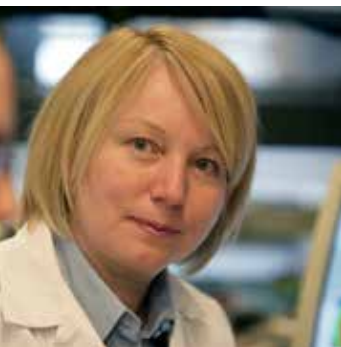




2012 Corporate Social Responsibility  
Report at Celestica

Working together  
making a difference  
in our communities



# Our Mission

Protecting and empowering people. Respecting the environment.  
Giving back to the community. Working with responsible partners.  
Our commitment to corporate social responsibility is evident in all we do.

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A letter from  
Craig Muhlhauser



When we issued our first corporate social responsibility report and environmental sustainability report in 2010, we were building on our strong heritage in corporate citizenship and reflecting on our Values and Brand. Over the last three years, we have been proud to share the progress we have made and the milestones we are working to achieve globally in the areas of corporate social responsibility and environmental sustainability.

Celestica's 2012 Corporate Responsibility Report highlights what Celestica is doing to drive a culture of strong corporate citizenship at Celestica and make a positive impact with our customers and the communities in which our 30,000 employees live and work. In 2012, several of our sites around the globe received recognition for their efforts:

- Celestica's Monterrey, Mexico site was honoured with the 2012 Corporate Social Responsibility Award from the Mexican Centre for Philanthropy and the Alliance for Corporate Social Responsibility.
- For the 8th year, Celestica's Hong Kong site has been presented with the Caring Company Award by the Hong Kong Council of Social Service.
- For the third year, Celestica's Toronto site, home of our corporate headquarters and Toronto operations, was named to Canada's Green 30.
- Celestica's Suzhou, China site was recognized by the City Government of Suzhou with the Energy Saving Star Award for their leadership in energy saving innovation and efficiency improvements.
- Celestica's Oradea, Romania site received an award for Excellence in Social Responsibility for their region.

Overall, we made great progress throughout 2012. However, as a company that designs, manufactures, repairs and re-uses technology, we believe there is more we can do. The time has come to expand our efforts to a broader sustainability mandate where we leverage our expertise to create a more sustainable world and inspire others to do the same. To further embed sustainability into our organization, I have appointed Todd Melendy, Vice President, Sustainability and Compliance, to lead and expand our sustainability initiatives in 2013 and onwards.

We strongly believe that sustainability is not just good for business, but it is the right thing to do. I hope you enjoy reading this report.

Sincerely,

Craig Muhlhauser  
President and Chief Executive Officer

A letter from  
Todd Melendy



We are very proud of our accomplishments in the area of corporate social responsibility and how it has become pervasive throughout our organization. As we look to the future, we are increasingly aware of the significant challenges all businesses will face over the next 20 years as a result of global sustainability “mega-forces”, including: climate change, volatility in energy and fuel markets, material resource scarcity, water scarcity, population growth, food security, ecosystem decline and deforestation.

We strongly believe that business, as the driver of innovation and creator of wealth, must lead change. For Celestica, this means putting greater emphasis on understanding our own consumption at every level within our organization and re-examining and challenging our daily activities through the lens of sustainability. By making choices that are good for the environment and good for the world, we will become a more sustainable organization and provide our customers with the most sustainable choices possible.

Building on the great progress we have made, we are launching a new sustainability initiative at Celestica in 2013. The goal of this initiative is to embed the principles of sustainability at every level of the company; engaging employees to unlock innovative thinking with respect to sustainability initiatives and forging collaborative relationships with customers and suppliers to drive positive change in our industry and in our communities.

To begin formalizing our sustainability reporting and to better monitor our performance on an ongoing basis, we are now reporting to the Global Reporting Initiative’s Sustainability Reporting Guidelines, a set of internationally recognized indicators covering a company’s social, economic and environmental impacts. Celestica’s indicators are outlined on page 41 of this report.

I welcome your feedback on this report and look forward to sharing our continuing successes with you next year.

Sincerely,

A handwritten signature in dark ink, appearing to read "Todd Melendy". The signature is stylized with a long, sweeping horizontal stroke at the top and a sharp, upward-pointing flourish at the end.

Todd Melendy  
Vice President, Sustainability and Compliance

# Stakeholder Audiences

## Materiality – Engagement with stakeholders

At Celestica, we value input from all of our stakeholders in developing our sustainability strategy and initiatives. Working together with other organizations helps us to align our business more closely to society's needs and prioritize the issues. No company can achieve lasting long-term, large-scale global change on its own, and this type of engagement can yield tremendous benefit.

STAKEHOLDER ENGAGEMENT ACTIVITIES		
Stakeholder Group	How We Engage	Result
<b>Employees</b>	<ul style="list-style-type: none"> <li>• Regular informal team meetings</li> <li>• Internal communications vehicles</li> <li>• Quarterly update meetings</li> <li>• Annual CEO and executive leadership team all-employee meetings</li> <li>• Employee surveys</li> <li>• Annual ethics training and certification to the Business Conduct Governance (BCG) guidelines</li> <li>• Open-door policy designed to give all employees access to management at all levels</li> <li>• Skip level interviews</li> <li>• Compliance newsletter and email address for employees to directly contact the Compliance team</li> <li>• Ethics Hotline</li> <li>• This corporate social responsibility (CSR) report</li> </ul>	<ul style="list-style-type: none"> <li>• At Celestica, we use many different communication vehicles to share what we are doing in the area of corporate social responsibility and to receive feedback.</li> <li>• Approximately every two years, our employees provide feedback through our "Your Voice" surveys. Please see page 18 of this report for more information.</li> <li>• Our Ethics Hotline is an ethics reporting program that encourages employees to report unethical, illegal or unsafe activities. Details on this program may be found on pages 14 and 15 in this report.</li> </ul>



## STAKEHOLDER ENGAGEMENT ACTIVITIES – CONTINUED

Stakeholder Group	How we Engage	Result
<b>Customers</b>	<ul style="list-style-type: none"> <li>• Customer surveys</li> <li>• Voluntary environmental reporting</li> <li>• Carbon Disclosure Project (CDP) greenhouse gas questionnaire</li> <li>• Electronics Industry Citizenship Coalition (EICC) carbon reporting initiative</li> <li>• This CSR report</li> <li>• Strategy alignment</li> <li>• Working meetings</li> <li>• Industry consortia</li> <li>• Ongoing customer communications</li> </ul>	<ul style="list-style-type: none"> <li>• Celestica responds to all customers requesting information on our CSR programs.</li> <li>• Celestica submits details of our Greenhouse Gas (GHG) inventory and emissions strategy to both the CDP and the EICC. These reports provide customers with a centralized repository of Greenhouse gas data and minimizes the need for custom surveys.</li> <li>• Celestica's CSR report is located on our website and is available to all stakeholders.</li> <li>• Celestica shares its strategy for sustainability with our customers in order to align and collaborate on key issues.</li> <li>• Celestica collaborates with customers directly on projects relating to sustainability – such as packaging, life-cycle analysis, and waste diversion – through working meetings. These meetings are held via conference call or video conferencing.</li> <li>• Celestica collaborates on key projects, such as low-melt solder, pb-free manufacturing and tin-whisker mitigation through consortia driven projects.</li> </ul>





