



We make a difference

2011 Corporate Social Responsibility Report

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.

We are committed 4
Our vision

We do the right thing 9
Ethics

We make it happen 12
Labour

We protect the planet 15
Environment

We promote a safe workplace 19
Occupational Health and Safety

We make communities stronger 22
Giving

A letter from
Craig Muhlhauser



Celestica delivers innovative supply chain solutions for some of the world's foremost technology brands. What sets us apart in our industry is the strength of our people. Our employees go beyond their everyday roles to serve our customers and shareholders. They make their community a better place to live and work by doing the right thing.

That's why I'm pleased to share with you our *2011 Corporate Social Responsibility Report*, which outlines just some of our initiatives and successes beyond our ability to deliver innovative solutions to our customers. Throughout this booklet, you will find examples of how our values and guiding principles – Teamwork, Trust and Commitment, Creativity, and Courage – affect everything we do, and how Celestica employees across the world, by doing the right thing, contribute to the success of our customers and, therefore, our success.

We lead by example in corporate citizenship. We are a founding member of the Electronic Industry Citizenship Coalition, which has established an industry code of conduct for global electronics supply chains aimed at improving working and environmental conditions. We also strive to partner with suppliers who share the same values and beliefs.

With 35,000 employees in 14 countries, we understand that providing our workforce with meaningful opportunities to connect with the communities in which we operate is vital. One of these opportunities is our Time Off to Volunteer program, which provides employees two paid days per year to volunteer their time to a worthy cause.

We are also very mindful of the environment. We help our customers reduce their environmental impact and bring to market leading-edge technologies in environmental sustainability. By promoting sustainability from within and implementing progressive policies and practices within our own operations and with our supplier partners, we offer our customers a safe pair of hands and a solid partner they can trust to deliver on their brand promise.

Celestica is a very engaged and highly motivated global team that works together with integrity and respect to enable the success of our customers, their customers and our communities. We will continue to build on a strong commitment to corporate citizenship and continuously seek opportunities to raise the bar for ourselves, and for the industry.

Thank you for taking the time to review this report. If you have any ideas, questions or comments that would enhance the quality and effectiveness of our corporate responsibility initiatives, we welcome and encourage your feedback.

Sincerely,

A handwritten signature in black ink, appearing to read 'Craig Muhlhauser'. The signature is fluid and cursive, with a large initial 'C'.

Craig Muhlhauser
President and Chief Executive Officer

We are committed

Our vision



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

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 corporate social responsibility 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 these 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.

Business Conduct Governance

Our Business Conduct Governance (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. Additional information on our BCG Policy can be found at www.celestica.com.

To learn more about Celestica's guiding principles on corporate social responsibility, please visit www.celestica.com



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 manufacturing services companies, provided input to industry-leading original equipment manufacturers when they 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; employees are 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 with the EICC Code. For more information, visit www.eicc.info.

It's 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 the EICC's preferred vendor to administer a Self Assessment Questionnaire (SAQ) tool to assess risk among our preferred suppliers in the supply chain.

To ensure Celestica's suppliers share our convictions about corporate social responsibility and reflect our commitment to the EICC, we administer, and submit on an annual basis, SAQs that identify any risks or gaps to the EICC Code and/or audit requirements. Any non-conformance identified during an audit is tracked through a corrective action plan. We have also conducted training with our Commodity Management team in each region and have held supplier workshops in Hong Kong and Singapore.

The Electronics Industry Code of Conduct established by the EICC outlines industry standards to ensure that employees are treated with respect and dignity; employees are 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. We're proud to be a founding member.

Highlights of EICC Code activities:

- We educate and motivate our employees using all of 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 93 per cent of our preferred supplier list (PSL), with ongoing support and follow-up for the outstanding seven per cent. Suppliers who decline to participate in the SAQ process are removed from Celestica's PSL.
- We conduct internal audits to measure EICC compliance. Most of Celestica's operating sites have been audited once and continue to be audited on a rotational basis.
- In 2010, we took part in five EICC work groups. These were focused on work hours, environmental sustainability, Validated Audit Process (VAP), the EICC certification program and extractives.
- Through participation in the EICC Environmental Sustainability Work Group we are helping to develop a standardized approach and tool for consistent reporting of emissions data between suppliers and their customers. Last year, we completed our baseline corporate greenhouse gas (GHG) emissions inventory and reported our GHG emissions inventory to our customers through the Carbon Disclosure Project (CDP) survey and the EICC Carbon Reporting System.
- We conduct quarterly training with Celestica's subject matter experts in each region to align our leadership team with the EICC's requirements.

Looking Ahead

In 2011, Celestica will continue to implement the EICC Code at all sites and track our compliance. Objectives include:

- Compliance with the latest version of the EICC Code (version 3.0)
- Completion of SAQs by our preferred suppliers
- Continued participation in the EICC's VAP program
- Continued participation in EICC Work Groups



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.

