



## **SANMINA**

### **Privacy Policy**

September 15, 2014

Sanmina Corporation, its subsidiaries and affiliates ("Sanmina") respect the privacy of its customers, shareholders, employees, temporary workers, vendors, consumers and business partners. Sanmina collects, uses and discloses Personal Information in a manner consistent with the laws of the countries in which it does business and in line with its tradition of upholding the highest ethical standards in its business practices. This Privacy Policy ("Policy") sets forth the privacy principles that Sanmina follows with respect to the processing of Personal Information and the transfers of such Personal Information anywhere in the world, including transfers from the European Union ("EU") to the United States.

#### **I. Safe Harbor**

Sanmina complies with the U.S.-EU and U.S.-Swiss Safe Harbor Frameworks and adheres to the Safe Harbor privacy principles. Information on both Safe Harbors and Sanmina's certification may be found at <http://www.export.gov/safeharbor/>. Sanmina intends to comply with other state, federal and international privacy standards as they are adopted.

#### **II. Scope**

This Policy applies to all Personal Information (defined below) processed by Sanmina.

*Employees, Temporary Workers and Job Applicants.* Sanmina processes Personal Information concerning current and former employees, temporary workers as well as applicants for employment, through its internal and external websites, electronic and traditional mail. Except as required by applicable law, Sanmina does not request or gather information from employees, temporary workers, or job applicants regarding political opinions, religion, philosophy or sexual preference. To the extent Sanmina maintains information on an individual's medical health or ethnicity (only for countries where it is legally required), Sanmina will protect, secure and use such information in a manner consistent with this Policy.

*Website Users.* Website users may voluntarily provide Personal Information via Sanmina's website. Visitors may fill out and submit online questionnaires, request information on products or services, or seek positions of employment. Personal Information provided by website users may include an individual's name, home and/or business address, a telephone number, email address, and information contained in a cover letter and resume. Sanmina collects this information to respond to questions or requests.

Sanmina may also collect anonymous information concerning website users through the use of "cookies" and other similar technology in order to provide better customer service. "Cookies" are files that websites place on website users' computers and devices to identify the user and enhance the website experience. None of this information is reviewed at an individual level. Website users may set their browsers to provide notice before they receive a cookie, giving the opportunity to decide whether to accept the cookie. Website users can also set their browsers to turn off cookies. If visitors do so, however, some areas of Sanmina's website may not function properly.



September 15, 2014

Sanmina may use remarketing or retargeting services, such as Google AdWords Remarketing to advertise across the internet. These services may be used to advertise Sanmina via the Internet. These services may display ads to you based on what parts of the Sanmina website you have viewed by placing a cookie on your web browser. **This cookie does not in any way identify you or provide 3<sup>rd</sup> party access to your computer or mobile device.** The cookie is used to indicate to other websites that *"This person visited a particular page, so show them ads relating to that information."* For more information on our use of cookies and how to turn them off, please refer to [www.allaboutcookies.org](http://www.allaboutcookies.org) in this privacy policy statement.

General. Sanmina uses and discloses Personal Information for, among other things, human resource business reasons such as payroll administration, filling employment positions, maintaining accurate benefits records, meeting governmental reporting requirements, security, health and safety management, performance management, company network access and authentication. Third parties to which we may disclose such information include, but are not limited to, payroll providers, travel agencies, banking institutions, benefit providers and health claims administrators. Sanmina will not disclose Personal Information to third parties for purposes other than what is described in this Policy.

### **III. Definitions**

For purposes of this Policy, the following definitions shall apply:

- "Agent" means any third party that uses Personal Information provided by Sanmina to perform tasks on behalf of or at its instruction.
- "Personal Information" means any information or set of information that identifies an individual.
- "Sensitive Personal Information" means Personal Information that reveals race, ethnic origin, religious or philosophical information, trade union membership or medical information. Other categories of Personal Information subject to special protection include information about criminal history, civil judgments, administrative sanctions, government security measures, government-issued identification numbers, biometric data, personality profiling and information in the context of "whistleblowing" (ethical reporting programs), as required by applicable law. In addition, Sanmina will treat as Sensitive Personal Information, any information received from a third party, where that third party treats and identifies such information as being sensitive.

### **IV. Privacy Principles**

1. NOTICE: This Policy is available to current and former employees, temporary workers, job applicants and website visitors.
2. CONSENT: Sanmina uses and discloses Personal Information for the purposes for which it was collected. When Sanmina collects Sensitive Personal Information, Sanmina will give individuals the opportunity to explicitly consent to the disclosure of such information for a purpose other than for which it was originally collected or subsequently provided by the individual.



September 15, 2014

3. DATA INTEGRITY: Sanmina uses relevant Personal Information for its business purposes, and Sanmina will take reasonable steps to ensure that Personal Information is accurate and current.

4. TRANSFERS TO AGENTS: Sanmina will obtain assurances from its Agents that they will safeguard Personal Information received from Sanmina consistent with this Policy. Where Sanmina has knowledge that an Agent is using or disclosing Personal Information in a manner contrary to this Policy, Sanmina will take reasonable steps to prevent or stop such use or disclosure. Sanmina holds its Agents accountable for maintaining the trust individuals, who provide us with their Personal Information, place in Sanmina.

5. UPDATING AND ACCESSING PERSONAL INFORMATION: Subject to the payment of a reasonable fee as provided under applicable law, individuals may submit a written request to Sanmina for a description of the Personal Information that Sanmina holds about them. Additionally, employees and temporary workers who believe that their Personal Information may be inaccurate should contact their local Human Resources representative to have such information updated. Website visitors may contact Sanmina using the contact information provided below.

6. SECURITY: Sanmina will take precautions, including physical, administrative and electronic safeguards, to protect Personal Information in its possession from loss, misuse, unauthorized access, disclosure, alteration and destruction.

7. ENFORCEMENT: Sanmina will conduct compliance audits of its relevant privacy practices to verify adherence to this Policy. Any employee, temporary worker or agent that Sanmina determines, with due regard to applicable laws, to be in violation of this Policy will be subject to disciplinary action up to and including potential termination of relationship with Sanmina.

## V. Queries & Dispute Resolution

Any questions or concerns regarding Sanmina's processing of Personal Information should be directed to Sanmina at the address given below. Sanmina will investigate and attempt to resolve complaints and disputes regarding such processing in accordance with the principles contained in this Policy. In the EU, Sanmina has agreed to participate in the dispute resolution procedures of the panel established by the European data protection authorities to resolve disputes pursuant to the Safe Harbor Principles.

## VI. Information-Related Requests

Individuals may request that Sanmina stop using Personal Information previously provided it or to access, correct and delete their Personal Information. Requests should be directed to:



September 15, 2014

Sanmina Corporation  
Email: [privacy@sanmina.com](mailto:privacy@sanmina.com)  
C/O Human Resources Department  
2700 North First Street, Bldg 1  
San Jose, CA 95134  
FAX: + (408) 964.3799

Inquiries should include the individual's name, address, and other relevant contact information. Sanmina will respond to such requests within a reasonable period of time.

#### **VII. Changes to Privacy Policy**

From time to time, Sanmina may amend this Policy and will post an updated version of this Policy when any material changes to the Policy are made.

#### **VIII. Other Websites**

Sanmina's website may contain links to other websites. Sanmina assumes no responsibility for the content or the privacy policies and practices on such websites. Sanmina encourages all users to read the privacy statements and privacy practices on such sites which may differ from this Policy.