

Jabil respects that employees may participate in legitimate political activities outside of their jobs, such as volunteering or raising money for candidates and political parties of their choice. However, employees participating in certain political activities within the United States risk violating various federal and state election, ethics, and disclosure laws, thereby putting themselves and Jabil at risk for serious legal penalties.





**Keep Your Records.** Jabil may be required to tell the government about certain communications that could be considered lobbying. Therefore, you must keep the necessary records related to the communications, or as directed by the General Counsel.

**V. SANCTIONS**

A violation of this Policy may lead civil and/or criminal proceedings against the Company and individual involved. If Jabil determines that an employee has violated the law, or the provisions of this Policy, the employee may be subject to disciplinary action up to and including termination.

**VI. WHEN IN DOUBT, ASK.**

This area of the law is complex, and the legal requirements often differ from jurisdiction to jurisdiction, and between state, local, and federal laws. If you are unsure whether your political activities may violate any law, or the provisions of this Policy, please contact: