, you can make reports to the Ethics Hotline on an anonymous basis. You should use the channel that is most comfortable for you.

Plexus People

To raise issues or concerns relating to the Code, or to ask questions or seek guidance relating to the Code, you may contact your supervisor or manager, your Human Resources representative or any of the following individuals below:

Steve Frisch	Executive VP & Chief Operating Officer	+1-920-850-5854
Angelo Ninivaggi	Senior VP, Chief Administrative Officer, General Counsel & Secretary	+1-920-751-3524
Pat Jermain	Senior VP & Chief Financial Officer	+1-920-725-7139
YJ Lim	Regional President – APAC	+604 6322654
Oliver Mihm	Regional President – EMEA	+49 1520 9306504
Mick Ward	Director of Internal Audit	+1-920-720-6621
Michael Weber	Corporate Compliance Officer	+1-920-725-7598

Ethics Hotline (see next page)

Ethics Hotline

You may raise issues and concerns via the Plexus Ethics Hotline.

For Telephone Reporting (Toll-Free):

China (South)	10-811 (after prompt, dial 888-873-3711)
China (North)	108-888 (after prompt, dial 888-873-3711)
Germany	0-800-225-5288 (after prompt, dial 888-873-3711)
Malaysia	1-800-80-0011 (after prompt, dial 888-873-3711)
Mexico	01-800 288-2872 (after prompt, dial 888-873-3711)
Romania	0808-03-4288 (after prompt, dial 888-873-3711)
United Kingdom	0-800-89-0011 (after prompt, dial 888-873-3711)
United States	1-888-873-3711

For Web Reporting:

In the U.S.: www.reportlineweb.com/plexus
Outside the U.S.: <https://iwf.tnwgrc.com/plexus>

PO Box:

You can also mail your concerns to: Director of Internal Audit, PO Box 304, Neenah, WI 54957-0304.

Repercussions of Reporting

Plexus treats all reports seriously and fairly, and the Company will promptly investigate all reports. We will conduct all investigations discretely and make every effort to maintain, within the limits allowed by law, the confidentiality of anyone requesting anonymity. Employees are encouraged to cooperate fully with any investigation and respond truthfully and completely to any inquiries made. All employees will be treated with dignity and respect and no employee will be subject to any retaliation or threats for reporting concerns in good faith. Employees who believe they have experienced retaliation for reporting concerns should contact their Human Resources Representative or the General Counsel. Withholding information, knowingly providing false information or retaliation against an employee for reporting a violation will result in disciplinary action.

Repercussions of Violations

Violations of the Code or the Plexus policies forming the basis for the Code may result in disciplinary action, up to and including termination. Any illegal acts will be reported to the appropriate authorities and may be cause for immediate termination. Plexus is committed to taking any actions necessary to correct such violations and prevent their recurrence. Employees are required to cooperate in any internal reviews or investigations relating to actual or suspected violations of the Code, Plexus policies or legal requirements.

Personal Integrity and Conflicts of Interest

Plexus' reputation in the community is determined by the work we do and by the employees who represent us. All employees must maintain the highest degree of personal conduct, integrity and honesty when engaged in activities representing Plexus, not only while performing their jobs but also while out in the community. The employee responsibilities described below are important to our success and must be a commitment shared by everyone.

Personal Conduct

Employees are expected to conduct themselves in an appropriate and ethical manner at all times. Employees should refrain from:

- Creating destructive conflict with co-workers, supervisors, visitors or others;
- Engaging in vulgar, abusive, or harassing language or conduct toward others;
- Engaging in indecent or inappropriate behavior;
- Treating anyone in a discourteous, inattentive or unprofessional manner;
- Using intimidation tactics or making threats; or
- Becoming involved in a situation that could be embarrassing to you or Plexus.

Honesty

We expect our employees to tell the truth. No employee should make a false or misleading statement (written or oral) regarding any matter to any government official, Company official, other Plexus employees or any representative or employee of companies with which we do business.

Fiduciary Responsibility

Your position at Plexus may place you in a position of special trust and confidence with respect to our systems and information, and the systems and information of our customers, suppliers and other business partners. You should never use your access to such systems or information for personal gain or satisfaction apart from your job responsibilities, or otherwise abuse your privileges.

