



Our Commitment to the UN Global Compact

As of 2018, Flex has endorsed the UN Global Compact. We are committed to the Ten GC Principles on human rights, labor, environment and anti-corruption. Our UN Global Compact Index specifies the location of the content regarding these principles.

We have aligned our strategies and operations to advance these principles and have taken strategic actions, with a special emphasis on collaboration and innovation, to advance broader societal goals, including several of the UN’s Sustainable Development Goals.

Mike McNamara
Chief Executive Officer

UN Global Compact Index

The tables below are part of our [online report](#), and present our alignment to the 10 UNGC principles and our support for the UN SDGs.

UN Global Compact Principle Alignment

Principle	Alignment
Human Rights: Principle 1 Businesses should support and respect the protection of internationally proclaimed human rights	» Key performance indicators (Integrity and Community)
Human Rights: Principle 2 make sure that they are not complicit in human rights abuses	» Key performance indicators (Supply chain)
Labor: Principle 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Flex respects the right of our employees to have freedom of association. This includes the right to form or join trade unions or other worker organizations. In all situations, Flex fully complies with all applicable laws and regulations at the sites in which we operate.
Labor: Principle 4 the elimination of all forms of forced and compulsory labor	» Labor and human rights
Labor: Principle 5 the effective abolition of child labor	» Stakeholder engagement (Working hours, forced/compulsory labor and other human rights issues) » Key Performance Indicators (Supply chain)
Labor: Principle 6 the elimination of discrimination in respect of employment and occupation.	» Key performance indicators (People) » Talent development
Environment: Principle 7 Businesses should support a precautionary approach to environmental challenges	» See Flex CDP climate change response » Key performance indicators (Environment) » Environmental Innovation
Environment: Principle 8 undertake initiatives to promote greater environmental responsibility	» See Flex CDP climate change response » Key performance indicators (Environment) » Environmental Innovation
Environment: Principle 9 encourage the development and diffusion of environmentally friendly technologies	» Key performance indicators (Environment) » Environment » Environmental Innovation
Anti-corruption: Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery	» Values at Flex » Integrity » Key performance indicators (Integrity)

GRI Content Index

Our Sustainability Report is prepared in accordance with the GRI Standards: Core option. Our previous report was published in 2017 (See [Archived Reports](#)).

GENERAL DISCLOSURES

Disclosure Title	Indicator	Section	Global Compact Principles Alignment ¹	UN SDG Alignment ²
Name of the organization	102-1	Company overview		
Activities, brands, products, and services	102-2	Industry expertise		
Location of headquarters	102-3	FY18 annual report		
Location of operations	102-4	FY18 annual report Significant Topics and Boundaries Locations		
Ownership and legal form	102-5	FY18 annual report		
Markets served	102-6	Industry expertise		
Scale of the organization	102-7	FY18 annual report		
Information on employees and other workers	102-8	Key performance indicators (People)	Labor: Principle 6 the elimination of discrimination in respect of employment and occupation	
Supply chain	102-9	Sustainable supply chain FY18 annual report		
Significant changes to the organization and its supply chain	102-10	FY18 annual report		
Precautionary principle or approach	102-11	The precautionary principle		
External initiatives	102-12	Our participation in industry organizations		
Membership of associations	102-13	Our participation in industry organizations		
Statement from Sr. decision maker	102-14	CEO message Global Compact Commitment		
Key impacts, risks, and opportunities	102-15	Flex Response FY18 annual report Flex investor website and 10K report See Flex CDP climate change response		
Values, principles, standards, and norms of behavior	102-16	Values at Flex Integrity	Anti-corruption: Principle 10 businesses should work against corruption in all its forms, including extortion and bribery	
Governance structure	102-18	Corporate governance Sustainability governance structure		

List of stakeholder groups	102-40	Stakeholder engagement	
Collective bargaining agreements	102-41	Flex respects the right of our employees to have freedom of association. This includes the right to form or join trade unions or other worker organizations. In all situations, Flex fully complies with all applicable laws and regulations at the sites in which we operate.	<div><div>Labor: Principle 3 businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining</div><div></div></div>
Identifying and selecting stakeholders	102-42	Stakeholder engagement	
Approach to stakeholder engagement	102-43	Stakeholder engagement	
Key topics and concerns raised	102-44	Stakeholder engagement	<div><div>Labor: Principle 5 the effective abolition of child labor</div><div>Refer to Working hours, forced/compulsory labor and other human rights issues</div></div>
Entities included in the consolidated financial statements	102-45	FY18 annual report	
Defining report content and topic boundaries	102-46	Process for defining the report content and the aspect boundaries	
List of material topics	102-47	Significant topics within Flex [GRI 103-1]	
Restatements of information	102-48	Significant topics and Boundaries	
Changes in reporting	102-49	Significant topics and Boundaries	
Reporting period	102-50	About this report	
Date of most recent report	102-51	GRI Content Index	
Reporting cycle	102-52	About this report Flex 20 by 2020	
Contact point for questions regarding the report	102-53	sustainability.feedback@flex.com	
Claims of reporting in accordance with the GRI Standards	102-54	GRI Content Index	
GRI Content Index	102-55	GRI Content Index	
External assurance	102-56	In 2017, our total water withdrawn and our scope 1, 2 and 3 absolute CO ₂ e emissions were verified by DNV. We're exploring the third-party validation of our report.	



