



Slavery and Human Trafficking Policy Statement

June 1, 2012

In 2010 the California Transparency in Supply Chains Act of 2010 (SB 657) was passed and came into effect January 1, 2012. This law requires large retailers and manufacturers who do business in the state of California, and have gross worldwide sales of over \$100 Million Dollars; to be transparent about the efforts they have undertaken to eradicate Slavery and Human Trafficking in their supply chain.

As a member of the RBA we have shown our commitment to environmental and social responsibility. Since 2004 the RBA has built upon the Code of Conduct which prohibits the use of forced, bonded, indentured labor or involuntary prison labor. We audit our suppliers to this code and take seriously all forms of non-conformance. The RBA also has a Freely Chosen Employment (FCE) task force designed to help identify opportunities to share best practices among members, expand the Code of Conduct, and make recommendations on available tools and training.

In addition to the RBA, Celestica has internal policies and practices that are based on international labor and human rights standards. We partner with our supply chain to create an environment where workers have the right to: freely choose employment, freely associate, voluntarily join or not join labor unions and worker councils, and to bargain collectively if they choose.

This focus on slavery and human trafficking is part of a larger effort of supply chain transparency and accountability. Celestica has taken multiple actions to verify the absence of forced labor, slavery and human trafficking in our supply chain, including the following:

- Contractual terms and conditions requiring suppliers to fully comply with RBA code requirements for all purchase orders
- Supplier newsletter to educate suppliers on Celestica policies and RBA requirements
- Full RBA risk assessment with all preferred/sourcing suppliers
- Participation in RBA VAP supplier audit program
- Supplier qualification and audit program for customer materials, which includes audit questions regarding Compliance to applicable labour laws
- Celestica Ethics hotline made available to all CLS suppliers
- Celestica SCM specific business conduct guidelines (Policies and Practices 6.0) and training