STAKEHOLDER ENGAGEMENT ACTIVITIES – CONTINUED		
Stakeholder Group	How we Engage	Result
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>Celestica supports the EICC requirements for sub-tier supplier code compliance</li> </ul>	<ul style="list-style-type: none"> <li>Preferred suppliers are required to submit a self-assessment questionnaire (SAQ) to Celestica on a bi-annual basis. Suppliers who decline to participate in the SAQ process or do not pass may be removed from our preferred supplier list.</li> </ul>
<b>Communities</b>	<ul style="list-style-type: none"> <li>Community giving programs</li> <li>Employee volunteering in local communities</li> </ul>	<ul style="list-style-type: none"> <li>Celestica is committed to supporting the communities in which it operates through the donations of funds and expertise. Learn more about how we support our communities starting on page 27 of this report.</li> </ul>
<b>Investors</b>	<ul style="list-style-type: none"> <li>Regular interaction with investors through face-to-face meetings, investor conferences and quarterly conference calls</li> <li>Annual meeting of the shareholders</li> <li>Annual report</li> <li>Proxy</li> <li>Management Discussion and Analysis</li> <li>CSR reports</li> <li>Investor Relations email account for all investors and shareholders to reach the Investor Relations team in a timely manner</li> </ul>	<ul style="list-style-type: none"> <li>Celestica's Investor Relations team is committed to providing investors and analysts with access to timely information.</li> <li>We aim to consistently communicate with transparency and timeliness and strive for open, two-way dialogue with investors.</li> <li>The Investor Relations team provides information on corporate social responsibility, as requested.</li> </ul>
<b>Non-Governmental Organizations (NGOs)</b>	<ul style="list-style-type: none"> <li>Participation in consortia groups that interact with NGO's</li> </ul>	<ul style="list-style-type: none"> <li>As part of a consortia group, the electronics industry works together to address the issues of concern for a specific NGO.</li> </ul>

# Our Vision

We are committed



A Corporate Social Responsibility program requires two key things in order to succeed – clearly defined goals and employee support.



# Our Values

## Teamwork

we act as one global team with one vision, living our Values

## Trust and Commitment

we deliver on our promises with integrity, respect and quality

## Creativity

we strive for innovation

## Courage

we act courageously in the pursuit of business excellence

Support from the whole Celestica team – from the boardroom to the production floor – is required for a CSR program to be successful and sustainable. For this reason, we uphold fundamental guiding principles that are an important part of our culture and engage our employees from the very moment they join the Celestica team.

We have been cultivating CSR programs for many years and they are core to how we conduct our day-to-day business. They ensure a systemic approach that reflects the Values we believe in and the goals to which we aspire.

Since our company's inception, we have been adamantly committed to our Values – beliefs that reflect our respect for our colleagues, customers, suppliers and shareholders. Celestica's Values were developed by our employees to reflect the characteristics and behaviours that are core to our company.



To help us excel in our quest to be part of a more socially responsible supply chain, we became a founding member of the Electronics Industry Citizenship Coalition (EICC).

As part of the EICC, Celestica, along with other top-tier electronics companies banded together to create a set of standards for their suppliers to follow. The EICC Code of Conduct outlines industry standards to ensure that employees are treated with respect and dignity and provided with a safe environment in which to work; manufacturing processes are environmentally responsible; and management systems are in place to support the EICC Code.

Celestica continues to implement, manage and audit our compliance to the EICC Code. For more information, visit [www.eicc.info](http://www.eicc.info).

It is important to note that our commitment to the EICC is not limited to ensuring the compliance and improvement of our corporate social responsibility initiatives. As part of the EICC's

mandate to better the electronics supply chain, Celestica also ensures that we partner with socially responsible supply partners. Our preferred suppliers must have management systems in place that align with the spirit of the EICC Code. We use multiple processes to engage suppliers on EICC compliance.

To ensure Celestica's suppliers share our convictions about corporate social responsibility and reflect our commitment to the EICC, we require that they submit a self-assessment questionnaire (SAQ) to Celestica's Supply Chain Management. This questionnaire identifies any conformance risks or gaps. Any non-conformance identified during the supplier SAQ process is tracked through a corrective action plan and may result in a Validated Audit Process (VAP). If not corrected, a non-conformance may result in removal from Celestica's preferred supplier list (PSL). We have also conducted training with our Commodity Management team in each region and have held supplier workshops.



## Celestica's activities in support of EICC compliance include the following:

- We developed a video and translated it into several languages so that employees around the globe could become more familiar with our involvement in the EICC, as well as our Ethics Program, BCG Policy, Occupational Health and Safety Policy, and the importance of site audits.
- We educate and motivate our employees through Celestica's internal communication vehicles to ensure all employees realize the importance of the EICC Code and the significance of our responsibilities.
- We support EICC requirements for sub-tier supplier code compliance, and have completed initial supplier reviews and assessments on approximately 90 per cent of our preferred supplier list, with ongoing support and follow-up for the outstanding suppliers. Suppliers who decline to participate in the SAQ process or do not pass may be removed from Celestica's PSL.
- We conduct internal audits to measure EICC compliance. In 2012, all of Celestica's operating sites were audited once and will continue to be audited on a rotational basis.
- In 2012, we participated in four EICC work groups, which were focused on work hours, environmental sustainability, VAP, and extractives. Through participation in the EICC Environmental Sustainability Work Group, we are helping to develop a standardized approach to the reporting of emissions data between suppliers and their customers. We report our GHG emissions inventory to our customers through the CDP survey and the EICC Carbon Reporting System.
- We conduct quarterly training with Celestica's subject matter experts in each region to keep our leadership team up-to-date with the EICC's requirements.



## Our Approach

At Celestica, we take an integrated approach to corporate social responsibility. This approach relies on several elements for success, each of which is aligned with key areas of focus and supported by a management system designed to promote the success of the initiative and drive continuous improvement.

Our goal is to promote the activities required to ensure a streamlined approach to EICC compliance and to ensure we continuously improve our performance in the five key elements of our corporate social responsibility program. Read on for an overview of our activities, achievements and goals in each of these five focus areas.

### Our focus areas in corporate social responsibility:

1. Ethics
2. Labour
3. Environment
4. Occupational Health and Safety
5. Giving

# Ethics

We do the right thing



Our company is built on the strong foundation of our Values and we continuously maintain the highest standards of business ethics. Our policies and guiding principles help to ensure that we fulfil our commitment to transparency, honesty, fair dealings and respect. For more information on our commitment to business ethics, please see our BCG Policy, which can be found at [www.celestica.com](http://www.celestica.com) in the Compliance and Ethics section.