Privacy

Many countries regulate the collection and use of personal information. Personal information is any information that directly identifies an individual, such as name, address, contact information, government identification number, or similar information. Plexus seeks to handle personal information responsibly and in compliance with applicable privacy laws. Plexus respects the privacy of our employees, former employees and prospective employees and collects and retains personal information only as needed to effectively operate the Company and in compliance with laws. Employees should not collect, access, use, retain or disclose personal information unless required for a legitimate business purpose within the scope of the employee's job duties.

Conflicts of Interest

The work you do for Plexus must be performed in the best interest of Plexus and its stakeholders. All employees must avoid any activity that conflicts with this interest, or that even appears to conflict with this interest. A conflict occurs when a person or situation compromises your judgment or your ability to conduct business in the best interest of Plexus, or even gives the appearance of compromise or divided loyalty. Conflicts can occur in any business matter including purchase and sale transactions, supplier selection, investment opportunities, and hiring or promoting employees.

To avoid conflict, employees are expected to conduct business at “arm’s length”. For the same reason, Plexus does not extend personal loans or other forms of credit to any director or employee. Without prior approval, employees and directors may not:

- Engage in any activity, including outside employment, which places his or her interests, or the interest of other persons or groups, ahead of the best interests of Plexus;
- Participating in or influencing a work decision that may be viewed as providing a personal gain or gain for a person with whom you have a close personal relationship;
- Hold a direct or indirect financial interest in any company or business which is a supplier, customer, or competitor of Plexus, except that employees and members of their immediate family may hold up to 2% of any publicly traded company; or
- Engage in other transactions with Plexus for which they receive direct or indirect payment other than their employment compensation.

If you believe you have a potential or actual conflict of interest, you must disclose the conflict to your supervisor and obtain written approval from your supervisor, Human Resources or Legal before you proceed.

Other Employment and Membership on Corporate Boards

Employees may not pursue a second job or outside business activity (including volunteer service, personal business, board of director service, advisor services, consulting services or industry membership) that creates a conflict of interest with Plexus or that interferes with the job duties they perform for Plexus. Employees are encouraged to serve on the boards of charitable or community organizations. Membership on the board of another company must be pre-approved by the General Counsel.

Securities Trading on Inside Information

Employees and directors may not trade Plexus securities (including stocks, options, puts, calls and other traded derivative securities), or the securities of a customer or supplier, based on material information that is not known to the general public. Plexus helps employees and directors comply with this policy by creating blackout periods during which certain employees cannot trade Plexus securities.

If you become aware of any material, non-public information relating to Plexus or to any of the companies we work with, you may not:

- Trade Plexus securities or the securities of those companies;
- Disclose this information to anyone else unless explicitly authorized by Plexus; or

- Tell someone else to trade Plexus securities or the securities of those companies on your behalf or on their own behalf.

Executive officers, directors and certain other employees are subject to additional rules and reporting requirements as described in Plexus' Insider Trading Policy.

Related Policies

Insider Trading Policy (CP 9448)

Our Work Environment

Open Communication and Fair Treatment

Plexus strives to treat all its employees fairly and with respect and to provide an atmosphere of open communication and teamwork. We encourage constructive comments and opinions, without fear of retaliation, because it is important to Plexus that any problems or complaints be discussed and resolved. While we encourage you to talk with your immediate supervisor, all levels of management and Human Resources are available to discuss your concerns. Plexus believes open communication with management is the best way to resolve workplace issues.

Plexus complies with all applicable employment laws and regulations, including all laws regarding wages, overtime hours, time off and benefits.

Plexus will never use forced, indentured or involuntary labor in any of our operations. Plexus supports the U.S. federal government's zero tolerance policy regarding trafficking in persons. We do not employ child or forced labor, even if allowed by local laws.

Diversity and Respect

Plexus is an equal opportunity employer. We recruit, hire, develop, promote, discipline and provide other conditions of employment based on the Company's needs and without regard to any legally-protected status or protected status under Human Resources policies. This includes providing reasonable accommodations for employees with disabilities when required.

