



## Modern Slavery Statement and Supply Chain Management Disclosures

Celestica takes its responsibility as a positive global corporate citizen to heart. Celestica is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain.

This statement is made by Celestica Inc. for itself and Celestica group companies pursuant to section 54 of the UK Modern Slavery Act 2015 (the “**UK MSA**”), and section 3 of the California Transparency in Supply Chains Act 2010 (the “**CTSCA**”), for the financial year ended 31 December 2022. Although not all Celestica entities are subject to the requirements of the UK MSA and the CTSCA, Celestica’s policies and procedures apply across the Celestica group, as set out in this statement. Any references to “Celestica” or “we”, “us” or “our” herein refer to the Celestica group.

Celestica is committed to complying with all applicable labour and employment laws, rules, and regulations, and working to mitigate the risk of modern slavery and human trafficking in our business and supply chain. We are a founding member of the Responsible Business Alliance (“**RBA**”), a non-profit coalition of companies that, among other things, establishes standards for its members in responsible and ethical practices in the areas of labour, environmental compliance, employee health and safety, ethics, and social responsibility.

This statement is consistent with Celestica’s [Business Conduct Governance Policy](#) (“**BCG Policy**”) and the [RBA Code of Conduct](#) and discusses actions Celestica took in its prior fiscal year to address risks of modern slavery and human trafficking in our operations and supply chain.

### Overview of Celestica and Position on Modern Slavery

Celestica is a global contract manufacturer specialising in design, manufacturing, and supply chain solutions for global companies. Celestica specialises in supply chain solutions for the entire product lifecycle for companies. We coordinate design and engineering through to manufacturing and after-market services with a view to cost reduction, speed, and innovation. To find out more about the nature of our business, please visit our [website](#).

At Celestica, we believe in maintaining the highest standards of ethical behaviour in all of our dealings with our customers, our suppliers, and each other. We closely monitor all applicable laws, regulations, and customer requirements related to our operations and products in order to comply, including adherence to our BCG Policy and the RBA Code of Conduct. This commitment is reflected in the values we uphold and in the way in which we treat others with dignity, honesty, and respect.

## A. Organisation’s Structure, Business and Supply Chains

### Organisation’s Structure

Headquartered in Toronto, Ontario, Celestica executes our business in our global network of sites from which we deliver flexible and innovative solutions to customers. We have sites in the following countries: Canada, the U.S., China, Ireland, Japan, Laos, Malaysia, Mexico, Romania, Singapore, South Korea, Spain, Indonesia, India, Philippines and Thailand. Our centers of excellence are strategically located in North America, Europe, and Asia. At

December 31, 2022, we employed approximately 26,000 employees. A more detailed description of Celestica's business operations and ambitions can be found in our [Annual Report on Form 20-F for the year ended December 31, 2022](#).

Celestica's supply chain is expansive and global. We purchase the majority of our components and materials from a large network of preferred suppliers across the world, which enables us to help customers bring their high complexity products to market quickly, reliably, and with a high level of quality. Celestica also purchases products and services to support our business operations, which are used to develop or create Celestica's products or services.

### **Our Business**

We deliver innovative supply chain solutions globally to customers in two operating and reporting segments: Advanced Technology Solutions (“**ATS**”) and Connectivity & Cloud Solutions (“**CCS**”). Our ATS segment consists of our ATS end market, and is comprised of our Aerospace & Defence, Industrial, HealthTech, and Capital Equipment businesses. Our Capital Equipment business is comprised of our semiconductor, display, and robotics equipment businesses. Our CCS segment consists of our Communications market and Enterprise end market (comprised of our servers and storage businesses).

Our customers include original equipment manufacturers (“**OEMs**”), cloud-based and other service providers, including hyper-scalers, and other companies in a wide range of industries.

We offer a comprehensive range of product manufacturing and related supply chain services to customers in both our ATS and CCS segments.