We have a multi-functional steering committee in place, led by the company's Chief Compliance Officer, to assist in the management of all aspects of corporate social responsibility at Celestica. The charter of this committee is to plan and drive 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

We do the right thing



Ethics

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.



Activities & Achievements

Our Chief Compliance Officer provides oversight of all ethical and compliance matters at Celestica, including:

- Ethics and compliance programs, such as our BCG employee training and annual certification process
- Celestica's Compliance Council
- Celestica's Corporate Social Responsibility steering committee
- EICC compliance

We have created a Corporate Social Responsibility intranet site to provide employees with easy access to resources, helping them understand their role in maintaining a business with the highest ethics and standards. The site also provides guidance on how employees can identify and report unethical activity.

All Celestica employees have received BCG training in their local language. All new hires now receive this training as part of their orientation process.

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. All reports are investigated and resolved.

Celestica recently announced improvements to the Ethics Hotline, including web-based reporting, the availability of toll-free hotline phone numbers for more regions and an enhanced overall user experience. These enhancements were communicated to all Celestica employees.

“Operating with integrity is critical to maintaining an engaged and effective workforce. At Celestica, we offer our employees a safe environment where openness and transparency are encouraged and expected.”

Todd Melendy, Chief Compliance Officer

Ethics Reporting Program

- Encourages employees to do the right thing
- Promotes an Open Door Policy so employees feel free to approach any manager, human relations representative or the Chief Compliance Officer 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 option
- Makes reporting channels available 24 hours a day, seven days a week

Looking Ahead

A focus area for the Compliance Council is training, and Celestica has developed a curriculum for 2011 that is specific to the functional areas of the Compliance Council. We plan to roll out courses this year on a variety of topics including anti-bribery and respect in the workplace.



In 2011, Celestica will once again host the EthicsPoint Toronto Regional User Forum, a free exchange of ideas to enhance integrity, ethics and compliance in business.

We make it happen

Labour



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 Celestica organization.

Celestica's annual employee recognition program, Changing the Game, pays tribute to individuals and teams that demonstrate performance excellence. In 2010, we added a new category, Corporate Social Responsibility, which recognizes outstanding contributions in our areas of focus. The winning submission came from China, where our human resources team initiated a Villagers Workshop program that hired local residents who may not have otherwise had the opportunity to find steady employment in the area. In 2010, the program created employment for 38 villagers. The cover photo of this report features members of the Villagers Workshop and the local human resources team.

Activities & Achievements

We have strong programs that foster a positive, engaged workforce at Celestica. A number of the key programs are summarized below.

- In order to help drive a more collaborative culture at Celestica, we are developing a framework that will help all employees work together more effectively. As part of the framework, a number of tools and systems are being evaluated to help facilitate more effective collaboration. To support this change, learning solutions are being developed that will help employees understand how they can effectively collaborate with their colleagues to drive business results and customer loyalty.
- Our learning and development programs provide opportunities to sustain and enhance employee performance, engagement and career management across all levels of the organization. By enhancing our employees' skill set and knowledge base we are able to respond to market demands more rapidly.
- Our performance management program empowers Celestica employees to achieve their full potential by setting clear goals aligned with business objectives and tracking their performance with coaching from their manager.
- Celestica's global talent management strategy aims to ensure our organization possesses the right calibre of talent in order to deliver on the promise of Celestica's brand – both externally and internally. We make an effort to develop and promote talent from within and have established a governance model to facilitate visibility and consistency of global processes.
- Our global rewards and recognition program, Bravo!, is designed to recognize employees across the globe for exceptional achievements aligned with our company objectives and the demonstration of behaviours in line with our brand and Values.
- Our recruitment goal is to attract capable and qualified candidates for every available position. Opportunities are posted internally, together with other effective sourcing channels such as the internet, campus recruiting, newspapers and search firms.
- 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.
- Where possible, Celestica promotes a flexible work schedule and the option to work remotely. We believe that employees who have a balanced lifestyle are more engaged in their jobs and more committed to the success of our company.

“We are committed to creating and maintaining a collaborative working environment that encourages creativity and innovation. An engaged workforce instils a sense of ownership in our overall success.”

Elizabeth DelBianco, Executive Vice President,
Chief Legal and Administrative Officer

Leveraging Employee Feedback

Through our Your Voice survey, employees confidentially share their opinions on what Celestica does well and where we can improve. Their feedback helps us to shape employee programs and build our plans for the future. Your Voice survey questions are based on the concept of employee engagement. 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. The results help us understand what makes employees more engaged and also helps identify disengagement risks.

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 team, 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.