## Activities & Achievements

Our Vice President, Sustainability and Compliance provides oversight of all ethical and compliance matters at Celestica, including:

- Ethics and compliance programs, such as BCG employee training, annual certification process and other compliance training courses
- Celestica's Compliance Council
- EICC compliance

We maintain a Compliance and Ethics intranet site to provide employees with easy access to resources, helping them understand their role in maintaining a business with the highest ethical standards. The site also provides guidance on how employees can identify and report unethical activity.

Our BCG Policy is a natural extension of our Values. It summarizes for employees the legal and ethical behaviours that are an important part of our culture. Areas of focus in the BCG Policy include ethical behaviour, responsible corporate citizenship, the protection of assets and accountability.

Employees receive BCG training when they join the company. This commitment is renewed and augmented with certification on an annual basis. All Celestica employees have received BCG training in their local language. All new hires now receive this training as part of their orientation. Our BCG Policy can be found at [www.celestica.com](http://www.celestica.com) in the compliance and ethics section. We also launch, annually, a variety of compliance and ethics related courses .

Celestica provides an Ethics Hotline as a channel for our employees to confidentially report unethical, illegal or unsafe activity. Hosted by a third-party service provider, the hotline enables employees to communicate their concerns in their local language. Celestica's Ethics Hotline has been upgraded to include web-based reporting, the availability of toll-free hotline phone numbers for more regions and an enhanced overall user experience. All reports are investigated and resolved.



## Ethics Reporting Program

At Celestica, we offer our employees a safe environment where openness and transparency are encouraged and expected. The benefits of our ethics reporting program are as follows:

- Encourages employees to do the right thing.
- Promotes an open-door policy so employees feel free to approach any manager, human resources representative or the Vice President of Sustainability and Compliance to voice any concern in confidence.
- Provides a non-threatening environment in which employees can make a confidential toll-free call to report unethical, illegal or unsafe activity.
- Provides a web-based reporting option.
- Makes reporting channels available 24 hours a day, seven days a week.

## Ethical Sourcing

Celestica is committed to ethical practices and compliance with applicable laws and regulations wherever it does business. We have established a conflict minerals policy that can be found on our website in the corporate responsibility section.

We are engaged with our supply partners to ensure our compliance on conflict materials in accordance with The Dodd-Frank Act. Celestica will take necessary steps with our supply partners to ensure full compliance on Celestica-sourced parts, materials, components and goods. We will also work with our customers to assist them in their Dodd-Frank Act compliance initiatives.

To learn more about Celestica's guiding principles on compliance and ethics, please visit [www.celestica.com](http://www.celestica.com) in the corporate social responsibility section.

# Labour

We make it happen



Our success has been built on the strength of our people. Our employees have defined our culture and embody our Values. We are proud of our talented and diverse workforce. We admire the commitment and energy that our employees bring to everything they do and rely on our people to drive positive change throughout the organization. We leverage employee ideas to make positive changes at work and in the world around us.

Early in 2012, Celestica implemented a new software tool that enables employees to access HR resources including Recruiting, Performance Management, Talent Management and Learning in one location. Through the adoption of this tool, we are providing the transparency, consistency, speed and flexibility required to support our talent needs and drive productivity improvements throughout the organization.

## Activities & Achievements

At Celestica, we know that our competitive advantage is our people, and we are committed to ensuring we have strong programs in place that foster a positive, engaged workforce.

### Developing our Employees:

We offer learning and development programs that are designed to attract, retain and develop employees at Celestica. Celestica encourages employees to expand their knowledge base by taking on new roles and responsibilities. In addition to promoting moves into other functional areas, we support work assignments that enable employees to gain global experience and interact with colleagues, suppliers and customers in other regions. We develop and promote talent from within and have established a governance model to facilitate visibility and consistency in recruitment procedures.

### Managing Performance:

Our performance management process ensures there is an ongoing dialogue between employees and managers in the planning, monitoring and evaluation of employee performance. It also ensures all employees understand how their role supports the company's strategy. We believe that a fair and objective performance management process is integral to the ongoing development, success and engagement of employees.

### Recognizing Employees:

Celestica is committed to fostering an environment where employees feel acknowledged for their contributions. Employee recognition is essential to creating that environment. We recognize employees through our Changing the Game awards event and our Bravo! program. Both programs are designed to recognize Celestica employees who are achieving business results by living our Brand and Values – behaviours that are essential to our success.

In addition, Celestica promotes a flexible work schedule and the option for employees to work remotely, where possible. We believe that employees who have a balanced lifestyle are more engaged in their jobs and more committed to the success of our company.

Working hours is a key issue under review and we have been reporting working hours for several years now across all of our electronics manufacturing services (EMS) sites. In 2012, we were reporting working hours for 16 of our global sites and for the EMS teams only. In 2013, we plan to boost our reporting process globally across different lines of business including EMS Manufacturing, Automated Services and After-Market Services. We will begin tracking root causes and actions for working hour's metrics, and continue to measure and present a Working Hours Dashboard to our senior executive team and CEO.



Celestica launched a Health Training Program in China. The program uses peer health education and training to improve women's awareness of health issues, HIV/AIDS awareness and prevention and other important matters that affect their health. We are proud to provide this life-changing training to our employees and continue to expand the program.

## Leveraging Employee Feedback

Through our Your Voice and Pulse surveys, employees confidentially share their opinions on what Celestica does well and where we can improve. The feedback we receive through these surveys helps us to shape employee programs and develop action plans for the future. The survey questions are based on the concept of employee engagement and the results help us to understand what makes employees more engaged and to identify disengagement risks. Employee engagement is defined as a combination of perceptions that have a positive impact on behaviour – including satisfaction, commitment, pride, loyalty, a strong sense of personal responsibility and a willingness to be an advocate for the organization.

Survey results are reported for the company as a whole, as well as by region, function and department. Through our closed-loop process, all managers are expected to review the results with their teams, create action plans to address any areas of concern and track and communicate progress to their teams. We believe this process drives improvement in engagement levels, which ultimately results in better business performance for Celestica and our customers.



# Environment

We protect the planet



Since our company's inception, our sites have upheld a commitment to environmental responsibility. Celestica is committed to being an environmentally responsible partner in the communities in which we operate by:

- Ensuring we have safe, efficient and environmentally conscious operating and manufacturing processes in place.
- Planning, implementing and involving all employees in activities aimed at environmental sustainability.
- Leveraging our commitment, experience and expertise to support our customers' environmental sustainability programs and goals.



## Environmental Management

To ensure a streamlined global approach to environmental management, a great deal of effort has been invested in establishing a core Environmental Management System for Celestica. This system is well-suited to our business and unique corporate culture. We believe that having standard corporate environmental management program guidelines for our sites globally provides us with a strong platform on which to serve our customers, mitigate our impact on the environment and realize year-over-year improvements.

