**Our Commitment to the UN Global Compact**

Since joining the UN Global Compact (UNGC), we have continued to drive our sustainability efforts in alignment with the UNGC’s Ten Principles on human rights, labor, environment and anti-corruption. Our UN Global Compact Index specifies key activities in support of the principles.

We have taken actions, strategically and operationally, to support the advancement of these principles and broader societal goals, including several of the UN’s Sustainable Development Goals. Through our sustainability activities, we are proud to contribute to the UNGC’s meaningful, collective progress.

**Revathi Advaithi**

**Chief Executive Officer, Flex**

**UN Global Compact Index**

The tables below are part of our [2019 Sustainability Report](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf), 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 | * [Stakeholder engagement: Working hours, forced/compulsory labor and other human rights issues (p.23)](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf" \l "page=23) * [People chapter (p.29)](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=29) * [Key performance indicators (Integrity and community) (p. 87,90)](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf" \l "page=87) * [Flex 20 by 2020 goals progress report](https://flex.com/about/sustainability/reporting-and-alignment) |
| **Human Rights: Principle 2** make sure that they are not complicit in human rights abuses | * [Key performance indicators (Supply chain)](https://hrportal.flex.ehr.com/mx/es/benefits/Pages/CAUC.aspxhttps:/flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=90) (p.90) |
| **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 | * [Our social and environmental management system (p.20)](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf" \l "page=20) * [Stakeholder engagement (working hours, forced/compulsory labor and other human rights) (p.23)](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=23) * [People chapter (p.29)](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=29) * [Supply Chain chapter (p.56)](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf" \l "page=56) |
| **Labor: Principle 5** the effective abolition of child labor | * [Stakeholder engagement (Working hours, forced/compulsory labor and other human rights issues) (p.23)](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf" \l "page=23) * [Key Performance Indicators (Supply chain) (p.90)](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=90) |
| **Labor: Principle 6** the elimination of discrimination in respect of employment and occupation. | * [Key performance indicators (People) (p.85-86)](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf" \l "page=85) * [People chapter](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=29) |
| **Environment: Principle 7** Businesses should support a precautionary approach to environmental challenges | * [Flex CDP climate change response](https://flex.com/about/sustainability/reporting-and-alignment" \t "_blank) * [Flex CDP water security response](https://flex.com/about/sustainability/reporting-and-alignment) * [Key performance indicators (Environment) (p.87-89)](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf" \l "page=87) * [Innovation chapter – Environmental Innovation (p.48-50)](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=48) |
| **Environment: Principle 8** undertake initiatives to promote greater environmental responsibility | * [See Flex CDP climate change response](https://flex.com/about/sustainability/reporting-and-alignment" \t "_blank) * [Key performance indicators (Environment)](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=87) (p.87-89) * [Environment chapter – Best practices, programs and management p.41-45](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf" \l "page=41) * [Innovation chapter – Environmental Innovation (p.48-50)](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=48) |
| **Environment: Principle 9** encourage the development and diffusion of environmentally friendly technologies | * [Key performance indicators (Environment) (p.87-89)](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf" \l "page=87) * [Environment chapter – Best practices, programs and management (p.41-45](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=41)) * [Innovation chapter – Environmental Innovation (p.48-50)](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=48) |
| **Anti-corruption: Principle 10** Businesses should work against corruption in all its forms, including extortion and bribery | * [Values at Flex](https://flex.com/about/who-we-are) * [Integrity (p.51)](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf" \l "page=51) * [Key performance indicators (Integrity)](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=90) (p.90) |

**GRI Content Index**

The Flex Sustainability Report 2019 recaps our most important activities, performance and results from the 2018 calendar year.

This report has been prepared in accordance with the GRI Standards: Core option.

Our previous report was published in 2018.