Harassment-Free Workplace

Plexus employs a diverse workforce whose backgrounds, skills and ideas collectively contribute to the Company's success. Consistent with its policies of equal opportunity, diversity and respect, Plexus is committed to providing and maintaining a professional work environment free of harassment and discrimination, including but not limited to sexual harassment.

Violence and Threats

Plexus places significant importance on the safety and security of our employees, customers, suppliers and visitors and does not tolerate any aggressive, violent, intimidating or threatening behavior in the workplace. Any observed conduct violating this policy should be reported to management immediately.

Alcohol and Drugs

No employee may represent Plexus while under the influence of alcohol or illegal drugs that impair his or her ability to perform his or her job safely, effectively or professionally. Plexus permits limited and responsible consumption of alcohol at Plexus-sponsored or other business-related events where service of alcohol is approved, provided such consumption is not excessive and does not impair the employee's ability to comply

with this policy or local laws. Similarly, no employee may possess illegal drugs while working for or representing Plexus.

Health and Safety

Plexus is committed to providing a healthy, safe and secure workplace for its employees and others working in Plexus facilities. Plexus keeps its facilities clean and in good working order. We take efforts to eliminate or reduce exposure to workplace safety hazards through proper design, engineering and administrative controls, preventative maintenance and safe work procedures. We ensure workers having physically demanding or otherwise potentially hazardous tasks are provided with the appropriate equipment, training and controls to ensure their safety. Physical safeguards are added to machinery and worker exposure to chemical, biological and physical agents is monitored and controlled. Procedures and systems are in place to manage, track and report occupational injury and illness. For everyone's protection and safety, promptly alert your supervisor if you see or suspect any hazardous condition or unsafe behavior.

Accounting Practices and Company Records

Financial Integrity

Financial integrity is critical to maintaining the trust and support of Plexus' employees, customers, suppliers and investors. Plexus strives for accurate reporting of all transactions in compliance with the generally accepted accounting principles (GAAP). Plexus aims to provide full, fair, accurate, timely and understandable disclosures in its filings with the Securities and Exchange Commission, as well as in other public communications made by the Company. No officer, director, or employee shall cause, allow or conceal any financial or other irregularity. No undisclosed or unrecorded fund, liability, or asset of the Company shall be established for any purpose. All Company payments will be entered into the books and records of the Company and no payment shall be disguised by false or misleading entries. No payment shall be made with the intent or understanding that any portion is to be used other than as described in supporting documents.

Supporting Audits

It is against Company policy to fraudulently influence, mislead or otherwise misstate information to internal or outside auditors. All employees are expected to fully cooperate with those personnel in the Company who prepare the Company's financial information and disclosures, with our auditors, and with any investigations of wrong-doing. All employees are required to report any suspected fraudulent or inappropriate activity.

No Side Agreements

Plexus contracts must reflect the totality of the agreement and include all terms and conditions agreed to by Plexus and the other party signing the contract. No undocumented or secret side agreements are permitted.

Document Retention

Plexus employees shall maintain all documents, e-mails, electronic files, books and records related to Plexus' business as required by law and in accordance with record retention policies established by the Company.

If the Company is involved in litigation or other legal matters, you may receive written instructions from Legal to retain documents, e-mails, electronic files, books and records beyond the normal retention period. Employees must follow any such instructions from Legal.

Related Policies

Travel & Expense Reimbursement Policy

Use of Company Assets & Protection of Information

As a Plexus employee, you will have access to and use of a variety of Company-owned assets, including but not limited to your workstation, your computer, and proprietary information. We expect you to treat these assets with care and protect them as you would your own.

Confidential Information

As part of your job at Plexus, you may be provided access to confidential information. This information may involve technologies, processes, designs, data or other confidential information about Plexus or our customers or suppliers. In some cases, the existence of our relationship with a customer or supplier may be confidential. By signing a confidentiality agreement at the beginning of your employment with Plexus, you are required to keep this information confidential. Disclosure of this information outside Plexus could result in harm to Plexus, our customers, our suppliers or our investors, or violate a confidentiality agreement; therefore all employees must keep this information confidential.

Each employee has a duty to:

- Respect and protect confidential information;
- Refrain from using this information for personal gain; and
- Refrain from disclosing this information to those outside the Company or other employees who do not need to know this information.