Celestica's Environmental Management System is composed of the following:

- An Environmental Policy.
- Environmental program standards and guidelines.
- Environmental management programs (e.g., resource conservation and pollution prevention, waste management, energy management).
- Environmental, Health and Safety representatives at all Celestica sites.
- ISO 14001 certification at all Celestica manufacturing sites.
- Implementation of a management system consistent with the requirements of the EICC Code at each site.
- An Environmental, Health and Safety compliance audit program conducted by a leading third-party global environmental, health and safety consulting company.

While our sites are guided by our global Environmental Policy and program standards, each site manages its own environmental management program according to the unique nature of its operations (i.e., infrastructure, products manufactured, services provided, processes required) and local environmental requirements. A management framework is available to assist sites in their progress towards full conformance with the EICC Code.

## Our Global Environmental Policy

- Be an environmentally responsible neighbour in the communities in which we operate. We will act responsibly with respect to conditions that impact health, safety or the environment.
- Commit to a “prevention of pollution” program and achieve continual improvement of our environmental objectives.
- Commit to environmental objectives and targets each year, based on legislative and regulatory requirements and the previous year’s results and trends.
- Practice conservation in all areas of our business.
- Develop safe, energy-efficient and environmentally conscious products and manufacturing processes.
- Assist in the development of technological solutions to environmental problems.
- Conduct rigorous self-assessments and audits to ensure our compliance with this policy and legislative and regulatory requirements on an ongoing basis.

## Our Commitment

Supporting our customers in meeting their environmental goals is a major consideration as we plan activities within each of the focus areas of our environmental sustainability program. These elements are controlled through an environmental management system, which is a structured approach to identifying priorities, improving performance and monitoring results.

We have aligned our sustainability goals around six major elements (shown below) – areas in which we can drive the most significant improvements to our environmental footprint.

Greenhouse Gas Emissions



End-of-Life Materials Management



Water Conservation



Hazardous Waste Management



Waste Reduction and Recycling



Product-level Environmental Compliance



# Greenhouse Gas Emissions



Greenhouse gas (GHG) emissions are responsible for the planet's changing climate. We are committed to reducing Celestica's GHG emissions by making our global operations more energy efficient and implementing conservation initiatives.

## Key Issues and Solutions

The largest source of GHG emissions from our operations is the electricity we use at our sites. Approximately 90 per cent of our overall emissions are a result of the electricity we use. The second largest emission source is the combustion of natural gas and fuel oil for heating buildings and water. These emissions sources make up Celestica's Scope 1 and Scope 2 emissions. Since these GHG sources are within our operational control, they offer the most immediate opportunities for improving our environmental footprint. Energy efficiency related initiatives are a prime way to reduce energy and GHG emissions from our operations.

We have a long history of tracking our GHG emissions and developed our baseline emissions in 2008. In 2009, we launched a global energy reduction initiative. This initiative, coined "The Energy Treasure Hunt" by employees, used a Lean/Kaizen approach that focused on analyzing energy use and implementing initiatives to reduce consumption. By the end of 2009, we had reduced our GHG emissions by 13 per cent over the previous year. We have continued our focus on energy reduction and, in 2010 and 2011, our emissions decreased by 2.9 and 9.0 per cent. In 2012, however, we had an 11 per cent increase in our emissions primarily due to an increase in emissions at two of our facilities. We are currently addressing this increase at both of these facilities.





Initiatives that have resulted in significant energy reduction include the following:

- In Miyagi, Japan the site was faced with electricity shortages and government ordered restrictions due to the shut down of the Fukushima power plant. The Miyagi team used a Lean/Kaizen approach to identify many energy saving ideas including partially removing fluorescent lights from lighting fixtures and improving air conditioner efficiency through periodic cleaning of the heat exchanger.
- In Suzhou, China, a heat exchanger uses the cold outdoor air in the winter to cool hot areas within the building. This allows the site to avoid using high power-consuming chillers when the outside temperature drops below 10 degrees Celsius. This initiative saves 300,000 kWh per year. In addition, shutting down the site power on national holidays has resulted in an additional annual energy saving of 1,017,600 kWh. The Suzhou site was recognized by the City Government of Suzhou with the Energy Saving Star Award in 2012 for leadership in energy saving innovation and efficiency improvements.
- In Toronto, Canada, the team implemented numerous energy conservation ideas including energy efficient lighting retrofits, lighting and HVAC shut down in unoccupied areas, transformer shut downs and occupancy sensor installation in meeting rooms. These ideas resulted in an annual electricity saving of 621,069 kWh.
- In Monterrey, Mexico, high power-consumption lighting was replaced with LED-type LL-150 lamps. This change resulted in an annual energy saving of 152,424 kWh.
- In Laem Chabang, Thailand, employees built a small wind turbine at a rooftop air ventilator. The turbine converts exhaust into enough energy to light walkways between buildings.





Although we have already taken action to reduce our carbon footprint through the Energy Reduction Initiative, we need to fully quantify our global impact by taking into account all sources of GHG emissions. Celestica will focus on improving the completeness of our GHG inventory – looking beyond Scope 1 and 2 emissions to include Scope 3 analysis – and reporting and producing a complete account of our global GHG emissions.

- Scope 1: All direct GHG emissions.
- Scope 2: Indirect GHG emissions from consumption of purchased electricity, heat or steam.
- Scope 3: Other indirect emissions, such as the extraction and production of purchased materials and fuels, transport-related activities in vehicles not owned or controlled by Celestica, electricity-related activities (e.g. transmission and distribution losses) not covered in Scope 2, such as outsourced activities and waste disposal.

## Carbon Reporting

A key aspect of Celestica's sustainability journey is the comprehensive disclosure of sustainability performance. Disclosure is not only a way for a company to tell its sustainability story, it is also a way to build relationships with key stakeholders. In 2009, we began to submit responses detailing our greenhouse gas inventory to both the EICC Carbon Reporting System and the CDP Greenhouse Gas Emissions Questionnaire. The EICC is leading a collaborative effort within the electronics industry to collect, track and reduce greenhouse gas emissions. The CDP is an independent not-for-profit organization holding the largest database of primary corporate climate change information in the world.

# Water Conservation



While Celestica's operations do not consume a great deal of water, we recognize that water is a critical resource that has become increasingly scarce in many parts of the world due to pollution and mismanagement. Even small quantities of impurities can make surface and underground water sources unsuitable for consumption, agricultural or recreational use.

We strive to minimize our demand for water through conservation activities and by finding alternatives for equipment that consumes high volumes of water. Where wastewater disposal is required, we take careful steps to ensure that wastewater discharge meets regulatory requirements and will not result in surface or groundwater pollution.

## Key Issues and Solutions

Celestica has an ongoing commitment to water conservation. The nature and extent of corporate impacts on water scarcity will differ by geographical region. Similar to GHG emissions, the first step in developing a global water management program is establishing a baseline inventory of our current water consumption by site, region and the company overall. This process will allow us to develop and prioritize our water reduction activities and allocate resources and funding in areas where we will realize the largest impact.