## **B. Our Commitments and Policies**

### **Our Policies & Standards**

At Celestica, we are working to implement, manage, and continuously audit our commitment to the RBA Code of Conduct, a set of standards created by industry-leading original equipment manufacturers for their suppliers, with input from top-tier electronics manufacturing services providers, including Celestica. The RBA Code of Conduct outlines standards to ensure that working conditions in the supply chain are safe, that workers are treated with respect and dignity, and that manufacturing processes are environmentally responsible. The standards set out in the RBA Code of Conduct reference international norms and standards, including the Universal Declaration of Human Rights, ILO International Labour Standards, OECD Guidelines for Multinational Enterprises, ISO and SA standards, and the UN Guiding Principles on Business & Human Rights.

Using the RBA Code of Conduct as our foundation, we address modern slavery risks through specific policies, training and awareness, and due diligence, as described further below.

We have implemented the following policies and management approaches across all Celestica companies:

- [BCG Policy](#) for all employees, and sets our expectations regarding ethics and compliance. This policy is available in Chinese, German, Indonesian, Japanese, Korean, Laotian, Malay, Romanian, Spanish (Latin American), Spanish (European), Thai and Vietnamese. Violations of this policy can result in disciplinary action, up to and including termination.
- [Child Labour Prevention Policy](#) addresses our approach to preventing child labour within our operations and provides guidance to Celestica managers and employees should child labour be identified.

- Global Hours of Work Policy addresses our approach to employee working hours, work week hour limits, and compensation guidance for hours worked. Our Global Hours of Work Policy is an internal HR policy and is not publicly available.
- Supply Chain Management Policy provides guidance for our employees to extend our BCG Policy to our suppliers, and dictates that RBA labour and ethics standards are applied across our supply chain. Our Supply Chain Management Policy is an internal policy and is not publicly available.
- [Conflicts Minerals Policy](#) outlines requirements for our suppliers, and addresses our approach to the sustainable sourcing of specified minerals and their derivative metals, the diligence and disclosure of which is regulated by Rule 13p-1 under the Exchange Act, the SEC rule implementing Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act (the “**US Conflict Minerals Rule**”).

### **Reporting Issues**

Celestica has implemented an Ethics program to maintain a workplace of high ethical standards. The Ethics program is communicated to employees in the BCG policy, on the internet, intranet and through the Ethics Awareness Centers which are posted at each of Celestica’s sites providing all of the details around the ethics program, including the local hotline number in each geography. Celestica’s Ethics program is available to anyone who has dealings with a Celestica employee whether that be an employee, customer, supplier or external stakeholder.

In addition, Celestica is open to receiving any feedback or concerns about its management of modern slavery and human rights risks in its operations. Any concerns can be reported to [compliance@celestica.com](mailto:compliance@celestica.com).

### **Whistleblowing**

Celestica’s Audit Committee has adopted a [Whistleblower Policy](#) to provide for the receipt, retention, and treatment of complaints received by Celestica regarding accounting, internal accounting controls, or auditing matters, and confidential, anonymous submissions by employees of Celestica of concerns regarding questionable accounting or auditing matters.

### **Recruitment and Employment Practices**

Celestica hires employees directly and conducts independent due diligence and checks on those employees, in compliance with our policies. We outsource some recruitment activity to external recruiters for specific roles.

Together, Celestica’s [Ethical Labour practices](#) address our approach to preventing child labour and ensuring the protection of foreign migrant workers and regulated working hours across Celestica. We ensure the above policies are available to all employees. We describe below the due diligence and monitoring we conduct at our sites, which address human rights issues including but not limited to child labour, the recruitment and working conditions of migrant labour, and working hours.

## **C. Due Diligence and Supplier Assessments**

### **Due Diligence Processes for Slavery and Human Trafficking**

Celestica conducts internal and external risk assessments on our supply chain.

