



We make a difference

2010 Corporate Social Responsibility Report

Our Mission

Protecting and empowering people. Respecting the environment. Giving back to the community. Working with responsible partners. Our commitment to corporate social responsibility is evident in all we do.

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A letter from
Craig Muhlhauser



Welcome to Celestica's first Corporate Social Responsibility Report. This Report showcases our commitment to social responsibility on a global scale – including the policies we value and uphold, the progress we have made and the key milestones we are working to achieve.

While publishing a formal report is a new initiative for Celestica, the concept of corporate social responsibility is certainly not new to our company or our employees. We view this report as an extension of our living commitment to corporate social responsibility – building on a strong heritage and ongoing focus that have long been supported by our Values, Brand and the principles and policies we abide by throughout our network.

Our dedication to exemplary corporate citizenship is not only a key element of Celestica's corporate culture, it also helps to drive our business success. Our customers trust that we uphold strong ethics and values. They also recognize that our employees have their best interests at heart and act as a solid extension of their brands by helping to make the communities where we live and work a better place. For this reason, we created our programs and plans with our customers in mind.

In every country in which we operate, our employees take pride in Celestica's contributions as a responsible corporation. They demonstrate their support for our programs and enable us to continuously improve upon our efforts. Through their support and actions, our employees ensure Celestica maintains a safe, positive and ethical work environment, supports local communities and takes care of the environment.

Looking back, I'm extremely proud of the

many accomplishments we have achieved in recent years. These accomplishments include our participation in the foundation and implementation of the Electronics Industry Citizenship Coalition's Code of Conduct, the establishment of our global Ethics Hotline, the launch of our first Environmental Sustainability Report and numerous other activities in the areas of giving, labour and health and safety. I hope you enjoy reading about these achievements.

As we move into 2010 and beyond, I'm looking forward to building on all of our good work to date. Our leadership team will be setting a strong example for employees by upholding the ideals that are important to our company: protecting and empowering our people; maintaining a safe and ethical workplace; respecting the environment; giving back to the community; and, ensuring we work with socially responsible partners.

Our commitment to social responsibility is evident in all we do. We're up for the challenge to drive year-over-year improvements in all of the key areas within our corporate social responsibility program, and look forward to sharing updates on our achievements with you in future Corporate Social Responsibility Reports.

Sincerely,

A handwritten signature in black ink, which appears to read "C. Muhlhauser". The signature is fluid and cursive, written over a white background.

Craig Muhlhauser
President and Chief Executive Officer

We are committed

Our vision



A Corporate Social Responsibility program requires two key things in order to succeed – employee support and clearly defined goals.

Our Values

Teamwork

we act as one global team with one vision, living our Values

Trust and Commitment

we deliver on our promises with integrity, respect and quality

Creativity

we strive for innovation

Courage

we act courageously in the pursuit of business excellence

Support from the whole Celestica team – from the boardroom to the production floor – is required for a corporate social responsibility program to be successful and sustainable. For this reason, we uphold fundamental guiding principles that are an important part of our culture and engage our employees from the very moment they join the Celestica team.

We have been cultivating these programs for many years and they are core to how we conduct our day-to-day business. They ensure a systemic approach that reflects the values we believe in and the goals we aspire to.

Since our company's inception, we have been adamantly committed to our Values – beliefs that reflect our respect for our colleagues, customers, suppliers and shareholders. Celestica's Values were developed by our employees to reflect the characteristics and behaviours that are core to our company.

Business Conduct Governance

Our Business Conduct Governance (BCG) Policy is a natural extension of our Values. It summarizes for employees the legal and ethical behaviours that are an important part of our culture. Areas of focus in the BCG include: ethical behaviour, responsible corporate citizenship, the protection of assets and accountability.

The BCG must be reviewed and signed by all employees when they join the company. This commitment is renewed and augmented with training on an annual basis. Additional information on our BCG Policy can be found on our website at www.celestica.com/csr.

