

FY **21**

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**DIVERSITY  
EQUITY  
INCLUSION**

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WRAP **UP**

# AT JABIL, WE LEAD WITH OUR PEOPLE.

Our global workforce is made up of employees from different cultures, experiences and generations. They come from different academic and professional backgrounds and contribute unique talents and expertise. We celebrate all these differences and know they make us stronger as an organization.

We also know that a diverse workforce enhances creativity, facilitates innovation and allows every employee to bring their authentic self to work every day.

Four years ago, we decided to devote time, energy and resources to prioritize Diversity and Inclusion at Jabil. We added Equity in 2021, because we want to provide a workplace where we all have opportunities for growth and development.

This report is designed to share the progress we have made in the last fiscal year. Let's challenge ourselves — as an organization and as individuals — to do more to make Jabil the best it can be. As I have been immersed in this new role over the last few months, I'm excited to work with you and share our plans for FY22 and beyond.

Thank you,



**LaShawne Meriwether**  
VP Talent, Diversity and Community



Have questions or comments about diversity, equity and inclusion at Jabil?

Send them to [DEI@jabil.com](mailto:DEI@jabil.com)

# WHERE JABIL WAS

When Jabil started this work years ago, we didn't have a global understanding of diversity, equity and inclusion (DEI) at Jabil, and we had no consistent way for employees to participate in DEI events here and in their communities. We hadn't added "Equity" as part of our focus yet. It was simply Diversity & Inclusion or D&I.

**In that time, we've introduced numerous programs and initiatives at Jabil, some of which have further evolved in FY21.**



### HERHealth

Since 2009, Jabil has provided critical health and leadership training and education for female employees at eight sites in China, Vietnam and India through BSR's (Business for Social Responsibility's) HERhealth (Health Enables Returns) Project. Jabil's HERHealth program has grown exponentially, with more than 100,000 women trained and more than 400,000 people reached since the program's inception.

[Learn More](#)



### Jabil Joules

Launched in 2013, our Jabil Joules program serves as a platform to create an open dialogue around diversity and inclusion through global educational forums, mentorships and community involvement activities. The program's events have grown to serve all employees and from those just starting their career to senior leaders. The Joules program is worldwide, with sites spearheading local activities in the Americas, Asia and across Europe with the goal of increasing diversity and inclusion in the workplace.