In addition, we have taken the following steps:

- Where possible, we include contractual terms and conditions referencing the RBA Code of Conduct in contracts with our direct suppliers;
- We provide a “Welcome Package” to our new suppliers (direct and indirect) with reference to the RBA Code of Conduct and links to relevant Celestica policies;
- For all suppliers governed by the Annual Supplier RBA Compliance Program, we conduct supplier qualification and verification programs which include questions regarding compliance with applicable labour laws; and
- In order to ensure compliance with section 321(b) of the Countering America’s Adversaries Through Sanctions Acts (“**CAATSA**”), which creates an automatic presumption that any goods mined, produced, or manufactured wholly or in part by North Korean nationals or citizens, outside of North Korea, are considered to be produced through forced labour (and hence prohibited from importation under the US Tariff Act of 1930), new suppliers complete optional a supplier workforce composition surveys to identify North Korean labour presence and/or sign CAATSA declarations.

### **On-boarding**

Every new supplier is provided with a welcome package, which includes RBA Code of Conduct and the expectation for suppliers to comply with it. In addition, we ask that all suppliers complete a voluntary declaration on workforce composition at on-boarding.

### **Supply chain management, monitoring, and compliance**

Celestica engages with suppliers that are RBA members and suppliers that are not RBA members. All of our suppliers are managed through our SCM Supplier Responsibility Management System. Through this system, Celestica assesses the level of risk for each supplier on an ongoing basis using the approach and tools described above (conducting risk assessments, verification, against standards, operating the Celestica Ethics hotline, and making available grievance mechanisms).

Certain suppliers which are part of the Annual Supplier RBA Compliance Program are expected to complete the RBA Self-Assessment Questionnaire (SAQ), which is a risk-assessment tool that enables corporations to evaluate specific supply chain risk areas, including labour (targeted at the prevention of modern slavery, human trafficking, and child labour), health and safety, environment, and ethics, in their supply chains; Suppliers are required to meet a minimum score to pass the self-assessment. Upon receipt of the SAQ, and depending on the answers, Celestica may also carry out a verification process-audit on the supplier.

In addition, a suppliers who is also a RBA member, as part of the RBA Compliance Program, is assessed every two years through the RBA’s Validated Assessment Program (“**VAP**”) by a RBA independent third-party audit firm, which addresses, among others, issues relating to modern slavery and human trafficking. Celestica receives the VAP audit reports that the RBA conducts using independent third-party audit firms and, based on the outcomes of the audits, considers whether any follow-up action is necessary. In addition to the multiple efforts described above and below, Celestica’s standard terms and conditions provided to suppliers contain a requirement that the suppliers comply with the RBA Code of Conduct and the BCG which is accepted by most but not all suppliers.

Additionally, the RBA compliance assessments of the suppliers are scored pursuant to the SPOT Scoring Process and suppliers are required to meet a minimum score to pass.

Celestica also keeps a Discontinued Supplier Relationship List (“**DSRL**”), which identifies the companies and/or individuals that Celestica cannot or does not want to purchase products or services from. Each organisation within Celestica must review the DSRL prior to entering into a relationship with a new supplier and before discontinuing a current relationship with a supplier or individual as they are added to the DSRL.

### **Conflict Minerals**

Celestica is committed to sustainable supply chain management, and we adopted a [Conflict Minerals Policy](#) to ensure the sustainable sourcing of minerals in the products that we manufacture. Whilst Celestica does not directly source minerals from mines, Celestica recognises the need to address extractives-related issues, including human rights abuses, forced, bonded, and child labour, by enabling responsible sourcing of its suppliers.

Celestica expects all of its suppliers to comply with the U.S. Conflict Minerals Rules and provide all necessary declarations using the Responsible Minerals Initiative Conflict Minerals Reporting Template, which Celestica uses in conjunction with the Responsible Minerals Assurance Process (RMAP) to reasonably assure that the Tantalum, Tungsten, Tin or Gold in the products that Celestica manufactures do not directly or indirectly finance or benefit armed groups in the Democratic Republic of Congo or adjoining countries (DRC Region). Celestica will assess future business with suppliers that are non-compliant with its Conflict Minerals Policy.