To learn more about Celestica's guiding principles on corporate social responsibility, please visit our website at www.celestica.com/csr



To ensure we are in compliance with the EICC Code of Conduct (the “Code”), we conduct the following critical activities:

- We educate and motivate our employees using all of Celestica’s internal communication vehicles to ensure all employees realize the importance of the Code and the significance of our responsibilities.
- We use E-TASC (Electronics Tool for Accountable Supply Chains) – an online tool – to house our site and supplier Self Assessment Questionnaires (SAQs). Such SAQs are available to customers upon request.
- We conduct internal audits to measure EICC compliance. Most of Celestica’s operating sites have been audited once and continue to be audited on a rotational basis.
- We participate in third-party audits using the EICC’s Validated Audit Process (VAP) to ensure our compliance globally. We have passed all audits to date and are working diligently on corrective actions for any areas in need of improvement.
- We participate in four EICC work groups focused on: work hours, environmental sustainability, VAP and the EICC certification program.
- Through participation in the EICC Environmental Sustainability work group we are helping to develop a standardized approach and tool for consistent reporting of emissions data between suppliers and their customers. Last year, we completed our baseline corporate greenhouse gas (GHG) emissions inventory and reported our GHG emissions inventory to our customers through the Carbon Disclosure Project (CDP) survey and the EICC Carbon Reporting System.
- We conduct training with Celestica’s subject matter experts in each region to align our leadership team with the EICC’s requirements.

The Electronics Industry Code of Conduct outlines industry standards to ensure that employees are treated with respect and dignity; employees are provided with a safe environment in which to work; manufacturing processes are environmentally responsible; and, management systems are in place to support the Code. We're proud to be a founding member.

To help us excel in our quest to be part of a more socially responsible supply chain, we became a founding member of the EICC.

As part of the EICC, Celestica, along with other top-tier electronics manufacturing services companies, provided input to industry leading original equipment manufacturers (OEMs) when they banded together to create a set of standards for their suppliers to follow. The Code outlines industry standards to ensure that employees are treated with respect and dignity; employees are provided with a safe environment in which to work; manufacturing processes are environmentally responsible; and management systems are in place to support the Code.

Celestica continues to implement, manage and audit our compliance with the Code. For more information, visit the EICC website at <http://eicc.info/>

It's important to note that our commitment to the EICC is not limited to ensuring the compliance and improvement of our corporate social responsibility initiatives. As part of the EICC's mandate to better the electronics supply chain, Celestica is also striving to ensure we are aligned with socially responsible supply partners. Our preferred suppliers must have management systems in place that align with the spirit of the EICC Code. We use the E-TASC Self Assessment Questionnaire (SAQ) tool to assess risks among our preferred suppliers in the supply chain.

To ensure Celestica's suppliers share our convictions about corporate social responsibility and reflect our commitment to the EICC, we administer and collect SAQs which identify any risks or gaps to the Code and/or audit requirements. Any non-conformances identified during an audit are tracked through a corrective action plan. We have also conducted training with our Commodity Management team in each geography and held supplier workshops in Hong Kong and in Singapore.

LOOKING AHEAD

In 2010, Celestica will continue to implement the Code throughout our sites and track our compliance. Important milestones will include:

- Compliance with the latest version of the EICC Code (version 3.0)
- Completion of the assessment of compliance of our preferred suppliers with the EICC Code
- Continued participation in the EICC's Validated Audit Process (VAP) of our facilities and suppliers as required
- Continued participation in the EICC workgroups



Our approach

At Celestica, we take an integrated approach to Corporate Social Responsibility. This approach relies on several elements for success, each of which is aligned with key areas of focus and supported by a management system designed to promote the success of the initiative and drive continuous improvement.

We have a multi-functional steering committee in place, led by the company's Chief Compliance Officer, to assist in the management of all aspects of corporate social responsibility at Celestica. The charter of this committee is to plan and drive the activities required to ensure a streamlined approach to EICC compliance and to ensure we continuously improve our performance in the five key elements of our corporate social responsibility program. Read on for an overview of our activities, achievements and goals in each of these five focus areas.

Corporate Social Responsibility: Areas of focus

1. Ethics
2. Labour
3. Environment
4. Occupational Health & Safety
5. Giving

We do the right thing



Ethics

Our company is built on the strong foundation of our Values and we continuously maintain the **highest standards of business ethics**. Our policies and guiding principles ensure that we maintain our commitment to transparency, honesty, fair dealings and respect. For more information on our commitment to business ethics, please see our BCG Policy, which can be found on our website at www.celestica.com.



Activities & Achievements

Our Chief Compliance Officer provides oversight of all of Celestica's ethical and compliance matters, including:

- Ethics and compliance programs including our BCG employee training and annual recertification process;
- Celestica's Compliance Council;
- Celestica's Corporate Social Responsibility steering committee; and,
- EICC compliance.