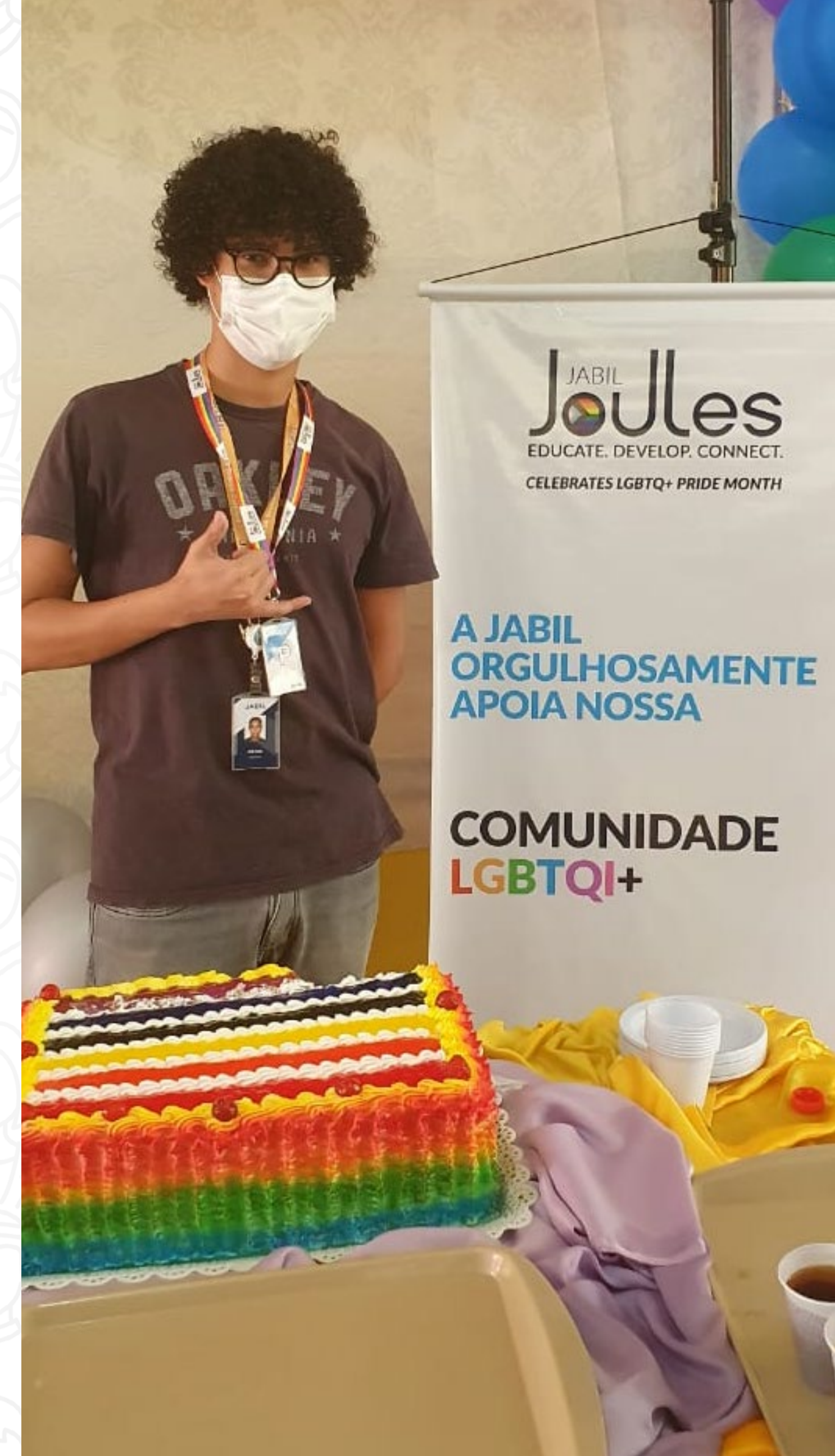
[Learn More](#)



### STEP Ahead

For the eighth year in a row, Jabil has had Honorees named for the Manufacturing Institute's STEP Ahead Awards. These awards recognize women in science, technology, engineering and production (STEP) who have gone above and beyond in their contributions to the industries and demonstrated a commitment to future talent by empowering the next generation of female manufacturers.

[Learn More](#)





### Supporting Employees with Disabilities

In 2020, we launched an enterprise-wide program dedicated to employees with disabilities. We are focused on increasing employment and development for people with physical and neurological disabilities, facilitating adjustments and accessibility, building awareness among other employees and creating a culture of inclusion.

[Learn More](#)



### Senior Leadership Trainings

Diversity talent plans were added to Long Term Plans (LTPs) and talent reviews. All VP+ leaders have attended learning and development sessions around micro messaging.



# WHERE JABIL IS

## FY21 PROGRESS

FY21 marked an increased focus on Diversity and Inclusion at Jabil, beginning with the addition of “Equity.”

**Our teams and leaders worldwide took the time to listen, learn and act, so we can collaboratively determine next steps.**

Diversity, equity and inclusion, at a conceptual level, mean different things to different people—not to mention the regional and local differences worldwide. That's why we felt it was important to share what these terms mean at Jabil, so we can have a common goal to achieve, together.