Celestica annually produces a Conflict Minerals Report pursuant to Rule 13p-1 and Form SD promulgated under the Securities Exchange Act of 1934, as amended and publishes its Conflict Minerals Report on its website on the Compliance and Ethics page. Celestica’s due diligence measures were designed to conform to the framework established in the Organization for Economic Cooperation and Development’s (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas: Third Edition (2016) and accompanying Supplements.

## **D. Assessing and Managing Celestica’s Operational Risks**

### **Modern Slavery Risk Assessments**

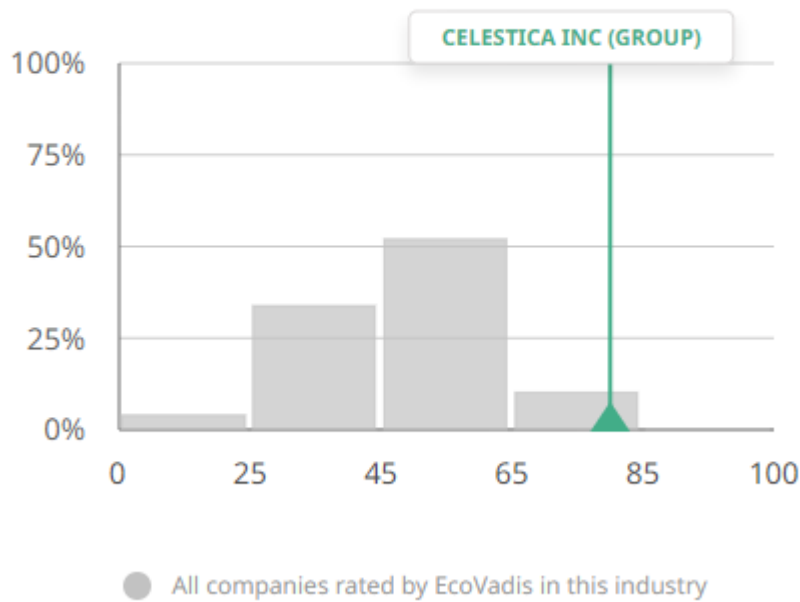
Celestica conducts annual self-assessments at the corporate level and at the site-level at our manufacturing facilities using the RBA SAQ, which enables us to evaluate labour, health and safety, environment, and ethics issues in our operations and supply chain (covering both direct and indirect suppliers).

Every two years, we conduct an internal audit at each of Celestica’s manufacturing sites to ensure that we do not have any operations at significant risk of being exposed to modern slavery, human trafficking, or child labour.

### **Industry Participation, Co-operation and Engagement**

Celestica annually participates in an independent, third party assessment of our sustainability management systems conducted by EcoVadis, a sustainability ratings provider that works to improve the environmental and social practices of companies by leveraging the influence of global supply chains. At the end of its audit, EcoVadis provides a rating covering a broad range of non-financial management systems including Environmental, Labour & Human Rights, Ethics and Sustainable Procurement impacts. Celestica’s score for its Labour and Human Rights practices for 2022 was 80/100, see graph below.

## Labor & Human Rights score distribution



### E. Communication and Further Steps Taken

#### Communication

Every employee that joins Celestica is trained on the BCG Policy. In addition, all regular employees are required to certify compliance with the BCG Policy annually.

#### Further Steps

We will continually monitor the effectiveness of any steps taken to address the risk of modern slavery and human trafficking in our supply chain. In addition, Celestica has recognised that there are further opportunities and steps it can take to enhance its commitment to combat modern slavery and human trafficking, and we will continue to review and improve on existing practices.

## Approvals

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's modern slavery and human trafficking statement for the financial year ending 31 December 2022. It has been approved by the board of directors of Celestica Inc. with respect to the financial year ending on 31 December 2022 and is signed on behalf of the board by its Chief Executive Officer.

Dated: June 26, 2023

A handwritten signature in black ink, appearing to read 'Rob Mionis', with a stylized flourish extending to the right.

Robert A. Mionis, Chief Executive Officer