MATERIAL TOPICS

MANAGEMENT APPROACH

Disclosure Title	Indicator	Section	Global Compact Principles Alignment ¹	UN SDG Alignment ²
Explanation of why the topic is material	103-1-a	Materiality assessment		
The topic boundary disclosure requests, for each material topic, a description of: 'where the impacts occur', 'the organization's involvement with the impacts'	103-1-b	Significant topics within Flex		
Explanation of the material topic and its Boundary, including limitations	103-1-c	Significant topics within Flex		
Evaluation of the management approach	103-3	Management system		

CATEGORY: ECONOMIC


ECONOMIC PERFORMANCE

Disclosure Title	MAD & Indicator	Section	Global Compact Principles Alignment ¹	UN SDG Alignment ²
The management approach and its components	103-2	FY18 annual report		
Direct economic value generated and distributed	201-1	FY18 annual report Flex investor website and 10K report		
Financial implications and other risks and opportunities due to climate change	201-2	See Flex CDP climate change response		


MARKET PRESENCE

Disclosure Title	MAD & Indicator	Section	Global Compact Principles Alignment ¹	UN SDG Alignment ²
The management approach and its components	103-2	Talent development		
Ratios of standard entry level wage by gender compared to local minimum wage	202-1	Talent development	Labor: Principle 6 the elimination of discrimination in respect of employment and occupation	

PROCUREMENT PRACTICES






Disclosure Title	MAD & Indicator	Section	Global Compact Principles Alignment ¹	UN SDG Alignment ²
The management approach and its components	103-2	Procurement practices		
Proportion of spending on local suppliers	204-1	Procurement practices Key performance indicators (Supply chain)		

ANTI-CORRUPTION





Disclosure Title	MAD & Indicator	Section	Global Compact Principles Alignment ¹	UN SDG Alignment ²
The management approach and its components	103-2	Integrity		
Communication and training about anti-corruption policies and procedures	205-2	Key performance indicators (Integrity) Flex 20 by 2020	Anti-corruption: Principle 10 businesses should work against corruption in all its forms, including extortion and bribery	

CATEGORY: ENVIRONMENTAL




ENERGY

Disclosure Title	MAD & Indicator	Section	Global Compact Principles Alignment ¹	UN SDG Alignment ²
The management approach and its components	103-2	Flex Pledge: our social and environmental management system Environment		
Energy Consumption within the organization	302-1	See Flex CDP climate change response	Environment: Principle 7 businesses should support a precautionary approach to environmental challenges Environment: Principle 8 undertake initiatives to promote greater environmental responsibility	   
Renewable Energy		Key performance indicators (Environment) Environment Environmental innovation Flex 20 by 2020	Environment: Principle 9 encourage the development and diffusion of environmentally friendly technologies	



WATER

Disclosure Title	MAD & Indicator	Section	Global Compact Principles Alignment ¹	UN SDG Alignment ²
Explanation of the material topic and its Boundary	103-2	Flex Pledge: our social and environmental management system Environment		
Water withdrawal by source	303-1	Key performance indicators (Environment) Flex 20 by 2020	Environment: Principle 7 businesses should support a precautionary approach to environmental challenges Environment: Principle 8 undertake initiatives to promote greater environmental responsibility	
Water recycled and reused	303-3	Key performance indicators (Environment) Environmental innovation Flex 20 by 2020	Environment: Principle 8 undertake initiatives to promote greater environmental responsibility	  