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| **GRI Standard** | **Disclosure** | **Page number(s) and/or URL(s)** | **Global Compact Principles Alignment 1** | **UN SDG Alignment 2** |
| GRI 101: Foundation 2016 |  |  |  |  |

**General Disclosures**

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| --- | --- | --- | --- | --- |
| **GRI Standard** | **Disclosure** | **Page number(s) and/or URL(s)** | **Global Compact Principles Alignment 1** | **UN SDG Alignment 2** |
| GRI 102: General Disclosures 2016 | **102-1** Name of the organization | [Company overview](https://investors.flex.com/home/default.aspx) |  |  |
| **102-2** Activities, brands, products, and services | [Industry expertise](https://flex.com/expertise) |  |  |
| **102-3** Location of headquarters | [2019 Annual report](https://s21.q4cdn.com/490720384/files/doc_financials/annual_reports/2019/2019-AR-Flex.pdf#page=270) |  |  |
| **102-4** Location of operations | 2019 Annual report  [Report content, scope and boundaries](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=82)  [Locations](https://flex.com/connect/locations) |  |  |
| **102-5** Ownership and legal form | 2019 Annual report |  |  |
| **102-6** Markets served | [Industry expertise](https://flex.com/expertise) |  |  |
| **102-7** Scale of the organization | 2019 Annual report |  |  |
| **102-8** Information on employees and other workers | [Key performance indicators: People](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=85) | **Labor: Principle 6** the elimination of discrimination in respect of employment and occupation | https://flex.com/sites/default/files/component_c1/gg-8goodjobseconomicgrowth-english.png |
| **102-9** Supply chain | [About Flex](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=6)  [Supply chain](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf" \l "page=55)  2019 Annual report |  |  |
| **102-10** Significant changes to the organization and its supply chain | 2019 Annual report  [Report content, scope and boundaries](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=82) |  |  |
| **102-11** Precautionary principle or approach | [Our social and environmental management system](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=20) |  |  |
| **102-12** External initiatives | [[About Flex](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=6)](#_Our_networks) |  |  |
| **102-13** Membership of associations | [About Flex](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=6) |  |  |
| **102-14** Statement from Sr. decision maker | [CEO message](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=5) |  |  |
| **102-15** Key impacts, risks, and opportunities | [Stakeholder engagement](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=23)  [2019 Annual Report](https://investors.flex.com/financials/default.aspx#ARTable)  [2019 Form 10-K](https://investors.flex.com/financials/default.aspx#ARTable)  [[Company overview](https://investors.flex.com/financials/default.aspx" \l "ARTable)](https://investors.flex.com/home/default.aspx)  [Flex CDP climate change response](https://flex.com/about/sustainability/reporting-and-alignment) |  |  |
| **102-16** Values, principles, standards, and norms of behavior | [Values at Flex](https://flex.com/about/culture)  [Integrity](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=51) | **Anti-corruption: Principle 10** businesses should work against corruption in all its forms, including extortion and bribery | https://flex.com/sites/default/files/component_c1/goal-16.png |
| **102-18** Governance structure | [Sustainability governance structure](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=18)  [Corporate governance](https://investors.flex.com/corporate-governance/default.aspx) |  |  |
| **102-40** List of stakeholder groups | [Stakeholder engagement](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=23) |  |  |
| **102-41** Collective bargaining agreements | [UNGC alignment](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=70)  [Human Rights](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=32)  [Ethical Business Practices](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=54)  [Freedom of association](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=25) | **Labor: Principle 3** businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining | https://flex.com/sites/default/files/component_c1/gg-8goodjobseconomicgrowth-english.png |
| **102-42** Identifying and selecting stakeholders | [Stakeholder engagement](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf" \l "page=23) |  |  |
| **102-43** Approach to stakeholder engagement | [Stakeholder engagement](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=23) |  |  |
| **102-44** Key topics and concerns raised | [Working hours, forced/compulsory labor and other human rights issues](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=23) | **Labor: Principle 5** the effective abolition of child labor |  |
| **102-45** Entities included in the consolidated financial statements | [2019 Annual Report](https://investors.flex.com/financials/default.aspx#ARTable)  [2019 Form 10-K](https://investors.flex.com/financials/default.aspx#ARTable)  [[Company overview](https://investors.flex.com/financials/default.aspx" \l "ARTable)](https://investors.flex.com/home/default.aspx) |  |  |
| **102-46** Defining report content and topic boundaries | [Report content, scope and boundaries](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=82) |  |  |
| **102-47** List of material topics | [Report content, scope and boundaries](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=82) |  |  |
| **102-48** Restatements of information | [Report content, scope and boundaries](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=82) |  |  |
| **102-49** Changes in reporting | [Report content, scope and boundaries](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=82) |  |  |
| **102-50** Reporting period | [About this report](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=2) |  |  |
| **102-51** Date of most recent report | [About this report](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=2) |  |  |
| **102-52** Reporting cycle | [About this report](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf" \l "page=2)  [Flex 20 by 2020 goals progress report](https://flex.com/about/sustainability/reporting-and-alignment) |  |  |
| **102-53** Contact point for questions regarding the report | [sustainability.feedback@flex.com](mailto:sustainability.feedback@flex.com) |  |  |
| **102-54** Claims of reporting in accordance with the GRI Standards | This report has been prepared in accordance with the GRI Standards: Core Option. |  |  |
| **102-55** GRI Content Index | [GRI Content Index](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=72) |  |  |
| **102-56** External assurance | In 2017, our total water withdrawn and our scope 1, 2 and 3 absolute CO2e emissions were verified by DNV. [In 2018, we expanded the verification to include other KPIs, including water, renewable energy and waste.](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=91) |  |  |