We use water in several key steps during printed circuit board assembly processes. It is used directly as a cleaning agent to remove flux residue after assembly and for cleaning stencils used in the solder paste printing process. Water cleaning is a key aspect of our environmental sustainability program and our ISO 14001 certification. In fact, we have virtually eliminated the need for water cleaning in our printed circuit board assembly process through the development of “no-clean” assembly processes. Since one water cleaner can use more than 10 gallons of water per minute, this has resulted in significant water savings.

Our Global Facilities teams generate a variety of services and utilities on site, such as compressed air, nitrogen and de-ionized water. To prevent overheating, we also use water indirectly to cool some of the equipment that generates these services. Our site teams around the world continually look for ways to conserve the water used for these purposes.

We also look for ways to conserve water outside of manufacturing. Water conservation initiatives include the following:

- In Toronto, Canada, a reverse osmosis system was installed in the central utilities plant to reclaim waste water with annual water savings of 9,700,000 litres. An additional 75,000 litres of water was saved annually by using recycled water for a solar panel xylene gel test process.
- The team in Monterrey, Mexico developed a water conservation plan that included: employee training; email and poster campaign to remind employees to conserve water; piping reviews to look for leaks; and control of garden watering.

# Waste Reduction and Recycling



Celestica strives to reduce the amount of non-hazardous waste destined for landfill. We do this by reducing, reusing and recycling wherever possible. When disposal is required, we ensure that all waste is disposed of responsibly.

Our largest sources of non-hazardous waste include packaging materials such as electrostatic discharge (ESD) bags, bubble wrap, polyurethane foam, polyethylene foam and corrugated cardboard. Other sources include plastic component trays and tubes, food waste, paper and beverage containers.

## Key Issues and Solutions

Our waste reduction and recycling initiatives are key components of our global Environmental Policy and ISO 14001 certification.

All of our sites have recycling programs aimed at minimizing waste sent to landfill. Initiatives for reducing and recycling waste include the following:

- In 2012, the Toronto site offered its solar customers a new solution to their waste streams. Wooden pallets were diverted from landfill using a pallet wash/repair process. The process enabled the site to take back pallets, wash and repair them and then redeploy them to the production floor to be reused.

At the same time a multi-bin system within the solar factory was implemented for employees to sort paper recycling, organics, glass and plastics and waste. This line-side sorting streamlines the sorting process and teaches employees the benefits of streaming waste commodities. During the implementation of the multi-bin system, waste plastic bags, which had been traditionally sent to landfill, were found suitable to serve as collection bags for other waste streams, therefore reducing the amount of landfill generated by this factory.



- In Monterrey, Mexico, programs to recycle cardboard, plastic, metal pallets and e-waste have resulted in approximately 84 per cent of their total non-hazardous waste being diverted from landfill. Additional focus on white paper reduction has resulted in a savings of over 1,500,000 sheets for 2012 through paperless programs and streamlining of the requisition process.
  - In Oradea, Romania, a training plan was added to the new employee orientation package that teaches new employees proper waste sorting techniques. This allows for the largest return of waste as it ensures that it will be sorted properly. These activities have resulted in a five per cent improvement in waste diversion at this facility.
  - In Toronto, Canada, a team worked with a local customer to deploy a reusable tote system for shipping products between Celestica and the customer's site. In addition to saving 13 metric tonnes of cardboard waste, process improvements and space savings were achieved by switching from traditional packaging materials to the reusable totes.
- All Celestica sites are involved in some form of recycling. As an important next step, we are collecting baseline data from our sites and gathering data with respect to local recyclers. This will enable us to develop realistic, achievable targets. We will continue to focus on improving our rate of recycling by working with suppliers to ensure that the items we purchase to support our manufacturing operations, such as component trays and packaging foam, are recyclable.



# End-of-Life Materials Management



The environmental impact of the growing waste stream of unwanted electronic equipment is becoming widely recognized as a global issue. End-of-life materials management (EOLMM) involves the demanufacture of materials to prepare them for reuse and recycling. Celestica's goal is to demonstrate environmental leadership in this area, thereby protecting our customers' brands and supporting their commitment to the environment.

## Key Issues and Solutions

In addition to being concerned about the environmental impact of end-of-life electronics, many of our original equipment manufacturer customers are aware of the negative impact that the improper disposal of electronics can have on their corporate brand.

Celestica has established a complete EOLMM solution to support our customers. Using specialized software, we can track material from original assemblies into constituent materials. Product demanufacturing occurs within a secure area, managed by highly trained operators who understand how to separate electronics into valuable constituent materials and prepare them for recycling, or for sound disposal when recycling is not feasible. These operators are also trained in

handling hazardous materials during the disassembly process that may be present in products. Responsible local vendors are selected by Celestica to convert recyclable materials into other usable products. In cases where sound disposal is required, these vendors provide certificates of destruction.

We continually look for opportunities to expand our EOLMM capability across our network. We do this by leveraging the skills that currently exist and replicating best practices. In identifying future EOLMM-capable sites, we must ensure the program will have a significant environmental impact and that a local infrastructure of credible recycling partners is in place.

# Hazardous Waste Management



At Celestica, we understand the importance of the proper management of chemicals used to support our operations – from selection through to storage, use and disposal. Wherever possible, we strive to select environmentally friendly chemicals and have comprehensive programs in place to review and authorize any new chemicals.

For many years, Celestica has committed to limiting the use of hazardous substances and ensuring proper disposal of hazardous materials.

We have partnered with responsible vendors in the industry to ensure the proper management of waste, both on and off our premises. Hazardous materials include conformal coating waste, isopropyl alcohol, flux and waste oil. Solder waste is another significant hazardous material, which can take the following forms:

- Solder dross (oxidized solder that is skimmed off wave solder pots and solder fountain operations).
- Solder paste that has exceeded its useful lifespan and cannot be reused due to product quality issues.
- Contaminated solder paste articles such as wipes, gloves and empty paste jars.

## Key Issues and Solutions

All waste solder from manufacturing operations is currently recycled to extract metals. Labelled bins on the manufacturing floor enable our employees to safely sort solder dross and solder paste waste in preparation for recycling. All other hazardous waste is managed through responsible third-party vendors.

We continue to minimize the use of hazardous substances in our operations. Where the use of hazardous substances is unavoidable, we ensure that materials are properly recycled, reused or disposed of in an environmentally friendly fashion.

# Product-level Environmental Compliance



In recent years, many governments have established regulations to address concerns regarding exposure to toxic substances, as well as the growing electronic waste stream. Due to the complexity of some of this legislation, environmental compliance is becoming an increasingly challenging task for companies in the electronics industry.

## Industry Leadership: Celestica Affiliations and Consortia Participation

### High Density Packaging User Group (HDPUG)

Celestica sits on the Board of Directors. As a member, Celestica has participated in a number of projects including:

- Lead-free Board Materials Phase 3.
- Lead-free Copper Erosion.
- Pad Cratering.
- Lead-free High Speed Laminate Performance Characterization Study.

### International Electronics Manufacturing Initiative (iNEMI)

Celestica participates in the following projects:

- Lead-free Alloy Characterization.
- Pad Cratering.