Looking Ahead

In 2011, we will continue to implement action plans that drive improved employee engagement. We will also place a greater emphasis on manager accountability by measuring individual manager effectiveness across the company.

We protect the planet



Environment

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 a standard corporate environmental management program provides us with a strong platform on which to serve our customers, mitigate our impact on the environment and build 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 also prepared to assist sites in their progress towards full conformance with the EICC Code.

"The world is not something we inherited from our ancestors but something we have borrowed from our children."

Native American saying

“Celestica’s operations are spread out across 14 countries on three continents. Although our business focus may vary from region to region, our environmental policy is common to all; effectively managing and reducing our ecological footprint in every way possible.”

John Peri, Chief Operating Officer

Environmental Sustainability

Environmental sustainability is a major area of focus for Celestica and our program is growing in scope. Our *2011 Environmental Sustainability Report* highlights our achievements and goals in six key areas.

1. Greenhouse Gas Emissions
2. Water Conservation
3. Waste Reduction and Recycling
4. End-of-Life Materials Management
5. Hazardous Waste Management
6. Product-level Environmental Compliance

Our Environmental Policy and *2011 Environmental Sustainability Report* can be found at www.celestica.com.

Helping our customers go green

In recent years we have built upon our environmental commitment by offering solutions and services aimed at reducing the environmental impact of our customers’ products and processes, and providing services to the manufacturers of green technologies and infrastructure. More information on our Green Technology services and solutions can be found at www.celestica.com.



Looking Ahead

Environmental initiatives for 2011 include:

- Deploying all aspects of our *2011 Environmental Sustainability Report*
- Partnering with our customers to ensure Celestica understands and aligns with their overall sustainability goals
- Establishing employee-led grassroots committees at each of our sites that are focused on finding creative new ways of promoting a greener Celestica
- Deploying energy saving solutions aimed at conserving resources and driving efficiencies
- Effectively establishing our baseline carbon footprint and setting targets for improvement, for inclusion in our *2012 Environmental Sustainability Report*
- Continuing to build on our Green Chain Solutions to help our customers reduce the environmental impact of their products and processes
- Growing our capability in Green Technology by helping customers in the energy management and renewable energy products sector deliver reliable products to a growing marketplace



We promote a safe workplace



Occupational Health and Safety

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



The human resources team in Reynosa, Mexico organized Health Week to offer employees and their families free access to doctors in a variety of fields; co-ordinated two free vaccination clinics; and partnered with a local pharmacy to visit the site monthly and fill medical prescriptions at low cost.



Occupational Health and Safety Management at Celestica

Celestica's Occupational Health and Safety Management system is composed of the following:

- A system consistent with the requirements of the EICC Code implemented at all Celestica sites.
- All sites have an Environmental, Health and Safety representative.
- A number of Celestica manufacturing sites have implemented and certified to OHSAS 18001 or an equivalent certification.
- An Environmental, Health and Safety compliance audit program is in place, conducted by a leading third-party consulting company.
- All Celestica sites have business continuity plans and pandemic preparedness programs in place to ensure business continuity for Celestica and our customers in case of disruptions to our business caused by natural disasters or other incidents that affect day-to-day business operations.

“We take a systematic and proactive approach to health and safety at each facility we operate. At Celestica, employees can take comfort in knowing that their mental and physical well-being is of utmost importance.”

Pichai Duangtaweesub, Senior Vice President, Asia Operations

Lost Time Accident Reporting (LTA)

We have a responsibility to provide a safe, healthy and environmentally sustainable work environment. Anyone on site at Celestica must abide by our Environmental, Health and Safety regulations and requirements for conduct.

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.

Our management team takes accidents seriously and ensures that appropriate actions are taken to prevent recurrence of accidents. 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.



Looking Ahead

We have set an LTA improvement target for 2011 at 5 per cent over the previous year's performance. We will also continue our accident prevention program, which focuses on the top five causes of accidents in the previous year.

We make communities stronger

Giving



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.



Celestica employees are eligible to take up to two paid days per year to volunteer with recognized charitable organizations.

Celestica supports organizations in the following areas:

Innovation in education

We support organizations that motivate and inspire youth in the areas of math, science and technology through unique hands-on experiences.

Giving

We hold an annual United Way campaign at our Toronto headquarters and match our employees' donations.

Health and community services

We provide donations and volunteers to local and national health and community service agencies and provide relief aid to help people in times of great need. This may include relief efforts in communities that have suffered great loss due to large-scale adversities such as floods, fires, storms or earthquakes. Employee donations to relief efforts are matched by Celestica.

We also contribute to a higher quality of life in our communities by supporting organizations such as local food banks.

Volunteerism

We recognize that providing employees with meaningful opportunities to volunteer their time and expertise is an important component of supporting our communities.