Discussions with third parties, such as customers and suppliers, often involve exchanging information that is confidential in nature. Before engaging in business discussions with any third party, you should confirm that Plexus and the other party to the discussions have signed an appropriate non-disclosure agreement.

Keep the following rules in mind when handling confidential information:

DO

- ✓ Share confidential information with other employees on a need-to-know basis.
- ✓ Ensure that all third parties have signed an approved non-disclosure agreement and have a need-to-know the confidential information.
- ✓ Mark, label or designate information as confidential at the time of disclosure.

DO NOT

- ✗ Share confidential information with friends, family or former colleagues or employees.
- ✗ Share confidential information with employees or third parties unless they have a need to access the information to assist Plexus.
- ✗ Discuss or view confidential information in public places where people who should not have access to the information are present.

Social Media

Employees using social media sites (such as Facebook and LinkedIn) must act responsibly with respect to confidential information. When posting to social media sites, you must never post material non-public information (as defined in the Plexus Insider Trading Policy) and must not violate any confidentiality or non-disclosure agreement(s) you have signed as a Plexus employee.

Intellectual Property

The protection of Plexus' intellectual property, including trademarks, patents, copyrights and trade secrets, is vital to the success of our business. All inventions, including any processes, techniques or improvements you create during the course of your employment with Plexus, remain the property of Plexus. All employees are responsible for protecting Plexus' proprietary information and intellectual property, just like any other Company asset.

We also respect the proprietary rights of others by complying with all applicable laws and agreements that protect the intellectual property rights of others, including all vendors, competitors, suppliers or customers. Unless Plexus has obtained the owner's specific prior consent, Plexus employees may not copy, distribute, display or otherwise use intellectual property not owned or licensed by Plexus.

Information and Technology Resources

Employees are provided access to, and use of, certain Plexus electronic resources (which may include phones and smart phones, tablets, voicemail, faxes, computers, email, the Company's enterprise data and systems, the Internet, etc.) to help them more productively do their jobs. In addition, regional policies may permit employees to use their personal mobile devices to access the Company's enterprise data and systems. All Plexus employees are expected to use these electronic resources appropriately. Occasional personal use is permitted but should be kept to a minimum and must be appropriate at all times. Inappropriate uses include: distributing material for third-parties; soliciting (including any commercial, political or charitable solicitation); disclosing confidential information without authorization; hacking; pirating software; uses or communications that are discriminatory, harassing, pornographic, sexually explicit or otherwise offensive; or any other use that could reflect negatively on Plexus.

All employees are assigned individual network passwords and are prohibited from sharing those passwords with anyone other than Plexus information technology administrators designated under Plexus policies as having access to company passwords.

To the extent permitted by applicable law:

- Plexus has the right to monitor each employee's use of electronic resources, even when that use is for personal reasons or is a personal mobile device accessing the Company's enterprise data and systems.
- Plexus employees should have no expectation that their messages, documents or other uses of Plexus' electronic resources are considered private.

- Plexus retains the right to gain access to any information received by, transmitted by, or stored in any such electronic resources. Please report misuse of Plexus' electronic resources.

Travel and Entertainment

It is Company policy to reimburse employees for reasonable and authorized expenses incurred on Company business in accordance with the applicable travel and expense reimbursement policy. All business travel by Plexus employees must further the interests of Plexus to be eligible for reimbursement. We expect all employees to use their best judgment when using an expense account or incurring travel and entertainment costs and to keep those expenses limited.

Theft and Fraud

When an employee commits theft or fraud against the Company, everyone associated with Plexus is affected. Fraud is when someone is intentionally deceitful or dishonest in a manner that could result in a gain, profit or advantage for that person or damage to the Company. Plexus does not tolerate any kind of fraud and will investigate and prosecute violators when appropriate.

Theft, misuse, or abuse of any Company assets will not be tolerated. We trust our employees to use Company assets to do their jobs productively. Any theft or other abuse of this trust will be immediately investigated and appropriate corrective action will be taken.

Political Contributions and Activities

Plexus does not engage in lobbying activities and corporate political contributions of any kind are forbidden. Plexus will not reimburse or otherwise compensate employees for personal contributions to political causes. In addition, Employees shall not use Plexus resources to personally support candidates or campaigns.