### EICC

As a founding member of the EICC, Celestica participates in several work groups including the Environmental Sustainability Work Group and the Extractives Work Group.

### Aerospace Industries Association (AIA)

Celestica participates in the lead-free Electronics Risk Management (PERM) consortium. The purpose of PERM is to provide leadership and coordination of lead-free electronics risk management activities for the U.S. government and industry.

### Strategic Environmental Research & Development Program (SERDP)

Celestica is an active member of SERDP. SERDP is a Department of Defence (DOD) research program focused on harnessing the latest science and technology to improve the DOD's environmental performance, reduce costs, and enhance and sustain mission capabilities.

### Surface Mount Technology Association (SMTA)

Celestica sits on the Board of Directors. Celestica is also a member of the Technical Committee of this association.



## Key Issues and Solutions

On January 21, 2003, the European Union adopted the Restriction of Hazardous Substances (RoHS) and Waste Electrical and Electronic Equipment (WEEE) directives. The objective of these directives is the protection of human health and the environmentally sound recovery and disposal of WEEE. Additional goals are ensuring proper risk assessment in design cycles and improving the environmental performance and lifecycle management of the electronics industry as a whole. This legislation has had a profound impact on the entire industry – forcing significant changes in the materials and processes used throughout the entire supply chain.

The rate of introduction for new environmental legislation has continued to increase exponentially to deal with emerging issues such as carbon accounting and Substances of Very High Concern (SVHC). This new legislation includes complex directives such as Restriction, Evaluation, Authorization and Restriction of Chemicals (REACH) legislation and Pollution Control and Management of Electronic Information Products (known as “China RoHS”), as well as smaller legislative initiatives that impact localized areas. As the nature and content of legislation continues to evolve, we are committed to proactively monitoring environmental compliance trends and developing solutions and capabilities to help our customers comply with legislative requirements.

## Helping the Industry Go Green

### Industry-leading Technical Research

Since we began our extensive research on RoHS in 1999, we have published more than 40 research papers on the technical challenges of lead-free processes. Many of these papers have won industry accolades and awards. Our most recent papers of note include: Drop Test Performance of BGA Assembly using SAC105TI Solder Spheres; Material Testing and Mitigation Techniques for Pad-Crater Defects; and HDPUg Microvia in Pad (VIP) Impact on Pb-free Solder Joint Reliability Project.



## RoHS

Anticipating the implementation of the European Union's RoHS directive, which restricts the use of certain hazardous material in electronic equipment, we began working on projects to comply with this directive as early as 1999. In 2000, a dedicated global team was formed with members from our Europe, North America and Asia locations, which began working on a number of key projects to ensure that Celestica complied with RoHS in advance of its legislation. This early involvement provided us with a broad appreciation of the challenges associated with complying with RoHS, and allowed us to gain extensive knowledge in this area.

The main challenge to the board assembly process driven by RoHS is the elimination of lead used in the soldering process. Prior work completed by Celestica and industry consortia indicates, based on the available reliability data, alternatives to tin-lead solder, primarily from the tin-silver-copper family, have comparable or better reliability than the tin-lead solder in standard operating conditions.

Prior to 2008, our technical focus centred on defining an assembly process and generating reliability data to increase confidence in Celestica's assembly process. Our approach was to leverage

industry associations and consortia wherever possible to ensure that the solutions we develop are consistent with those developed by the rest of the industry. We also focused our internal efforts on areas not addressed by consortia or of concern to our customers. Celestica has published numerous technical papers outlining our research in the area of lead-free manufacturing, for which we have received a great deal of industry recognition.

Recently, our development focus has shifted to optimizing a lead-free process for high-reliability products that are currently exempt from the elimination of lead in solder until 2014. This includes products such as servers, storage array systems and network infrastructure equipment. The main challenge impacting the manufacturing process for these products is ensuring that lead-free processes and material used for low-to mid-complexity products are suitable for larger, thicker and more complex assemblies.

In addition to manufacturing readiness, we have developed and implemented supply chain policies with respect to purchasing RoHS-compliant components, chemicals and consumables, as well as ways to easily identify RoHS-compliant parts on the manufacturing floor.





## REACH

The European Union's REACH legislation is a broad strategy aimed at protecting human health and the environment from the risks associated with chemicals. It is based on the idea that members of industry have the most knowledge of the properties of the substances of concern and are in the best position to manage potential risks. REACH is wide in scope and places significant responsibility on the manufacturer or importer of substances to register any substances that are manufactured or imported in quantities of one tonne or more per year.

As Celestica is typically not a manufacturer or importer of substances, we do not have registration responsibilities under REACH; however, many of our suppliers of chemicals and consumables do. As part of our due diligence, we have worked with suppliers of Celestica-selected chemicals and consumables to understand their pre-registration and registration activities. We have ensured that all chemicals and consumables suppliers that provide products to our European

operations have pre-registered and intend to register their substances based on the specific deadlines outlined in the REACH legislation. If a supplier fails to register and is no longer able to sell its product on the market in the European Union, Celestica may face the risk of an interruption in supply. To mitigate such risk, we plan to identify any materials that may be at risk and look for alternate suppliers.

Another aspect of REACH involves SVHC. These substances are considered extremely hazardous and require additional control. We have also engaged with Celestica-selected suppliers of chemicals and consumables on the topic of SVHC. We have asked them to identify their SVHC-containing products and concentration levels. If any substance contains SVHC above the stated threshold, additional notification and labelling is required under REACH legislation. Celestica will look for alternatives to any materials containing SVHC, since it is likely that these substances will become restricted in the future.

# Occupational Health and Safety

We promote a safe workplace



Celestica is committed to maintaining a safe and healthy workplace and to the prevention of occupational illness and injury at our sites. Our Occupational Health and Safety program is managed as an integrated Environmental, Health and Safety management program that encompasses:

- An Occupational Health and Safety Policy
- Occupational Health and Safety program standards and guidelines
- Environmental, Health and Safety audit programs
- Environment, Health and Safety Key performance Indicators



## Occupational Health and Safety Management at Celestica

Celestica's Occupational Health and Safety Management system features the following:

- A system consistent with the requirements of the EICC Code implemented at all Celestica sites.
- An Environmental, Health and Safety representative at each site.
- OHSAS 18001 or equivalent certification implemented at a number of our manufacturing sites.
- An Environmental, Health and Safety regulatory compliance audit program is in place, conducted by a leading third-party consulting company.
- Business continuity plans and pandemic preparedness programs in place at all sites to ensure business continuity for Celestica and our customers in case of disruption to our business caused by natural disaster or other incident that affects day-to-day business operations.

In 2012, our site in Singapore held a Safety Week that focused on noise induced deaf awareness training, chemical spillage drill and fire fighting training.

## Lost Time Accident Reporting (LTA)

It is our philosophy that all accidents are preventable. In addition to abiding by our Occupational Health and Safety Policy, our sites are expected to take proactive measures to prevent accidents by instituting robust health and safety programs. Senior Leadership continues to participate in monthly reviews of incident and accidents globally, consistently challenging all sites to ensure effective actions are taken to prevent recurrence.

