



November 2017

## **Ethics Reporting Communications Board**

### **A Message from the CEO**

Over the past several years, Celestica has earned its reputation as a trusted partner to its customers. At the heart of our reputation are our employees, who hold themselves and each other accountable to our core values of teamwork, ingenuity, confidence and care.

I want all of our employees to be proud to work for a company that believes that the way in which we achieve our goals is equally important to what we achieve. We accomplish this by ensuring that our Values form the basis of our corporate culture and guide our decision-making, and by continuing to adhere to our Business Conduct Governance Policy, which outlines the business ethics we must all follow.

As a founding member of the Responsible Business Alliance (RBA) (formerly the Electronic Industry Citizenship Coalition (EICC)), we also uphold the RBA Code of Conduct which outlines industry standards to ensure that employees are treated with respect and dignity, employees are provided with a safe work environment, manufacturing processes are environmentally responsible and management systems are in place to support the RBA Code of Conduct.

All employees at Celestica play a key role in ensuring the integrity of our company. It is everyone's responsibility to report behaviour or actions that conflict with our ethical standards. If you see or suspect unethical, illegal or unsafe activity, it is your responsibility to report your concern. Employees are encouraged to speak to their manager or Human Resources, or email [compliance@celestica.com](mailto:compliance@celestica.com) should they have a question or concern regarding an ethical matter. Employees may also report a concern through Celestica's toll-free Ethics Hotline or secure online web-based tool.

For more information on our commitment to being an ethical and responsible corporate citizen, or to learn how to access Celestica's toll-free Ethics Hotline or web-based reporting tool, please visit: <https://sites.google.com/a/celestica.com/celestica-global-intranet/about/csr/compliance-ethics>

Thank you for your continued support.

A handwritten signature in black ink, appearing to read "Rob Mionis", written in a cursive style.

Rob Mionis  
President and Chief Executive Officer