The Company does not seek to inhibit employees' rights to participate in the political process. Employees may voluntarily pursue personal political activities on their own time and with their own resources.

Charitable Contributions

We encourage Plexus employees to be active and engaged in their local communities. All requests for contributions from Plexus must be approved by the Plexus Corp. Charitable Foundation. If you receive any request for charitable contributions by Plexus, please forward them to the General Counsel's Administrative Assistant.

Related Policies

Plexus Electronic Resources Use Policy
Plexus Corp. Charitable Foundation Guidelines for Giving
Travel & Expense Reimbursement Policy

Our Relationships with Customers, Suppliers and Officials

We all work hard to gain the trust and confidence of Plexus customers and suppliers and to maintain and nurture good relationships.

Good Business Practices and Quality

Plexus strives to provide products and services that meet or exceed our customers' needs at a fair price. We have systems in place to ensure the continued quality of our products and services. Each employee has a duty to listen to our customers and to comply with all quality system requirements.

Gifts and Entertainment

Our relationships with our customers and suppliers are key to Plexus' continued success. We expect to gain and keep these relationships based on the value of our products and people, not based on any type of bribe, gift, incentive or payment. Any Plexus employee offering or accepting a business courtesy must ensure that it is ethical, legal and in compliance with Plexus' policies. Regions and functional groups within Plexus may adopt more restrictive policies and practices on gifts and entertainment than the restrictions described in the Code and the Gifts and Entertainment Policy. Employees must follow any such more restrictive regional or functional group policy or practice where applicable.

Generally, reasonable business entertainment and gifts of nominal value (such as Plexus or supplier gear) are permitted so long as these offers are made in good faith, consistent with usual business practice and cannot be construed as a bribe, kickback or other form of improper payment. For meals and entertainment involving a customer or supplier, representatives of both Plexus and the customer or supplier must be present at the meal or event. More stringent restrictions apply regarding the offering of business courtesies to any government employees, officials, and representatives. For more information on restrictions relating to payment and receipt of gifts and entertainment, employees should review the Gifts and Entertainment Policy on CONNECT.

As a Plexus employee you should make every effort to acquire goods and services for Plexus on the most favorable terms possible, however, you must not be influenced by gifts or favors of any kind from our suppliers and vendors. Plexus employees are not to accept a payment, reward or other incentive of any kind from any person, company or governmental agency to secure any kind of preferential treatment. Employees may never solicit gifts. Any gifts or other business courtesies received from suppliers must be reported to your supervisor.

The Code cannot anticipate every instance where an employee may be offered a gift or may wish to extend a business courtesy to a third party. If there is any doubt whether the gift would negatively affect your or Plexus' reputation, you should decline the gift or choose not to extend the offer.

If you know or suspect that another Plexus employee is accepting or offering these types of gifts or payments, you should immediately report it.

Anti-Corruption

Plexus strictly prohibits the payment or acceptance of any bribe, kickback or other transaction intended to improperly influence a person’s, company’s or other entity’s judgment or to secure an unfair advantage or benefit. These restrictions apply to all transactions, including transactions with customers, suppliers and government officials. Regardless of local practices, you should never directly or indirectly pay or receive a bribe or kickback (whether it is cash or any other item) for any purpose.

All employees must comply with the anti-corruption laws in the countries in which we do business, including the U.S. Foreign Corrupt Practices Act and the U.K. Bribery Act. For more information on restrictions relating to bribery, kickbacks and other forms of improper payments, employees should review the Global Anti-Corruption Policy on CONNECT.

Supplier Code of Conduct

If you are engaging any person or firm to represent Plexus (such as a consultant, agent, sales representative, distributor or contractor), you should require them to comply with the Plexus Supplier Code of Conduct and applicable laws. Plexus also requires our suppliers to comply with the Plexus Supplier Code of Conduct.

Related Policies

- Anti-Corruption Policy (CP 7143)
- Gifts & Entertainment Policy (CP 9515)
- Supplier Code of Conduct

Our Relationships with Others

Social Responsibility

Plexus strives to be a socially responsible company and a good corporate citizen. More information on the Company's social responsibility efforts can be found on Plexus' corporate website: www.plexus.com/social-responsibility.