We have been collecting LTA data for several years, and review our LTA statistics in monthly operations review meetings as a key performance metric. Our LTA rates are comparable to the rates published by major original equipment manufacturers. The baseline of the 2006 lost-time accident rate and lost-days rate was 0.26 and 3.86 respectively. In 2012, the lost-time accident rate and lost-days rate was 0.075 and 1.69 respectively. The 2012 LTA rate represents a 71 per cent decrease from our 2006 baseline and the 2012 lost-days rate represents a 56 per cent decrease from 2006. We are currently developing new Key Performance Indicators (KPIs) for Environment, Health and Safety. Some of those KPIs include a metric regarding job hazard analysis completions, chemical inventory and safety data sheet management and Environmental Health and Safety management reviews. We will also continue to target a 10 per cent year-to-year LTA improvement target.

# Giving

We make communities stronger



Celestica strives to enhance the communities in which we operate. This is done by encouraging employee volunteerism and through donations of our expertise and funds in support of programs in the areas of education, health and community services.







All around the world, Celestica employees take it upon themselves to make a positive contribution to the communities in which we live and work.

In **Oradea, Romania**, our team has demonstrated outstanding commitment to its community through volunteer and community outreach efforts. Through Habitat for Humanity, employees worked to help make the dream of home-ownership a reality for a family in need. Pictured above Betty DelBianco, Celestica's Chief Legal and Administrative Officer, worked alongside Oradea site employee volunteers and the future homeowners to build the house. Employees also worked with an association for the deaf-mute by organizing the Sports without Words Bowling Competition. This event encouraged individuals with physical handicaps to practice sports, be positive and develop a can-do attitude. Celestica's sponsored team won second place. In addition, over 200 employees came together to participate in a 26-km bicycle ride to promote the importance of a healthy lifestyle and increase environmental awareness.

In **Johor Bahru, Malaysia**, our employees have created a 12-month apprentice program for 24 young people who had dropped out of school. The program was held at Celestica's Johor site. Upon graduation, many of the program's participants accepted employment with Celestica. In addition, it was a rewarding experience for the Celestica employees who acted as mentors and coaches to the young people in the training program. The team saw a unique need in the community and developed a program to support youth education. This is an example of Celestica employees helping to build stronger, more sustainable communities.



In **Suzhou, China**, our employees have supported the community in many ways including: hosted a blood bank, visited the elderly, collected food donations, planted trees and organized car-free days. The Suzhou site was also awarded the Ethical and Cultural progress award by the Suzhou government.





In **Galway, Ireland**, employees volunteer with “Hand in Hand”, a local charity that supports families who have children with cancer in very practical ways such as house cleaning, child minding, and the provision of food. One team in Galway volunteered at a local hospice by painting the facility.

In **Laem Chabang, Thailand**, employees arrange blood drives for the Thai Red Cross, support elders at the Ban Banglamung social welfare development center, and support students at the Wat Nong Cla School by contributing to an educational fund. In addition, employees volunteered to assemble 3,000 pieces of PCB for the Faculty of Engineering at Burapha University to build the BUU Flood Baton (electric leak checker) to donate to flood victims in Bangkok. They also donated lunch and snacks to children from the Rangsit Baby Home who were evacuated from their home due to the flood.

In **Toronto, Canada**, employees launched a mentorship program with the Thorncliffe Neighbourhood Office (TNO), a community-based multicultural, multi-service agency providing services to new Canadians. Through this new mentorship program, Celestica is helping TNO clients to develop their job search strategies and understand the Canadian context of their profession and workplace culture. In return, volunteer mentors will build their coaching and leadership skills, as well as give back to the local community through our Time Off to Volunteer program. In June, employees in Toronto held a successful speed mentoring program for 26 TNO clients.



In **Valencia, Spain**, Celestica’s global operation team assembled bicycles and donated them to children from San Vicente Ferrer’s orphan school in Valencia. To support the environment, employees in Valencia have also cleaned national parks and planted trees.





We are committed to giving back to the communities in which we operate and have been recognized for our efforts.

Celestica's Monterrey, Mexico site was honoured with the 2012 Corporate Social Responsibility Award. The award, from the Mexican Centre for Philanthropy and the Alliance for Corporate Social Responsibility, recognizes companies in Mexico that undertake, promote and foster a culture of responsible competitiveness aimed at business success, while contributing to the welfare of society.



For the 8th consecutive year, Celestica's Hong Kong site has been presented with the Caring Company Award by the Hong Kong Council of Social Service. The award recognizes companies in Hong Kong which demonstrate good corporate citizenship. Celestica's employees in Hong Kong are never short of meaningful ways to make tomorrow a better day for the community. From organizing barbecues for under-privileged families, celebrating the Mid-Autumn festival with the elderly, to participating in blood donations and fund raising events, Celestica Hong Kong employees always make it a point to help those in need.



For three consecutive years, we have been named to Canada's Green 30, an annual list of top companies based on Aon Hewitt's Employee Green Index. Whether we are ensuring our day-to-day operations are safe, efficient and environmentally conscious or demonstrating our leadership in the area of environmental legislation, our dedication to being a solid corporate citizen is evident in all that we do.



# Global Reporting Initiative Index



The Global Reporting Initiative's (GRI) Sustainability Reporting Guidelines are a set of internationally recognized indicators covering a company's social, economic, and environmental impacts. The table in this section covers the GRI G3.1 indicators found in our 2012 Corporate Social Responsibility Report, 2012 Annual Report, and company website. It includes all of the standard disclosures and performance indicators to support a G3.1 level C report, however, we are focused on improving our disclosure level in future reports and will transition to a G4 sustainability reporting guideline.

GRI G3.1 GUIDELINE		LOCATION
<b>Strategy &amp; Analysis</b>		
1.1	Statement from key decision maker regarding relevance of sustainability to its organization and strategy	CEO letter in CSR report
1.2	Description of key impacts, risks and opportunities	www.cdp.net
<b>Profile</b>		
2.1	Name of reporting organization	Celestica
2.2	Primary brands, products, and/or services	Celestica's website
2.3	Operational structure of organization	Celestica's Form 20-F
2.4	Location of organization's headquarters	Toronto, Canada
2.5	Number of countries where organization operates	14
2.6	Nature of ownership and legal form	Celestica's Form 20-F
2.7	Markets served	Celestica's website
2.8	Scale of reporting organization	Celestica's Form 20-F
2.9	Significant changes during the reporting period regarding size, structure, or ownership	Celestica's Form 20-F
2.10	Awards received during the reporting period	CEO letter in this CSR report
<b>Report Parameters</b>		
3.1	Reporting period for information provided	2012
3.2	Date of most recent previous report (if any)	Our 2011 Report
3.3	Reporting cycle	Annual
3.4	Contact point for questions regarding the report or its contents	contactus@celestica.com
<b>Report Scope and Boundary</b>		
3.5	Process for defining report content, including: determining materiality, prioritizing topics within the report, identifying stakeholders the organization expects to use the report	This CSR report starting on page 5
3.6	Boundary of the report	As it pertains to our overall company, this content is in our Form 20-F
3.7	State any specific limitations on the scope or boundary of the report	Only as stated in the report
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period-to-period and/or between organizations	Celestica's Form 20-F
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the indicators and other information in the report	www.cdp.net