We have created an internal Corporate Social Responsibility intranet site to provide employees with easy access to resources aimed at helping them understand their role in maintaining a business with the highest ethics and standards. The site also provides guidance on how employees can identify and report unethical activity.

Celestica has established an online BCG training course and has trained all employees in management and support functions across the company in their local language. We will expand on our training program in 2010.

Celestica provides an Ethics Hotline as a channel for our employees to make a confidential phone call to report unethical, illegal or unsafe activity. Hosted by a third-party service provider, the hotline enables employees to communicate their concerns in their local language. All reports are investigated and resolved. Celestica recently announced improvements to the Ethics Hotline, including web-based reporting, the availability of toll-free hotline phone numbers for more regions and an enhanced overall user experience. These enhancements were communicated to all Celestica employees.

“At Celestica, we take the business of integrity very seriously. We provide our employees with information and resources to help them understand their role in maintaining a business with the highest ethical standards.”

Todd Melendy, Chief Compliance Officer

Ethics Reporting

- Encourages employees to do the right thing
- Inspires employees to act with integrity
- Offers employees a non-threatening environment to make confidential toll-free calls to report unethical, illegal or unsafe activity
- Offers a web-based reporting option
- Is available 24 hours a day, 7 days a week

LOOKING AHEAD

By the end of 2010, all employees across all levels and functions in the company will have received either face-to-face or online BCG training.



Our policies and guiding principles ensure that we maintain our commitment to transparency, honesty, fair dealings and respect.

We make it happen

Labour



Our success has been built on the strength of our people.
Our employees have defined our culture and embody our Values.
We are proud of our **talented and diverse workforce**.
We admire the commitment and energy that our employees bring to everything they do and rely on our people to drive positive change throughout the Celestica organization.

The fair treatment and human rights of our employees and contracted employees are strictly upheld and monitored. We work to ensure that our policies and practices protect our employees.

Our policies ensure:

- Freely chosen employment
- Avoidance of child labour
- Limitations around hours and consecutive days worked
- Safe and clean dormitory facilities for on-campus employees
- Fair wages and benefits

Activities & Achievements

We have strong programs that foster a positive, engaged workforce at Celestica. A number of the key programs are summarized below.

- Our learning and development programs provide opportunities to sustain and enhance employee performance, engagement and career management across all levels of the organization. By enhancing our employees' skill set and knowledge base we are able to respond to market demands more rapidly.
- Our performance management program empowers Celestica employees to achieve their full potential by setting clear goals aligned with business objectives and tracking their performance with coaching from their manager.
- Celestica's global talent management strategy aims to ensure our organization possesses the right caliber of talent in order to deliver on the promise of Celestica's brand – both externally and internally. We make an effort to develop and promote talent from within and have established a governance model to facilitate visibility and consistency of global processes.
- Our global rewards and recognition program, Bravo!, is designed to recognize employees across the globe for exceptional achievements aligned to our company objectives and the demonstration of behaviours in line with our Brand and Values.
- We invest in a high-skilled workforce that evolves and adapts based on our market demand.
- Celestica encourages employees to expand their knowledge base by taking on new roles and responsibilities. In addition to promoting moves into other functional areas, we support work assignments that enable employees to gain global experience and interact with colleagues, suppliers and customers in other regions.
- Where possible, we put account managers in the geography where the customer is headquartered. Benefits include savings on travel hours, reduced carbon footprint as a result of less travel, and more face-to-face contact with the customer.
- Where possible, Celestica promotes a flexible work schedule in terms of hours worked and the option to work remotely. We believe that employees who have a balanced lifestyle are more engaged in their jobs and more committed to the success of our company.

“Celestica’s goal is to create an environment where employees are provided with the opportunity to meet their full potential and are acknowledged for their contributions.”

Elizabeth DelBianco, Executive Vice President,
Chief Legal and Administrative Officer

Leveraging employee feedback

Our employees use our Your Voice employee satisfaction survey to confidentially share their opinions about what Celestica is doing well, and areas in need of improvement. Their feedback shapes the employee programs we build and our plans for the future. It provides the framework for driving positive change and improving the overall employee experience. The Your Voice survey questions are based on the concept of employee engagement. Employee engagement is defined as a combination of perceptions that have a positive impact on behaviour – including satisfaction, commitment, pride, loyalty, a strong sense of personal responsibility, and a willingness to be an advocate for the organization. The results help us understand what makes employees more engaged and also helps identify disengagement risks.