**Material Topics**

**Economic Performance**

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| **GRI Standard** | **Disclosure** | **Page number(s) and/or URL(s)** | **Global Compact Principles Alignment 1** | **UN SDG Alignment 2** |
| GRI 103: Management Approach 2016 | **103-1** Explanation of the material topic and its Boundary | [Report content, scope and boundaries](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=82) |  |  |
| **103-2** The management approach and its components | [2019 Annual Report](https://investors.flex.com/financials/default.aspx#ARTable)  [2019 Form 10-K](https://investors.flex.com/financials/default.aspx#ARTable)  [[Company overview](https://investors.flex.com/financials/default.aspx" \l "ARTable)](https://investors.flex.com/home/default.aspx) |  |  |
| **103-3** Evaluation of the management approach | [Our social and environmental management system](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=20) |  |  |
| GRI 201: Economic Performance 2016 | **201-1** Direct economic value generated and distributed | [2019 Annual Report](https://investors.flex.com/financials/default.aspx#ARTable)  [2019 Form 10-K](https://investors.flex.com/financials/default.aspx#ARTable)  [[Company overview](https://investors.flex.com/financials/default.aspx" \l "ARTable)](https://investors.flex.com/home/default.aspx) |  | https://flex.com/sites/default/files/component_c1/gg-2nohunger-english.pnghttps://flex.com/sites/default/files/component_c1/gender1.pnghttps://flex.com/sites/default/files/component_c1/gg-7renewableenergy-english.pnghttps://flex.com/sites/default/files/component_c1/gg-8goodjobseconomicgrowth-english.pnghttps://flex.com/sites/default/files/component_c1/gg-9innovationandinfrastructure-english.png |
| **201-2** Financial implications and other risks and opportunities due to climate change | [Flex CDP climate change response](https://flex.com/about/sustainability/reporting-and-alignment) |  | https://flex.com/sites/default/files/component_c1/climate.png |

[**Market**](https://flex.com/about/sustainability/gri-standard-index#collapse-market-presence) **Presence | Fair Wages and Benefits**

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| **GRI Standard** | **Disclosure** | **Page number(s) and/or URL(s)** | **Global Compact Principles Alignment 1** | **UN SDG Alignment 2** |
| GRI 103: Management Approach 2016 | **103-1** Explanation of the material topic and its Boundary | [Report content, scope and boundaries](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=82) |  |  |
| **103-2** The management approach and its components | [People](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=29) |  |  |
| **103-3** Evaluation of the management approach | [Our social and environmental management system](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=20) |  |  |
| GRI 202: Market Presence 2016 | **202-1** Ratios of standard entry level wage by gender compared to local minimum wage | [People](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf" \l "page=29)  [Key performance indicators: People](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=85) | **Labor: Principle 6** the elimination of discrimination in respect of employment and occupation |  |

**Procurement Practices**

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| **GRI Standard** | **Disclosure** | **Page number(s) and/or URL(s)** | | **Global Compact Principles Alignment 1** | | **UN SDG Alignment 2** |
| GRI 103: Management Approach 2016 | **103-1** Explanation of the material topic and its Boundary | [Report content, scope and boundaries](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=82) | |  | |  |
| **103-2** The management approach and its components | [Supply Chain](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=55) | |  | |  |
| **103-3** Evaluation of the management approach | [Our social and environmental management system](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=20) | |  | |  |
| GRI 204: Procurement Practices 2016 | **204-1** Proportion of spending on local suppliers | [Supply Chain](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf" \l "page=55)  [Key performance indicators: Supply Chain](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=90) |  | | https://flex.com/sites/default/files/component_c1/gg-12responsibleconsumption-english.png | |

