Policies & Reports

PREVENTION OF HUMAN TRAFFICKING AND MODERN SLAVERY

UK Modern Slavery Act

Plexus Policy

Plexus believes it is our responsibility to uphold the highest standards of ethical behavior and personal integrity within our business operations. Plexus stands against all forms of human trafficking and slavery, including any act of recruiting, harboring, transporting, providing, or obtaining a person for compelled labor or commercial sex acts through the use of force, fraud, or coercion.

Codes of Conduct

We have adopted written Codes of Conduct describing the standards of ethical behavior and personal integrity that we expect from all employees, contractors, and business partners.

Plexus Employee Code of Conduct
Plexus Supplier Code of Conduct

Responsible Business Alliance (RBA) Membership

Plexus is a member of the RBA, the world's largest industry coalition dedicated to corporate social responsibility in global supply chains. The RBA, its members, suppliers and stakeholders collaborate to improve working and environmental conditions through leading standards and practices. RBA members, including Plexus, have agreed to adopt policies aligned with the RBA Code of Conduct, which expressly outlines requirements ensuring freely chosen employment and sound human rights practices.

RBA Code of Conduct

Internal Accountability

Plexus' commitment to sustainability is centered around the Plexus value of "innovating responsibly" to drive positive change and promote a sustainable future for and through our people, our solutions, and our operations. We remain focused on measuring the societal and environmental impact of the company, and to ensure proper prioritization and accountability for these efforts, we maintain formal governance structures. These structures include board-level oversight and a Sustainability committee, with participation from our CEO, reinforcing our commitment to high ethical standards of professional conduct.

We strive to create workplaces with open and honest communications among all employees. If any employee detects activity that doesn't align to our Human Rights Policy, our Code of Conduct, any Plexus policy or the law, we encourage reporting it immediately to their manager, Human Resources, Company legal counsel or our confidential Ethics Hotline. Anyone, including employees, employees of Plexus' suppliers and other external stakeholders, is able to report human rights concerns anonymously through our third-party-operated Ethics Hotline, located on Plexus.com.

Risk Assessment

On an annual basis, we implement the RBA's self-assessment questionnaire (SAQ) for all Plexus facilities, which helps to ensure an annual review of our human rights practices and associated controls. In addition, Plexus conducts a risk analysis of its supply chain and requires all major suppliers to complete the RBA's SAQ. The supplier SAQ helps Plexus identify our greatest social, environmental and ethical risks in the supply chain, including risks relating to human trafficking and slavery, ILO indicators of forced labor, or any other potential violations of the RBA's Code of Conduct.

Training

As part of our ongoing commitment to sustainability, functions and leaders throughout the organization are trained on topics relevant to ensuring sound social business practices. Specifically, human resources personnel responsible for the recruiting and

hiring processes have attended specific training established by the RBA pertaining to the prevention of human trafficking and slavery.

Certification

Through our Supplier Code of Conduct, we seek to require all of our first tier supply chain partners, including all recruiting service providers, to comply with the RBA Code of Conduct. The RBA Code of Conduct outlines a broad range of standards including standards aimed to prevent human trafficking and slavery.

Audit

Plexus validates Supplier Assessment Questionnaire responses for high-risk suppliers on a sampling basis. High-risk suppliers are scheduled for audits over a four-year period, following the RBA's Validated Audit Process and using approved third-party RBA auditors.

This statement was approved by the management team on Sep 30, 2025.

Steven Thomson

Controller and VP Finance – EMEA

This statement is applicable to Plexus locations included and controlled by:
Plexus Corp. Limited (SC207257).
Plexus Corp (UK) Limited (SC146948).
Plexus Corp. Services (UK) Limited (SC468114)



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