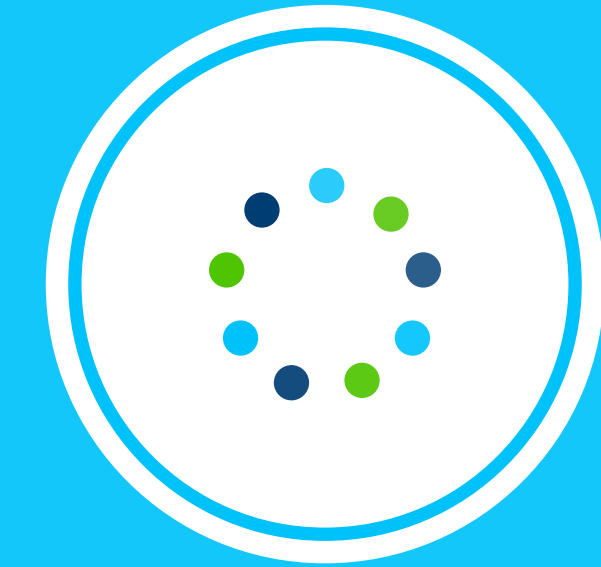
## DIVERSITY

The presence of characteristics like age, disability, experience, gender identity, nationality, race, religion, sexual orientation and more that contribute to **individual uniqueness**.



## EQUITY

The processes and systems needed to make sure each employee has the access, support and resources for **opportunities of growth and reward**.



## INCLUSION

The attitudes, behaviors and decisions that **create an environment of belonging**. It welcomes and values the differences of others with an open mind.



### Earned a score of 100 on Disability:IN’s “Disability Equality Index”

In FY21, Jabil was recognized as a “Best Place to Work for Disability Inclusion” by Disability:IN after receiving a score of 100 on the 2021 Disability Equality Index. The Disability Equality Index is a comprehensive benchmarking tool used to measure a company’s efforts around disability inclusion and equality and was created by Disability:IN and the American Association of People with Disabilities (AAPD). To participate in the index, companies provided information on their policies and practices in the areas of culture and leadership; enterprise-wide access; employment practices (benefits, recruitment, employment, education, retention and advancement, accommodations); community engagement; supplier diversity; and non-U.S. operations. New this year, questions about innovative technology to advance digital and remote accessibility, mental wellness benefits, services for deaf and hard of hearing employees and flexible work options were asked in response to the global pandemic.

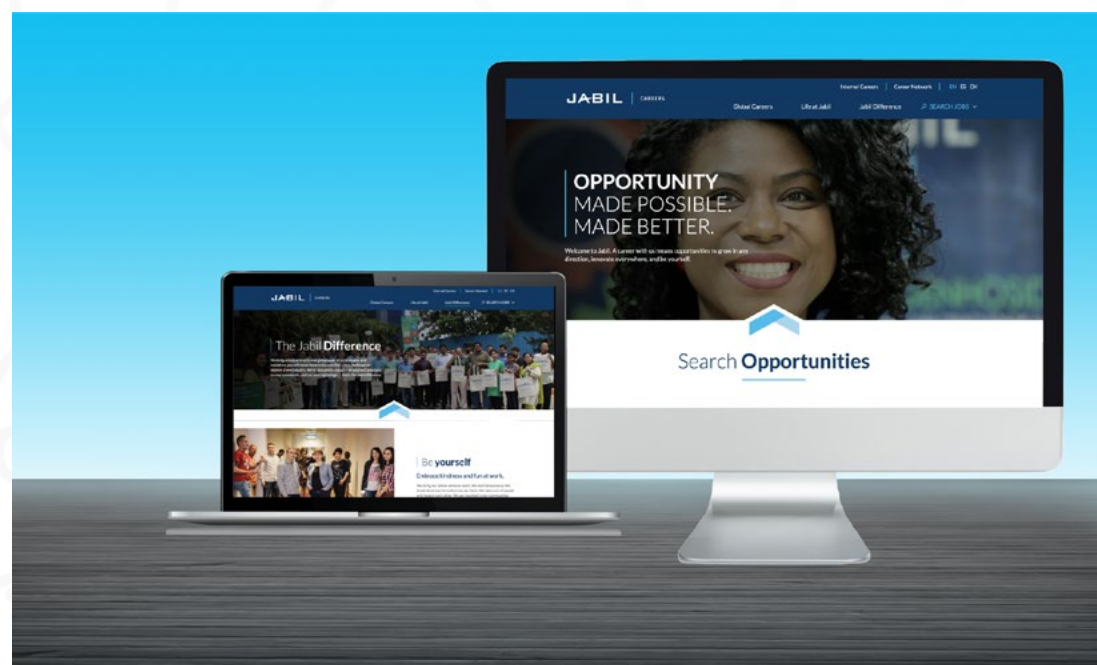
[Learn More](#)



### Global Power Forum

In October 2020, we held our first global Joules Power Forum, an event series previously held regionally and in-person at select sites across the globe. We turned travel and group gathering restrictions into an opportunity to change the format: virtual and global. Across five days, communications were sent with messages from leadership, panel session recordings of Jabil leaders and free resources to help employees along their D&I journey.