[**Anti-Corruption**](https://flex.com/about/sustainability/gri-standard-index#collapse-anti-corruption)

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| **GRI Standard** | **Disclosure** | **Page number(s) and/or URL(s)** | | **Global Compact Principles Alignment 1** | | **UN SDG Alignment 2** |
| GRI 103: Management Approach 2016 | **103-1** Explanation of the material topic and its Boundary | [Report content, scope and boundaries](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=82) | |  | |  |
| **103-2** The management approach and its components | [Integrity](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=51) | |  | |  |
| **103-3** Evaluation of the management approach | [Our social and environmental management system](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=20) | |  | |  |
| GRI 205: Anti-corruption 2016 | **205-2** Communication and training about anti-corruption policies and procedures | [Key performance indicators: Integrity](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf" \l "page=90)  [Flex 20 by 2020 goals progress report](https://flex.com/about/sustainability/reporting-and-alignment) | **Anti-corruption: Principle 10** businesses should work against corruption in all its forms, including extortion and bribery | | https://flex.com/sites/default/files/component_c1/goal-16.png | |

[**Energy**](https://flex.com/about/sustainability/gri-standard-index#collapse-energy)

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| **GRI Standard** | **Disclosure** | **Page number(s) and/or URL(s)** | | **Global Compact Principles Alignment 1** | | **UN SDG Alignment 2** |
| GRI 103: Management Approach 2016 | **103-1** Explanation of the material topic and its Boundary | [Report content, scope and boundaries](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=82) | |  | |  |
| **103-2** The management approach and its components | [Our social and environmental management system](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=20)  [Environment](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf" \l "page=41)  [Flex CDP climate change response](https://flex.com/about/sustainability/reporting-and-alignment) | |  | |  |
| **103-3** Evaluation of the management approach | [Our social and environmental management system](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=20) | |  | |  |
| GRI 302: Energy 2016 | **302-1** Energy Consumption within the organization | [See Flex CDP climate change response](https://flex.com/about/sustainability/reporting-and-alignment) | **Environment: Principle 7** businesses should support a precautionary approach to environmental challenges **Environment: Principle 8** undertake initiatives to promote greater environmental responsibility | | https://flex.com/sites/default/files/component_c1/gg-7renewableenergy-english.pnghttps://flex.com/sites/default/files/component_c1/gg-8goodjobseconomicgrowth-english.pnghttps://flex.com/sites/default/files/component_c1/gg-12responsibleconsumption-english.pnghttps://flex.com/sites/default/files/component_c1/climate.png | |
| Renewable Energy | Renewable Energy (not covered in the GRI Standards) | [Key performance indicators (Environment)](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=87)  [Environment](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=41) [Environmental innovation](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=46) [Flex 20 by 2020](https://flex.com/about/commitment/global-citizenship/flex-20-by-2020-progress-report) progress report | **Environment: Principle 9** encourage the development and diffusion of environmentally friendly technologies | | https://flex.com/sites/default/files/component_c1/gg-7renewableenergy-english.png | |

[**Water**](https://flex.com/about/sustainability/gri-standard-index#collapse-water)

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| --- | --- | --- | --- | --- | --- |
| **GRI Standard** | **Disclosure** | **Page number(s) and/or URL(s)** | **Global Compact Principles Alignment 1** | | **UN SDG Alignment 2** |
| GRI 103: Management Approach 2016 | **103-1** Explanation of the material topic and its Boundary | [Report content, scope and boundaries](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=82) |  | |  |
| **103-2** The management approach and its components | [Our social and environmental management system](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=20)  [Flex CDP water security response](https://flex.com/about/sustainability/reporting-and-alignment) |  | |  |
| **103-3** Evaluation of the management approach | [Our social and environmental management system](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=20) |  | |  |
| GRI 303: Water 2016 | **303-1** Water withdrawal by source | [Key performance indicators: Environment](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf" \l "page=87)  [Flex 20 by 2020 goals progress report](https://flex.com/about/sustainability/reporting-and-alignment)  [Flex CDP water security response](https://flex.com/about/sustainability/reporting-and-alignment) | **Environment: Principle 7** businesses should support a precautionary approach to environmental challenges **Environment: Principle 8** undertake initiatives to promote greater environmental responsibility | https://flex.com/sites/default/files/component_c1/clean-water.png | |
| **303-3** Water recycled and reused | [Key performance indicators: Environment](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf" \l "page=87)  [Environment](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf" \l "page=41)  [Flex 20 by 2020 goals progress report](https://flex.com/about/sustainability/reporting-and-alignment)  [Flex CDP water security response](https://flex.com/about/sustainability/reporting-and-alignment) | **Environment: Principle 8** undertake initiatives to promote greater environmental responsibility | https://flex.com/sites/default/files/component_c1/clean-water.pnghttps://flex.com/sites/default/files/component_c1/gg-8goodjobseconomicgrowth-english.pnghttps://flex.com/sites/default/files/component_c1/gg-12responsibleconsumption-english.png | |