Fair Competition

Plexus conducts all of its business in a fair, honest, ethical and lawful manner. No employee should take unfair advantage of anyone by manipulating or misrepresenting facts. Plexus wins and keeps customers based on the high value proposition of our products and services and our ethical and responsible culture and reputation.

Plexus employees must take special care to be truthful and accurate in all dealings with customers when representing information about our products and services, especially regarding pricing. Employees should be especially careful not to:

- Start or encourage boycotts on specific products or services for reasons arising out of Plexus' business;
- Refuse to deal with certain customers or suppliers for no legitimate reason;
- Require others to buy from us before we buy from them;
- Require customers to take a product or service they do not want, just to get one they do want;
- Disparage others or their products, services or credit; or
- Act in a manner that may be considered as fixing or rigging competitive bids.

Competitors

Plexus employees should avoid business-related relationships with employees of Plexus' competitors. You must refrain from proposing or entering into agreements or understandings, formal or informal, with any competitor regarding any aspect of competition between Plexus and the competitor. Plexus employees should not give or attempt to obtain information concerning prices, terms and conditions of sale, profits or profit margins, customer activities, business plans or practices, product specifications or similar items to or from those employed by a competitor.

Corporate Communications

Only executive officers, Plexus Corporate Communications, and other employees specifically designated by the Chief Executive Officer are authorized to communicate to the public, the media, investors, and securities analysts on behalf of the Company. The Company's communications with the public must be accurate and controlled. If you are speaking, writing an article, teaching or performing another similar activity related to your job but not as a part of your regular job duties, you must have that activity pre-approved by the Director - Communications and Brand Management.

Compliance

Plexus is subject to an increasing number of regulations around the world. We expect all employees to demonstrate a commitment to comply with all applicable laws and legal requirements, foreign and domestic, in the conduct of their jobs. Employees are trained on compliance requirements affecting their jobs. Compliance personnel are dedicated to ensuring compliance with these laws through written policies and procedures. If you are aware of any non-compliance or have been asked to violate any law, you must report the situation. Some specific examples of applicable laws and legal requirements are described below.

Import/Export

Many countries, including the U.S., have international trade laws that regulate the import and export of goods, services and technology. These laws apply to many aspects of our operations including shipments of products and components, exchanges of electronic information and hosting non-U.S. nationals within our U.S. locations. Plexus, under the laws of the U.S. and other countries where we conduct business, is prohibited from dealing directly or indirectly with certain sanctioned countries, entities and individuals. Plexus complies with the import and export regulations of each country where we conduct business.

Government Contracts and Relations

Plexus values the work it does for government contractors and wants to continue to nurture these relationships. Due to the complex nature of regulations affecting these relationships, Plexus strives to avoid even the appearance of misconduct. Plexus is often subject to additional rules and regulations in these relationships. Failure to comply with any of these rules and regulations could have serious consequences including debarment from future government work as well as civil or criminal penalties.

Employees must promptly report to the Corporate Compliance Officer any known or suspected fraud, conflicts of interest, or bribery connected to any work Plexus performs under a U.S. government contract or subcontract, including any overpayments to Plexus, incorrect or unauthorized cost-charging on government contracts, or the submission of inaccurate or incomplete cost or pricing data required by the U.S. government.

The Environment

Plexus acknowledges that environmental responsibility is vital to providing world-class services and products. Plexus strives to conduct its business in ways that preserve and promote a clean, safe and healthful environment.

To that end, we ensure that our manufacturing processes comply with all environmental laws and regulations. Chemicals and hazardous substances are safeguarded and appropriately disposed. Wastewater, solid waste and air emissions are all monitored, controlled and treated prior to discharge as required by local law. All required permits and registrations are obtained and kept current.

Explanatory Notes

No Contract

The Code is not a contract and does not create an agreement to employ any individual, nor does it alter any employee's employment status. Plexus retains the right to modify the Code at any time. All discretion with respect to the interpretation and the enforcement of the Code, including waiver of any provision of the Code, rests exclusively with Plexus' Board of Directors and executive management.

Affiliates

All references to "Plexus" include Plexus Corp. and its subsidiaries and affiliates in which Plexus Corp. directly or indirectly owns more than 50% of the voting control.