


<b>Title: Whistleblower Policy</b>	<b>Page 1 of 1</b>	<b>Applies to: All Plexxus Employees</b> <b>Owner: Corporate</b> <b>Implemented: January 2014</b> 
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## Section 1: Background

The Plexxus values of Collaborative, Accountable, Professional and Responsive, guide us in how we carry out our business and interact with customers, suppliers and each other. All employees must act, and be seen to act with honesty, care and due diligence in carrying out their jobs.

The Whistleblower Policy is designed to encourage and enable employees, customers, suppliers and other stakeholders to bring forward information and/or report wrongdoings including ethical issues, questionable financial reporting/practices or unlawful acts. The policy ensures that whoever brings forward information in good faith are treated fairly and protected from retaliation.


This policy is not intended to replace or supersede any other reporting processes in other Plexxus Policies including Discrimination & Harassment, Workplace Violence & Harassment and Information Technology Usage & Code of Conduct.

This policy contains the following components:

1. Background
2. Reporting
3. Role & Responsibilities
4. Procedure
5. Disciplinary measures/consequences
6. Protection from reprisal
7. Confidentiality

## Section 2: Reporting

Plexxus will establish a process for confidential submissions of concerns through an independent organization. The organization will typically report the information to the Plexxus President & CEO, the Plexxus Board Chair and the Plexxus Vice President, Human Resources to determine best route for investigation and/or resolution.

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### Section 3: Role & Responsibilities

#### **Reporter (person initiating the concern)**

- Act in good faith, with reasonable grounds
- Provide as much factual information as possible
- Advise investigative body immediately if experiencing reprisal

#### **Responsibilities of Staff and Management**

- Promote a culture of open communication within their departments where issues and concerns can easily be dealt with
- Ensure compliance with this policy
- Protect from reprisal employees who disclose, in good faith, concerns of possible wrongdoing

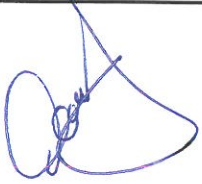
#### **Responsibilities of the Plexxus President & CEO**

- Promote a culture of open communication, within the company where issues and concerns can easily be dealt with
- Investigate personally, if the situation warrants or delegate to a member of the Senior Management Team
- Protect from reprisal employees who disclose, in good faith, concerns of possible wrongdoing

#### **Responsibilities of the Chair of the Plexxus Board of Directors**

- Upon receipt of a report/information related to the Whistleblower Policy from the independent organization, the Chair of the Plexxus Board of Directors will work with the Plexxus President & CEO and the Plexxus Vice President of Human Resources, to identify the most appropriate resource to lead the investigation process. This Lead will remain in place and accountable for the process to ensure a comprehensive investigation is completed and reported upon.

Annual report of all whistleblower complaints, themes and findings will be presented to the Governance Committee of the Plexxus Board of Directors.

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#### Section 4: Procedure

Once information has been provided to the independent organization, they will make an assessment that may take the following paths:

1. Contact the reporter for more information if needed.
2. Report the complaint details to the Plexxus Board Chair, Plexxus President & CEO and the Plexxus Vice President, Human Resources. The matter will be discussed and if necessary, an investigation will be launched with the most appropriate resource(s).
3. In all cases the appropriate actions will be taken and the reporter will be informed that the investigation has been closed.

#### Section 5: Disciplinary measures/consequences

If after a thorough investigation an employee is proven to be responsible for the wrong doings reported on, they may be subject to discipline up to and including termination and/or the information related to the report may be turned over to the police.

#### Section 6: Protection from reprisal

If the reporter has acted in good faith in reporting an issue, he/she shall not be subject to reprisal. If the reporter believes he/she has been subjected to reprisal, they should report it to the President & CEO, the Plexxus Board Chair, the Plexxus Vice President, Human Resources or whoever led the investigation.

A reporter, who makes a report, which is knowingly false or made with malicious intent, may be subject to discipline, up to including termination of employment or service.

#### Section 7: Confidentiality

The reporter can be assured of confidentiality, unless disclosure is required through a police report or is considered critical to the investigation. The reporter will be advised accordingly.