**Emissions**

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| **GRI Standard** | **Disclosure** | **Page number(s) and/or URL(s)** | | **Global Compact Principles Alignment 1** | | **UN SDG Alignment 2** |
| GRI 103: Management Approach 2016 | **103-1** Explanation of the material topic and its Boundary | [Report content, scope and boundaries](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=82) | |  | |  |
| **103-2** The management approach and its components | [Our social and environmental management system](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=20)  [Environment](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=41) | |  | |  |
| **103-3** Evaluation of the management approach | [Our social and environmental management system](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=20) | |  | |  |
| GRI 305: Emissions 2016 | **305-1** Direct (Scope 1) GHG emissions | [Key performance indicators: Environment](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=87)  [Flex 20 by 2020 goals progress report](https://flex.com/about/sustainability/reporting-and-alignment)  [Flex CDP climate change response](https://flex.com/about/sustainability/reporting-and-alignment) | **Environment: Principle 7** businesses should support a precautionary approach to environmental challenges **Environment: Principle 8** undertake initiatives to promote greater environmental responsibility | | https://flex.com/sites/default/files/component_c1/gg-3goodhealth-english.pnghttps://flex.com/sites/default/files/component_c1/gg-12responsibleconsumption-english.pnghttps://flex.com/sites/default/files/component_c1/climate.pnghttps://flex.com/sites/default/files/component_c1/water-life.pnghttps://flex.com/sites/default/files/component_c1/land-life.png | |
| **305-2** Energy indirect (Scope 2) GHG emissions | [Key performance indicators: Environment](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=87)  [Flex 20 by 2020 goals progress report](https://flex.com/about/sustainability/reporting-and-alignment)  [Flex CDP climate change response](https://flex.com/about/sustainability/reporting-and-alignment) | **Environment: Principle 7** businesses should support a precautionary approach to environmental challenges **Environment: Principle 8** undertake initiatives to promote greater environmental responsibility | | https://flex.com/sites/default/files/component_c1/gg-3goodhealth-english.pnghttps://flex.com/sites/default/files/component_c1/gg-12responsibleconsumption-english.pnghttps://flex.com/sites/default/files/component_c1/climate.pnghttps://flex.com/sites/default/files/component_c1/water-life.pnghttps://flex.com/sites/default/files/component_c1/land-life.png | |
| **305-3** Other indirect (Scope 3) GHG emissions | [Key performance indicators: Environment](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=87)  [Flex 20 by 2020 goals progress report](https://flex.com/about/sustainability/reporting-and-alignment)  [Flex CDP climate change response](https://flex.com/about/sustainability/reporting-and-alignment) | **Environment: Principle 7** businesses should support a precautionary approach to environmental challenges **Environment: Principle 8** undertake initiatives to promote greater environmental responsibility | | https://flex.com/sites/default/files/component_c1/gg-3goodhealth-english.pnghttps://flex.com/sites/default/files/component_c1/gg-12responsibleconsumption-english.pnghttps://flex.com/sites/default/files/component_c1/climate.pnghttps://flex.com/sites/default/files/component_c1/water-life.pnghttps://flex.com/sites/default/files/component_c1/land-life.png | |

[**Effluents and Waste**](https://flex.com/about/sustainability/gri-standard-index#collapse-effluents-and-waste)

