Flex 20 by 2020

Flex has established 20 goals targeted for 2020 that reflect our commitment to the highest standards around People, Community and Environment. Innovation and Integrity are core elements of our leadership, and as good corporate citizens, we ensure that this is reflected in our supply chain.

**SUSTAINABLE DEVELOPMENT GOALS**

Flex supports the Sustainable Development Goals (SDGs) and we have aligned our areas of focus on the following:

1. **Quality Education**
   - Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

2. **Affordable and Clean Energy**
   - Ensure access to affordable, reliable, sustainable and modern energy for all.

3. **Decent Work and Economic Growth**
   - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

4. **Responsible Consumption and Production**
   - Ensure sustainable consumption and production patterns.

To learn more about the SDGs visit: https://sustainabledevelopment.un.org/sdgs

**PEOPLE**

- Increase the average training reach to employees by 5 percent year over year (Base year 2016).
- Increase the utilization of renewable energy by deploying a minimum of two megawatts of solar power annually and/or procuring the same amount of power from third party renewable sources.
- Increase global volunteer hours by at least 15 percent (Base year 2015).

**COMMUNITY**

- Increase global volunteer hours by 15 percent (Base year 2016).
- Maintain percentage of sites with implemented local community engagement activities at 90 percent or higher.
- Reduce CO2 emissions by at least 10 percent normalized to revenue (Base year 2016).
- Reduce overall water consumption by at least 10 percent absolute (Base year 2015).
- Reduce recycled water rate to 10 percent (Base year 2015).
- Achieve and maintain a diversion rate of waste from manufacturing processes of at or above 95 percent.

**ENVIRONMENT**

- Audit 100 percent of all Flex manufacturing sites to ensure regulatory and Flex Pledge compliance.
- Improve the technical and vocational skills of manufacturing employees by partnering with an NGO to develop a Worker Empowerment Training Program at 20 supplier sites.
- Reduce CO2 emissions by at least 10 percent normalized to revenue (Base year 2016).
- Reduce overall water consumption by at least 10 percent absolute (Base year 2015).
- Increase recycled water rate to 10 percent (Base year 2015).
- Achieve and maintain a diversion rate of waste from manufacturing processes of at or above 95 percent.

**INTEGRITY**

- Promote a zero injury culture and achieve a reduction in the global incident rate of at least 10 percent (Base year 2015).
- Partner with nonprofit organizations to provide lifelong learning, technical and vocational skills and innovation and entrepreneurship to 100 percent of our sites that have an employee population of over 5,000.
- Reduce CO2 emissions by at least 10 percent normalized to revenue (Base year 2016).
- Reduce overall water consumption by at least 10 percent absolute (Base year 2015).
- Increase recycled water rate to 10 percent (Base year 2015).
- Achieve and maintain a diversion rate of waste from manufacturing processes of at or above 95 percent.

**SUPPLY CHAIN**

- Ensure access to affordable, reliable, sustainable and modern energy for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employme