

# 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:



### Quality Education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



### Affordable and Clean Energy

Ensure access to affordable, reliable, sustainable and modern energy for all.



### Decent Work and Economic Growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



### Responsible Consumption and Production

Ensure sustainable consumption and production patterns.

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

## PEOPLE



**Goal 1** Increase the average **training** reach to employees by 5 percent year over year (Base year 2016).

**Goal 2** Audit 100 percent of all Flex manufacturing sites to ensure regulatory and **Flex Pledge compliance**.

**Goal 3** Train new employees on **Flex human rights policy**, with a 95 percent or higher completion rate.

**Goal 4** Ensure **full compliance** with **EICC rest day requirements**.

**Goal 5** Promote a **zero injury culture** and achieve a **reduction in the global incident rate** of at least 10 percent (Base year 2015).

## COMMUNITY



**Goal 6** Increase **global volunteer hours** by 15 percent (Base year 2015).

**Goal 7** Maintain percentage of sites with implemented **local community engagement** activities at 90 percent or higher.

**Goal 8** **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.

**Goal 9** Partner with nonprofit organizations to provide **life-long learning, technical and vocational skills and innovation and entrepreneurship** at 100 percent of our sites that have an employee population of over 5,000.

## ENVIRONMENT



**Goal 10** **Reduce CO<sub>2</sub> emissions** by at least 10 percent normalized to revenue (Base year 2016).

**Goal 11** **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.

**Goal 12** **Reduce overall water consumption** by at least 10 percent absolute (Base year 2015).

**Goal 13** **Increase recycled water** rate to 10 percent (Base year 2015).

**Goal 14** Achieve and **maintain a diversion rate of waste from manufacturing processes** at or above 95 percent.

**Goal 15** Flex Energy Solutions will have manufactured enough **solar PV modules and solar trackers to power 3.5 million homes**.

**Goal 16** **Flex Energy Solutions' renewable energy systems** will provide electricity to the grid at a cost which is 5 percent less expensive than the average cost from fossil fuel sources.

## INTEGRITY



**Goal 17** **Conduct in-person Code of Business Conduct and Ethics (CoBCE) training** at 100 percent of Flex sites with direct labor employees.

**Goal 18** **New Code of Business Conduct and Ethics** online training to be completed annually by 100 percent of eligible employees. \*

\* Does not include individuals who have recently joined Flex through acquisitions, employees on leave of absence and direct labor.

## SUPPLY CHAIN



**Goal 19** Increase percentage of suppliers (Flex Tier 1 and Flex-controlled) who **completed CSER training** by 10 percent annually (Base year 2015).

**Goal 20** Keep percentage of all new Flex-controlled suppliers screened on social and environmental criteria at 85 percent or higher.