EMISSIONS

Disclosure Title	MAD & Indicator	Section	Global Compact Principles Alignment ¹	UN SDG Alignment ²
The management approach and its components	103-2	Flex Pledge: our social and environmental management system Environment		
Direct (Scope 1) GHG emissions	305-1	Key performance indicators (Environment) Environmental innovation Flex 20 by 2020	Environment: Principle 7 businesses should support a precautionary approach to environmental challenges Environment: Principle 8 undertake initiatives to promote greater environmental responsibility	
Energy indirect (Scope 2) GHG emissions	305-2	Key performance indicators (Environment) Environmental innovation Flex 20 by 2020	Environment: Principle 7 businesses should support a precautionary approach to environmental challenges Environment: Principle 8 undertake initiatives to promote greater environmental responsibility	
Other indirect (Scope 3) GHG emissions	305-3	Key performance indicators (Environment) Environmental innovation	Environment: Principle 7 businesses should support a precautionary approach to environmental challenges Environment: Principle 8 undertake initiatives to promote greater environmental responsibility	

EFFLUENTS AND WASTE



Disclosure Title	MAD & Indicator	Section	Global Compact Principles Alignment ¹	UN SDG Alignment ²
Explanation of the material topic and its Boundary	103-2	Flex Pledge: our social and environmental management system Environment		
Water discharge by quality and destination	306-1	Key performance indicators (Environment)	Environment: Principle 8 undertake initiatives to promote greater environmental responsibility	
Waste by type and disposal method	306-2	Key performance indicators (Environment) Flex 20 by 2020	Environment: Principle 8 undertake initiatives to promote greater environmental responsibility	

SUPPLIER ENVIRONMENTAL ASSESSMENT






Disclosure Title	MAD & Indicator	Section	Global Compact Principles Alignment ¹	UN SDG Alignment ²
The management approach and its components	103-2	Sustainable supply chain		
New suppliers that were screened using environmental criteria	308-1	Key performance indicators (Supply chain)	Environment: Principle 8 undertake initiatives to promote greater environmental responsibility	

CATEGORY: SOCIAL


SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK
OCCUPATIONAL HEALTH AND SAFETY

Disclosure Title	MAD & Indicator	Section	Global Compact Principles Alignment ¹	UN SDG Alignment ²
The management approach and its components	103-2	People		
Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	403-2	Key performance indicators (People) Flex 20 by 2020		 

TRAINING AND EDUCATION

Disclosure Title	MAD & Indicator	Section	Global Compact Principles Alignment ¹	UN SDG Alignment ²
The management approach and its components	103-2	People		
Average hours of training per year per employee	404-1	Key performance indicators (People) Flex 20 by 2020	Labor: Principle 6 the elimination of discrimination in respect of employment and occupation	  
Percentage of employees receiving regular performance and career development reviews	404-3	Key performance indicators (People)	Labor: Principle 6 the elimination of discrimination in respect of employment and occupation	 

SUB-CATEGORY: HUMAN RIGHTS
FORCED AND COMPULSORY LABOR

Disclosure Title	MAD & Indicator	Section	Global Compact Principles Alignment ¹	UN SDG Alignment ²
The management approach and its components	103-2	Flex response Labor and human rights		
Operations and suppliers at significant risk for incidents of forced or compulsory labor	409-1	Labor and human rights	Labor: Principle 4 the elimination of all forms of forced and compulsory labor	

SUB-CATEGORY: SOCIETY
LOCAL COMMUNITIES

Disclosure Title	MAD & Indicator	Section	Global Compact Principles Alignment ¹	UN SDG Alignment ²
The management approach and its components	103-2	Community		
Operations with local community engagement, impact assessments, and development programs	413-1	Key performance indicators (Community) Flex 20 by 2020	Human Rights: Principle 1 businesses should support and respect the protection of internationally proclaimed human rights	

SUPPLIER SOCIAL ASSESSMENT

Disclosure Title	MAD & Indicator	Section	Global Compact Principles Alignment ¹	UN SDG Alignment ²
The management approach and its components	103-2	Sustainable supply chain		
New suppliers that were screened using social criteria	414-1	Key performance indicators (Supply chain)	<p>Human Rights: Principle 2 make sure that they are not complicit in human rights abuses</p> <p>Labor: Principle 5 the effective abolition of child labor</p>	<div><div>5GENDER EQUALITY</div><div>8DECENT WORK AND ECONOMIC GROWTH</div><div>16PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>

1) The Global Compact Principles Alignment was carried out based on The Global Compact and Global Reporting Initiative's Making the Connection: [Using the GRI G4 Guidelines to Communicate Progress on the UN Global Compact Principles](#), which was released on May 2013. The Global Compact Initiative's Tool [Mapping G4 to the GRI Standards](#) was used to bridge G4 to GRI Standards.

2) The UN SDG Alignment was carried out based on the GRI, WBCSD and UN Global Compact: [SDG Compass- Linking the SDGs and GRI](#), which was released on October 2016.