[Learn More](#)



### Functional and Enterprise Partnerships

We focused on working closely with other functions that have direct impact on measuring and supporting a diverse, equitable and inclusive workplace. This includes work with the Global Talent Acquisition teams, which have taken action to prioritize DEI; conduct training for recruiters and hiring managers around diversity recruiting including sourcing, job ads, interviews and more.

[Learn More](#)





### Partner with the Special Olympics

Jabil has entered into a partnership with Special Olympics USA Games which continues Jabil’s culture of giving back and aligns to our commitment to inclusivity in the workplace. The Special Olympics is the world’s largest sports organization for children and adults with intellectual disabilities. The 2022 Special Olympics USA Games will host more than 4,000 athletes from around the country in Orlando.

In addition to financial support, Jabil employees are volunteering their expertise in a variety of areas such as sustainability, information technology, logistics / supply chain, and statistical analysis to elevate the success leading up to and during the Games. Jabil Cares encourages sites to pursue activities or relationships with their local Special Olympics Chapter to create a global connection of shared experiences.

[Learn More](#)



### Disability Inclusion & Awareness in the Workplace Training

Disability Inclusion and Awareness in the Workplace, created in partnership with topic experts at Disability:IN, creates awareness around types of disabilities and inclusion practices and highlights what actions Jabil is taking to be more inclusive of current and prospective employees with disabilities.

[Learn More](#)



### “Let’s Get Real” Series

In FY21, we launched a series that aims to tackle bold conversations, answer tough questions and provide a safe learning space. The goal of the program is to provide a platform for curious, open-minded people to ask questions they might be hesitant to ask but want to know- to help themselves grow in the areas of DEI.

Through virtual, interactive sessions with live Q&A features, the series will actively build an inclusive culture. The first session was held for our colleagues in North America during Pride Month, inviting LGBTQ+ activist and founder and executive director of Equality Florida, Nadine Smith. Sessions on additional topics and regions are planned for FY22.

[Learn More](#)



### Unconscious Bias Training

“Igniting Inclusivity,” a training for Jabil, by Jabil, launched worldwide. During this training, participants learned about the importance of understanding unconscious bias, stereotypes and specific behaviors, so that together we can continue to create a welcoming environment for everyone to be their true selves at work. It’s about more than diversity; it’s about inclusion - the action of ensuring everyone feels part of a whole, feels part of one Jabil.

[Learn More](#)



### Diversity, Equity and Inclusion in the Workplace

Jabil sponsored the University of South Florida’s Diversity, Equity & Inclusion in the Workplace Certificate, with more than 135,000 registrants worldwide across many companies and organizations. 62,463 participants (including more than 130 from Jabil) completed the full program and received the certificate and badge — far more than the average for such programs. As a comparison, Raymond James Stadium’s capacity is 65,618.

[Learn More](#)



### Local Site Activation

More than 121 Jabil Joules champions across 83 Jabil sites took the lead on DEI education and celebration efforts at a local level. With their help, many global events like International Women’s Day and Pride Month were celebrated at various sites. These champions also supported the development of the Jabil Joules Global Power Forum at a regional level.



## Global Diversity Council

Established at the end of FY20, FY21 was the DEI Council's first full year, and it was time well spent. Council members held listening sessions at every level—local, functional, regional—and regularly met with Jabil CEO Mark Mondello.

The Council's insights and feedback are a critical part of developing DEI Trainings, establishing DEI hiring processes and determining Jabil's enterprise DEI strategy.