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| **GRI Standard** | **Disclosure** | **Page number(s) and/or URL(s)** | **Global Compact Principles Alignment 1** | | | **UN SDG Alignment 2** |
| GRI 103: Management Approach 2016 | **103-1** Explanation of the material topic and its Boundary | [Report content, scope and boundaries](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=82) |  | | |  |
| **103-2** The management approach and its components | [Our social and environmental management system](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=20)  [Environment](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=41) |  | | |  |
| **103-3** Evaluation of the management approach | [Our social and environmental management system](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=20) |  | | |  |
| GRI 306: Effluents and Waste 2016 | **306-1** Water discharge by quality and destination | [Key performance indicators: Environment](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=87)  [Flex CDP water security response](https://flex.com/about/sustainability/reporting-and-alignment) | | **Environment: Principle 8** undertake initiatives to promote greater environmental responsibility | https://flex.com/sites/default/files/component_c1/gg-3goodhealth-english.pnghttps://flex.com/sites/default/files/component_c1/clean-water.pnghttps://flex.com/sites/default/files/component_c1/gg-12responsibleconsumption-english.pnghttps://flex.com/sites/default/files/component_c1/water-life.png | |
| **306-2** Waste by type and disposal method | [Key performance indicators: Environment](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=87)  [Flex 20 by 2020 goals progress report](https://flex.com/about/sustainability/reporting-and-alignment) | | **Environment: Principle 8** undertake initiatives to promote greater environmental responsibility | https://flex.com/sites/default/files/component_c1/gg-3goodhealth-english.pnghttps://flex.com/sites/default/files/component_c1/clean-water.pnghttps://flex.com/sites/default/files/component_c1/gg-12responsibleconsumption-english.png | |

[**Supplier Environmental Assessment**](https://flex.com/about/sustainability/gri-standard-index#collapse-supplier-environmental-assessment)

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| **GRI Standard** | **Disclosure** | **Page number(s) and/or URL(s)** | | **Global Compact Principles Alignment 1** | | **UN SDG Alignment 2** |
| GRI 103: Management Approach 2016 | **103-1** Explanation of the material topic and its Boundary | [Report content, scope and boundaries](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=82) | |  | |  |
| **103-2** The management approach and its components | [Supply chain](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=55) | |  | |  |
| **103-3** Evaluation of the management approach | [Our social and environmental management system](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=20) | |  | |  |
| GRI 308: Supplier Environmental Assessment 2016 | **308-1** New suppliers that were screened using environmental criteria | [Key performance indicators: Supply Chain](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=90) | **Environment: Principle 8** undertake initiatives to promote greater environmental responsibility | |  | |

[**Occupational Health and Safety**](https://flex.com/about/sustainability/gri-standard-index#collapse-occupational-health-and-safety)

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| **GRI Standard** | **Disclosure** | **Page number(s) and/or URL(s)** | | **Global Compact Principles Alignment 1** | | **UN SDG Alignment 2** |
| GRI 103: Management Approach 2016 | **103-1** Explanation of the material topic and its Boundary | [Report content, scope and boundaries](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=82) | |  | |  |
| **103-2** The management approach and its components | [People](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=29) | |  | |  |
| **103-3** Evaluation of the management approach | [Our social and environmental management system](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=20) | |  | |  |
| GRI 403: Occupational Health and Safety 2016 | **403-2** Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities | [Key performance indicators: People](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf" \l "page=85)  [Flex 20 by 2020 goals progress report](https://flex.com/about/sustainability/reporting-and-alignment) |  | | https://flex.com/sites/default/files/component_c1/gg-3goodhealth-english.pnghttps://flex.com/sites/default/files/component_c1/gg-8goodjobseconomicgrowth-english.png | |

[**Training and Education**](https://flex.com/about/sustainability/gri-standard-index#collapse-training-and-education)

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| **GRI Standard** | **Disclosure** | **Page number(s) and/or URL(s)** | **Global Compact Principles Alignment 1** | | **UN SDG Alignment 2** |
| GRI 103: Management Approach 2016 | **103-1** Explanation of the material topic and its Boundary | [Report content, scope and boundaries](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=82) |  | |  |
| **103-2** The management approach and its components | [People](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=29) |  | |  |
| **103-3** Evaluation of the management approach | [Our social and environmental management system](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=20) |  | |  |
| GRI 404: Training and Education 2016 | **404-1** Average hours of training per year per employee | [Key performance indicators: People](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=85)  [Flex 20 by 2020 goals progress report](https://flex.com/about/sustainability/reporting-and-alignment) | **Labor: Principle 6** the elimination of discrimination in respect of employment and occupation | https://flex.com/sites/default/files/component_c1/education.pnghttps://flex.com/sites/default/files/component_c1/gender1.pnghttps://flex.com/sites/default/files/component_c1/gg-8goodjobseconomicgrowth-english.png | |
| **404-3** Percentage of employees receiving regular performance and career development reviews | [Key performance indicators: People](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=85) | **Labor: Principle 6** the elimination of discrimination in respect of employment and occupation | https://flex.com/sites/default/files/component_c1/gender1.pnghttps://flex.com/sites/default/files/component_c1/gg-8goodjobseconomicgrowth-english.png | |