3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reason for such re-statements	There are no re-statements since this is our first GRI report
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report	Materiality and performance indicators added
<b>GRI Content Index</b>		
3.12	Table identifying the location of the standard disclosures in the report	This table
3.13	Policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report, explain the scope and basis of any external assurance provided. Also explain the relationship between the reporting organization and the assurance provider(s)	We are currently exploring the viability of external assurance
<b>Governance, Commitments, and Engagement</b>		
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight	Celestica's Form 20-F
4.2	Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, state his or her function within the organization's management and the reasons for this arrangement)	The Chair of Celestica's Board of Directors is not an Officer of the company
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members	Celestica does not have a unitary board structure
4.4	Mechanism for stakeholders and employees to provide recommendations or direction to the highest governance body	This CSR report on pages 5 through 7
<b>Stakeholder Engagement</b>		
4.14	List of stakeholder groups engaged by the organization	This CSR report on pages 5 through 7
4.15	Basis for identification and selection of stakeholders with whom to engage	This CSR report on pages 5 through 7
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	This CSR report on pages 5 through 7
<b>Economic Performance Indicators</b>		
EC1	Direct economic value generated. Include revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments	Celestica's Form 20-F
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	www.cdp.net
EC3	Coverage of the organization's defined benefit plan obligations	Celestica does not offer a defined benefit plan to new employees. Please see Celestica's Form 20-F for more details.



EC4	Significant financial assistance received from government	Celestica does not receive significant financial support
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro-bono engagement	None
<b>Environmental Performance Indicators</b>		
EN3	Direct energy consumption by primary energy source	This CSR report on page 47
EN4	Indirect energy consumption by primary source	This CSR report on page 47
EN5	Energy saved due to conservation and efficiency improvements	This CSR report on page 22
EN7	Initiatives to reduce indirect energy consumption, and reductions achieved	This CSR report on page 21 through 23
EN9	Water sources significantly affected by withdrawal of water	None
EN11	Location and size of land owned, leased, or managed in, or adjacent to, protected areas and areas of high biodiversity outside protected areas	None
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	None
EN13	Habitats protected or restored	None
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity	None
EN15	Number of IUCN Red List Species and national conservation list species with habitats in areas affected by operations, by level of extinct risk	None
EN16	Total direct and indirect greenhouse gas emissions, by weight	This CSR Report on page 47
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	This CSR Report on pages 22 and 23
EN19	Emissions of ozone-depleting substances, by weight	No ozone-depleting emissions
EN20	NOx SOx, and other significant air emissions, by type and weight	None
EN21	Total water discharged, by quality and destination	Not measured
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff	None
EN27	Percentage of products sold and their packaging materials that are reclaimed, by category	Not applicable

EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	None
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and of transporting members of the workforce	None
<b>Labour Practices and Decent Work Performance Indicators</b>		
LA1	Total workforce, by employment type, employment contract and region	This report on page 47
LA4	Percentage of employees covered by collective bargaining agreements	This report on page 47
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	100%
LA7	Rates of injury, occupational diseases, lost days, absenteeism, and number of work-related fatalities, by region	No work related fatalities. KPI section of this report
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases	Celestica has a Health Training program in Asia. See Page 18 of this report
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing their careers	This CSR report on page 17
LA12	Percentage of employees receiving regular and performance and career development reviews, by gender	KPI section of this report
<b>Human Rights Indicators</b>		
HR1	Percentage and total number of significant investment agreements that include human rights, clauses or that have undergone human rights screening	None
HR4	Total number of incidents of discrimination, and actions taken	KPI section of this report
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk and actions taken to support these rights	None
HR6	Operations identified as having a significant risk for incidents of child labour, and measures taken to contribute to the elimination of forced or compulsory labour	No operations identified as having a significant risk. Celestica complies to the EICC Code. Please visit <a href="http://www.eicc.com">www.eicc.com</a> for more information
HR7	Operations identified as having a significant risk for incidents of forced or compulsory labour, and measures taken to contribute to the elimination of forced or compulsory labour	No operations identified as having a significant risk. Celestica complies to the EICC Code. Please visit <a href="http://www.eicc.com">www.eicc.com</a> for more information
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations	100%

HR9	Total number of incidents of violations involving rights of indigenous people and actions taken	0
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments	0%
HR11	Number of grievances related to human rights filed, addressed, and resolved through formal grievance mechanisms	0
<b>Society Performance Indicators</b>		
SO2	Percentage and total number of business units analyzed for risks related to corruption	100%
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures	100% of Celestica employees are trained and certified to our Business Conduct Guidelines as a condition of employment with yearly re-certification. We also provide specific training for selected employees
SO4	Actions taken in response to incidents of corruption	Not applicable
SO5	Public policy positions and participation in public policy development and lobbying	None
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions, by country	\$0
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices, and their outcomes	0
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	None
SO9	Operations with significant potential or actual negative impacts on local communities	None
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities	Not applicable
<b>Product Responsibility Performance Indicators</b>		
PR1	Lifecycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures	Not applicable
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their lifecycle, by type of outcomes	Not applicable

PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning market communications, including advertising, promotion, and sponsorship by type of outcomes	0
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	0
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	\$0

Key Performance Indicators					
	Units	2009	2010	2011	2012
Environmental Performance Indicators					
Direct energy consumption by primary energy source	kwh	73121000	84304000	12812000	99087000
Indirect energy consumption by primary energy source	kwh	354681306	340786048	334916589	348009979
Total direct and indirect greenhouse gas emissions, by weight	Metric tonnes CO2e	202918	197042	179405	199158
Labour Practices and Decent Work					
Total number of employees - Asia	Employees				19131
Total number of employees - Europe	Employees				2523
Total number of employees - Americas	Employees				4534
Full time employees	% of total workforce				85
Temporary employees	% of total workforce				4
Third party contractors	% of total workforce				11
Percentage of employees covered by collective bargaining agreements	%				32.3
Loss Time Accidents	# injuries x 200000 man hours / total hours worked	0.08	0.065	0.082	0.0756
Percentage of employees receiving regular and performance and career development reviews	%				84.8
Human Rights Indicators					
Total number of incidents of discrimination, and actions taken	Number of incidents				0



## We make a difference

Throughout the past year, we continued to make progress in the five key elements of our corporate social responsibility program: ethics, labour, environment, occupational health and safety, and community giving.

## Protecting the planet

At Celestica, we see our commitment to proactively embrace green initiatives as an opportunity to make a real difference for our company, our customers and the communities in which we operate.

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