### Council Charter

Provide senior leadership with perspectives, ideas and solutions on diversity, equity and inclusivity opportunities at Jabil while acting and advocating for progress within spheres of internal and external influence

### Council Roles & Scope



**REPRESENT:** the Jabil voice



**ADVISE:** learning and development teams; communications segment and functional leads



**COMMUNICATE:** share and start conversations



**PROMOTE & PROGRESS DEI:** trainings; speak at team meetings



# WHERE JABIL IS HEADED

As we look back on FY21, we celebrate the progress we have made toward a truly diverse, equitable and inclusive workplace for us all. Our goal is a healthy, safe work environment where all voices are understood, valued and appreciated.

**We're excited to share with you what's ahead in FY22. We're building on the momentum we've created and are ready to challenge ourselves to be better.**

## RECOGNIZE & REDUCE UNCONSCIOUS BIAS

### Encourage Inclusivity & Accountability

We want Jabil to be an employer where action and behaviors that are not inclusive are not tolerated. We will provide the necessary trainings, resources and guidance to make Jabil an inclusive workplace for all.

## DIVERSE TALENT DEVELOPMENT

### Increase Diverse Talent Pool

We will focus on increasing diverse talent through pipeline generation, retention and development opportunities. With targeted development to support diverse talent, we will equip segment and function teams with the tools and skills necessary to reflect regional and business priorities and needs.



## DEI ENTERPRISE STRATEGY

### Establish an Enterprise Foundation

We will define enterprise priorities and metrics and establish a roadmap to achieve our goals. We will also implement change management and communications to support strategy implementation. Finally, we will create a governance structure to maximize outcomes and prevent effort duplication.

## INCLUSIVE LEADERSHIP

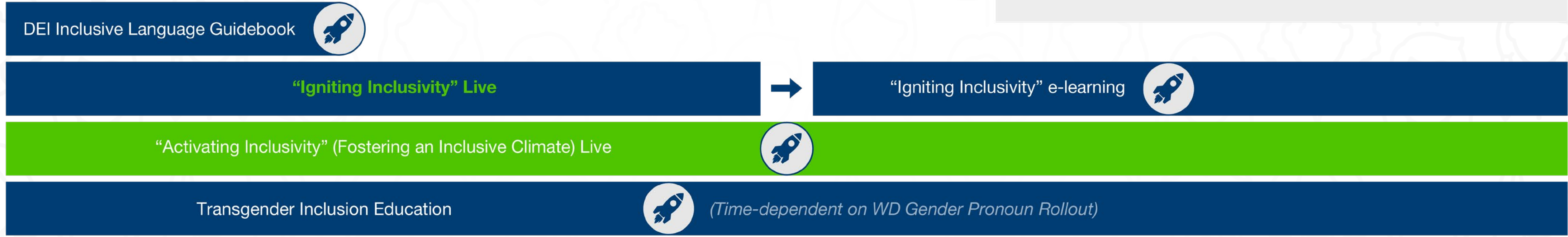
### Hold Leaders Accountable

We will hold our leaders accountable to help create an inclusive workplace and have Jabil become an inclusivity leader in the community. By providing trainings, partnering with talent teams and conducting quarterly town halls focused on DEI, we will equip all our leaders with the skills and resources they need to create a diverse, equitable and inclusive workplace.

# DEI ENTERPRISE LEARNING ROADMAP

-  **LEVEL 1:** Awareness & Desire
-  **LEVEL 2:** Knowledge & Ability
-  **LEVEL 3:** Reinforce & Application
-  **TARGET LAUNCH**
- GREEN TEXT:** Project Already Started

## ALL EMPLOYEES



## PEOPLE MANAGERS



We're holding ourselves accountable to uphold our commitment to YOU. We hope you will embrace this challenge and work side by side with us and each other.

# WE ARE TOGETHER. UNITED.



Have questions or comments about diversity, equity and inclusion at Jabil?

[E-mail DEI@jabil.com](mailto:DEI@jabil.com)



Want to tell your DEI story? Why does DEI matter to you?

[Share with us](#)



Learn more about our employees and their unique journey.

[Visit the Jabil Joules Blog](#)