[**Forced and Compulsory Labor**](https://flex.com/about/sustainability/gri-standard-index#collapse-forced-and-compulsory-labor)

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| **GRI Standard** | **Disclosure** | **Page number(s) and/or URL(s)** | **Global Compact Principles Alignment 1** | | **UN SDG Alignment 2** |
| GRI 103: Management Approach 2016 | **103-1** Explanation of the material topic and its Boundary | [Report content, scope and boundaries](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=82) |  | |  |
| **103-2** The management approach and its components | [Our social and environmental management system](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=20)  [People](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=29) |  | |  |
| **103-3** Evaluation of the management approach | [Our social and environmental management system](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=20) |  | |  |
| GRI 409: Forced or Compulsory Labor 2016 | **409-1** Operations and suppliers at significant risk for incidents of forced or compulsory labor | [People](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=29)  [Supply Chain](https://www.myworkday.com/wday/authgwy/flextronics/login.htmldhttps:/flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=55) | **Labor: Principle 4** the elimination of all forms of forced and compulsory labor | https://flex.com/sites/default/files/component_c1/gg-8goodjobseconomicgrowth-english.png | |

[**Local Communities**](https://flex.com/about/sustainability/gri-standard-index#collapse-local-communities)

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| **GRI Standard** | **Disclosure** | **Page number(s) and/or URL(s)** | **Global Compact Principles Alignment 1** | | **UN SDG Alignment 2** |
| GRI 103: Management Approach 2016 | **103-1** Explanation of the material topic and its Boundary | [Report content, scope and boundaries](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=82) |  | |  |
| **103-2** The management approach and its components | [[Community](#_Community)](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=35) |  | |  |
| **103-3** Evaluation of the management approach | [Our social and environmental management system](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=20) |  | |  |
| GRI 413: Local Communities 2016 | **413-1** Operations with local community engagement, impact assessments, and development programs | [Key performance indicators: Community](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf" \l "page=87)  [Flex 20 by 2020 goals progress report](https://flex.com/about/sustainability/reporting-and-alignment) | **Human Rights: Principle 1** businesses should support and respect the protection of internationally proclaimed human rights |  | |

[**Supplier Social Assessment**](https://flex.com/about/sustainability/gri-standard-index#collapse-supplier-social-assessment)

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| **GRI Standard** | | **Disclosure** | | **Page number(s) and/or URL(s)** | | **Global Compact Principles Alignment 1** | | **UN SDG Alignment 2** |
| GRI 103: Management Approach 2016 | | **103-1** Explanation of the material topic and its Boundary | | [Report content, scope and boundaries](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=82) | |  | |  |
| **103-2** The management approach and its components | | [Supply Chain](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=55) | |  | |  |
| **103-3** Evaluation of the management approach | | [Our social and environmental management system](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf#page=20) | |  | |  |
| GRI 414: Supplier Social Assessment 2016 | **414-1** New suppliers that were screened using social criteria | | [Key performance indicators (Supply Chain)](https://flex.com/-/media/Project/Flex/BrandSite/about/Sustainability/reporting-and-alignment/2019_Sustainability_Report.pdf" \l "page=90)  [Flex 20 by 2020 goals progress report](https://flex.com/about/sustainability/reporting-and-alignment) | | **Human Rights: Principle 2** make sure that they are not complicit in human rights abuses **Labor: Principle 5** the effective abolition of child labor | | https://flex.com/sites/default/files/component_c1/gender1.pnghttps://flex.com/sites/default/files/component_c1/gg-8goodjobseconomicgrowth-english.pnghttps://flex.com/sites/default/files/component_c1/goal-16.png | | |

**Notes:**

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](https://www.globalreporting.org/resourcelibrary/UNGC-G4-linkage-publication.pdf), which was released on May 2013. The Global Compact Initiative’s Tool [*Mapping G4 to the GRI Standards*](https://www.globalreporting.org/standards/resource-download-center/mapping-document-complete-excel/) 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,*](https://www.globalreporting.org/standards/resource-download-center/sdg-compass-annex-linking-the-sdgs-and-gri-standards/)which was released on October 2016.