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 **Reynosa, Mexico**, our employees partnered with Casa Hogar Mi Casa and Ejercito de Salvacion to help the most vulnerable – children in need. Employees organized the purchase of new shoes for children, as well as several day-long events that included clown shows, games, music, candy and laughter.



In **Hong Kong, China**, employees took part in Greening the Chest, a community event that improves the aesthetic and environmental landscape of the local area through gardening projects, while others took the time to knit scarves and hats for residents of a seniors' centre.



Employees in **Toronto, Canada** took part in the Daily Bread Food Bank's Food Sort Challenge to help families in need. The team sorted an average of 54.61 pounds of food per minute in an afternoon.

Utilizing their professional skills, employees at our **Kulim, Malaysia** site developed a learning session to help 56 at-risk children polish their communication skills. The kids were put in groups to work on their interpersonal skills, and then had the opportunity to practice public speaking. The day wouldn't be complete without proper nutrition and supplies, and Celestica employees provided breakfast, lunch and other essential items.



In **Charlotte, North Carolina**, a team spent a morning at a local rescue mission to support a local organization that helps individuals who are homeless and/or have addictions get their lives back on track.

“Volunteering has given me tremendous opportunities for networking and building relationships, and it’s very gratifying to be involved in activities that make a positive impact on our community. Time Off to Volunteer has also allowed me to connect with other Celestica employees who share the same values and interests.”

Ana Rosa Perez, Celestica Employee and Community Volunteer



For the 3 Peaks Challenge, Celestica employees Paul Bainbridge, Andy Smith and Alaric Bates scaled Ben Nevis in Scotland, Snowdon in Wales and Scafell Pike in England; covered 10,000 ft. of ascent, 24 miles on foot, 500 miles by car in 23 hours and 46 minutes; and raised over £7,000 for East Cheshire Hospice.



In **Oradea, Romania**, 27 employees joined forces to build housing for local youth through Habitat for Humanity. Rolling up their sleeves and getting their hands dirty, the team spent the day working to build the housing’s foundation.



In **Austin, Texas**, employees organized two successful fundraisers in 2010: they purchased toys for the holidays for the 64 children of Texas Guard 136 Maneuver Enhancement Brigade, whose parents are currently deployed in overseas military operations; and raised funds to buy clothes and presents for 100 children in the Salvation Army Christmas Tree Program.



For the second consecutive year, Celestica was recognized by United Way Toronto for our commitment to the organization. In 2010, Celestica was awarded the Corporate Support Spirit Award, based on our exceptional commitment to United Way Toronto through our company’s on-going corporate giving, active employee campaign, volunteerism, and corporate and community engagement. Celestica matched all employee donations dollar-for-dollar, and had over 75 employees take part in the annual Days of Caring charitable event. United Way Toronto also acknowledged Craig Muhlhauser, Celestica CEO, for his role as Chair of the Technology Sector for United Way Toronto’s Campaign Cabinet.



We make a difference

We hope you enjoyed reviewing our *2011 Corporate Social Responsibility Report*. 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.

While we are proud of our achievements, we will continue to build on our success by identifying new ways to improve our approach, driving more collaboration across our global network and with our customers and suppliers, and ensuring that we make a strong contribution to our industry and the communities in which we operate.

We are proud of the progress we are making and are pleased to share our strategies and achievements in this *Corporate Social Responsibility Report*. We look forward to having many more accomplishments to share with you in our next report.

For more on Celestica's commitment to business conduct and environmental initiatives, visit www.celestica.com.

Photos by Celestica Employees

We engage our employees in our corporate social responsibility plans and programs. In 2010, we held a photography contest and invited our employees around the world to participate.

Below, are a few of the employee submissions.



Michael Mak,
Dongguan, China



Mark Li,
Dongguan, China



Yu Jin,
Suzhou, China



Jean-Francois Daigle,
Toronto, Canada



Thilo Sack,
Toronto, Canada



Ana Rosa Perez,
Toronto, Canada



Sandy Kong,
Hong Kong, China



Liliana Guzman
Valdez,
Reynosa, Mexico



Sandy Kong,
Hong Kong, China



Angela Hetherington,
Toronto, Canada



Dean Young,
Austin, TX



Jin Xu,
Suzhou, China

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Engaged Principles
Talent Flexible Solutions Standards Open
Electronic Industry Citizenship Coalition Ethics
Accountability Positive Industry Standards Creativity Community
Achieve Solid Partner Integrity Health and Safety
Carbon Disclosure Project Empower Ideals skill Feedback Courage
Continuous Improvement Social Corporate Responsibility
Compliance Sustainable Actions Volunteerism Business Excellence
Innovation Business Conduct Governance
Trust and Commitment
Celestica Values Giving Performance
Education Teamwork