

## Unlawful Harassment and Bullying Policy

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### 1.0 Purpose:

Plexus is committed to providing a work environment that is free from all forms of harassment, violence and discrimination including sexual harassment, bullying or any harassment due to race, color, age, religion, gender, national origin, sexual orientation, disability, marital status, military status, veteran status or any other basis made unlawful by federal, state or local law, ordinance, or regulation. This commitment is based on a respect for the dignity and self-worth of each team member. This policy defines the Company's position on all forms of harassment, violence and discrimination in the workplace and the procedure for reporting such behavior.

### 2.0 Scope:

This policy covers all team members, temporary team members or non-team members (i.e., Ambassadors, visitors, contractors) who conduct business or otherwise interact with Plexus. Additionally, all of the above individuals are responsible for adhering to this policy when representing Plexus at any location or Company function, even when traveling abroad.

### 3.0 Policy:

Plexus will not tolerate any sexual harassment or other unlawful harassment, whether engaged in by fellow team members, supervisors, managers, temporary team members, non-team members (i.e., Ambassadors, visitors, contractors) who conduct business or otherwise interact with Plexus. This policy prohibits harassment and discrimination in all Plexus facilities, jobsites, or other work-related settings, including travel to, from and at Plexus-related social events. Plexus team members should report all incidents of harassment or discrimination, regardless of who the offender may be. This policy prohibits harassment and bullying by any method including but not limited to physical, oral, written, electronic mail (E-mail), instant messaging, texting, etc.

Plexus also does not tolerate abusive conduct, bullying or other intimidating or aggressive behavior among team members, whether or not it is based on a protected category. If a team member is found to be mistreating his or her colleagues, the Company will take appropriate action to stop the behavior.

### 4.0 What are the types of Harassment:

Harassment includes, but is not limited to, the following forms:

- 4.1 ***Unwelcome or unwanted advances, including sexual advances.*** This means patting, pinching, brushing up against, hugging, cornering, kissing, fondling, or any other similar unwanted or unwelcome physical contact.
- 4.2 ***Unwelcome requests or demands for favors, including sexual favors.*** This includes subtle or blatant expectations, pressures or requests for any type of favor, including a sexual favor (this includes requests for dates), whether or not it is accompanied by an implied or stated promise of preferential treatment or negative consequences concerning employment.

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- 4.3 ***Verbal abuse or kidding that is oriented toward a prohibited form of harassment including that which is sex-oriented and considered unwelcome.*** This includes offensive comments which harass an individual based upon his or her race, color, religion, sex, age, national origin, disability, sexual orientation, gender identity, genetic information, or any other characteristic protected by state, federal or local law; telling “dirty jokes” that are inappropriate and considered offensive; display or circulation in the workplace of sexually suggestive objects or pictures (including through email) and other physical, verbal or visual conduct of a sexual nature, or any tasteless, sexually oriented comments, innuendoes, or action that may be offensive to others.
- 4.4 ***Creating a work environment that is intimidating, hostile, abusive, or offensive because of unwelcome or unwanted conversations, suggestions, requests, demands, physical contacts, attentions or conduct, whether sexually oriented or otherwise related to a prohibited form of harassment.*** Harassing conduct means epithets, slurs, or negative stereotyping; threatening, intimidating or hostile acts; denigrating jokes and display or circulation in the workplace of written or graphic material that denigrates or shows hostility or aversion toward an individual or group including, but not limited to, email, phone, text messages, and social networking sites.
- 4.5 ***Inappropriate Behavior.*** In cases where an individual’s behavior may not fall into the harassment definitions described above, Plexus may consider those actions unprofessional or inconsistent with maintaining a respectful work environment. Plexus will address inappropriate behavior, even in cases where no one steps forward to complain about the action or when no one presents a claim to have been offended by the inappropriate behavior.

### 5.0 What is Bullying:

Bullying is conduct of an employer or team member in the workplace, with malice, that a reasonable person would find hostile, offensive, and unrelated to an employer’s legitimate business interests. Bullying may include repeated infliction of verbal abuse, such as the use of derogatory remarks, insults, and epithets; and/or verbal or physical conduct that a reasonable person would find threatening, intimidating, or humiliating, or the gratuitous sabotage or undermining of a person’s work performance.

### 6.0 What To Do If You Feel This Policy Has Been Violated

If you believe that you have been subjected to harassment or discrimination, or you have knowledge that others may have been harassed or discriminated against, you must report such incidents to your supervisor. If you feel uncomfortable bringing the matter to your supervisor(s), or if you believe that these individuals are involved in the harassment or discrimination, you may contact any other member of management, or Human Resources.

Plexus encourages prompt reporting of complaints so that a rapid response and appropriate action may be taken. Plexus also encourages individuals who believe they are being harassed or discriminated against to firmly and promptly notify the offender that his or her behavior is unwelcome.

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**7.0** Any allegation of harassment brought to the attention of your supervisor, any member of management, and/or Human Resources will be promptly investigated. Plexus expects that all team members fully cooperate with any investigation conducted by the Company. Confidentiality will be maintained throughout the investigatory process to the extent practical and appropriate under the circumstances. **Plexus Will Take Action Against Persons Who Violate This Policy.**

7.1 Upon completing the investigation of a complaint, if Plexus finds that harassment or discrimination occurred, the offender will be subject to appropriate disciplinary action, up to and including possible discharge. Typically, the response, at a minimum, will include reprimanding the offender. Additional action may include: (1) referral to counseling; (2) demotion; (3) withholding of a promotion; (4) reassignment; (5) temporary suspension without pay; (6) financial penalties; or (7) termination. A non-team member who subjects a team member to harassment or discrimination in the workplace will be informed of Plexus' policy and appropriate action will be taken. In all cases, Plexus will make follow-up inquiries to ensure that the harassment or discrimination has not resumed.

### **8.0 *Non-Retaliation***

Plexus will not, in any way, retaliate against an individual who makes a good faith complaint or report under this policy or provides information related to such complaint or report. Any adverse action in response to a good faith claim of harassment is classified as retaliation. Constructive criticism and legitimate supervisory actions regarding performance or other workplace issues are not considered retaliation. Plexus will not permit or tolerate retaliation by any supervisor, manager, team member or contractor. Retaliation is a serious violation of this policy and should be reported immediately. Any person found to have retaliated against another individual for reporting harassment or discrimination will be subject to disciplinary action, including possible termination.

This policy does not constitute an employment contract or implied promise of any kind. The terms of this policy may be modified or eliminated by Plexus at any time with or without notice.

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I acknowledge that I have read, understand, and will adhere to this Unlawful Harassment and Bullying Policy:

\_\_\_\_\_  
Team member printed name

\_\_\_\_\_  
Team member signature

Date: \_\_\_\_\_

APPROVED BY:	SIGNATURE:	DATE:
Mary Beth Reisinger, Chief Human Resources Officer		
Will Franks, Director, Human Resources		