Survey results are available for the company as a whole, as well as by region, function and department. Through our closed loop process, all managers are expected to review the results with their team, create action plans to address any areas of concern and track and communicate progress to the team. We believe this process drives improvement in engagement levels, which ultimately results in better business performance for Celestica.



LOOKING AHEAD

Our planned labour initiatives for 2010 include enhancing programs aimed at driving employee engagement and putting action plans in place to work on the areas of improvement identified in our most recent Your Voice employee opinion survey.

We protect the planet



Environment

Since our company's inception, our sites have upheld a commitment to environmental responsibility. Celestica is committed to being an **environmentally responsible partner** in the communities in which we operate by:

- Ensuring we have safe, efficient and environmentally conscious operating and manufacturing processes in place;
- Planning, implementing and involving all employees in activities aimed at environmental sustainability; and,
- Leveraging our commitment, experience and expertise to support our customers' environmental sustainability programs and goals.



Environmental Management

To ensure a streamlined global approach to environmental management, a great deal of effort has taken place to establish Celestica's core environmental management system. This system is well-suited to our business and unique corporate culture. We believe that having a standard corporate environmental management program provides us with a strong platform on which to serve our customers, mitigate our impact on the environment and build year-over-year improvements.

Celestica's Environmental Management System is comprised of the following:

- An Environmental Policy;
- Environmental program standards and guidelines;
- Environmental, Health and Safety Audit programs;
- Environmental management programs (i.e., resource conservation and pollution prevention, waste management, energy management, etc.);
- Environmental Health and Safety representatives in all Celestica sites;
- ISO 14001 certification in all Celestica manufacturing sites;
- Implementation of a management system consistent with the requirements of the EICC Code at each site; and,
- An Environmental Health and Safety compliance audit program conducted by a leading third-party global environmental, health and safety consulting company.

While our sites are guided by our Global Environmental Policy and program standards, each site manages its own environmental management program according to the unique nature of its operations (i.e., infrastructure, products manufactured, service provided, processes required) and local environmental requirements. A management framework is also prepared to assist sites in their progress towards full conformance with the EICC Code.

“The world is not something we inherited from our ancestors but something we have borrowed from our children.”

Native American saying

“Celestica is committed to being an environmentally responsible partner by ensuring safe, efficient and environmentally conscious operating and manufacturing processes. Our commitment is demonstrated in goals that have been carefully considered and designed to make a difference.”

Mike Mackenzie, Vice President,
Corporate Engineering & Operational Excellence

Environmental Sustainability

Environmental Sustainability is a major area of focus for Celestica and our program is growing in scope in 2010. We are proud to have launched our first Environmental Sustainability Report highlighting our achievements and goals in the six key areas shown below.

Our Environmental Policy and Environmental Sustainability Report can be found on our website at www.celestica.com/csr.

1. Greenhouse Gas Emissions
2. Water Conservation
3. Waste Reduction and Recycling
4. End-of-Life Materials Management
5. Hazardous Waste Management
6. Product Level Environmental Compliance

Helping our customers go green!

In recent years we have built upon our environmental commitment by offering solutions and services aimed at reducing the environmental impact of our customers' products and processes, and providing services to the manufacturers of green technologies and infrastructure. More information on our green services and solutions can be found on our website at www.celestica.com



LOOKING AHEAD

Planned environmental initiatives for 2010 include:

- Deploying all aspects of our Environmental Sustainability Report.
- Proactive communication with key customers to share our activities and plans relative to our Environmental Sustainability Report.
- Establishing employee-led grassroots committees at each of our sites that are focused on finding creative new ways of promoting a greener Celestica.
- Deploying energy-saving solutions aimed at conserving resources and driving efficiencies.
- Effectively establishing our baseline carbon footprint and setting targets for improvement for inclusion in our 2011 Environmental Sustainability Report.
- Continuing to build on our Green-Chain Solutions to help our customers reduce the environmental impact of their products and processes.
- Growing our capability in the green technology segment by helping customers in the energy management and renewable energy products sector to deliver reliable products to a growing marketplace.



We promote a safe workplace



Occupational Health and Safety

Celestica is committed to maintaining a **safe and healthy workplace** and the prevention of occupational illness and injury at our sites. Our Occupational Health and Safety program is managed as an integrated Environmental, Health and Safety management program that encompasses:

- An Occupational Health and Safety policy
- Occupational Health and Safety program standards and guidelines
- Environmental, Health and Safety Audit programs

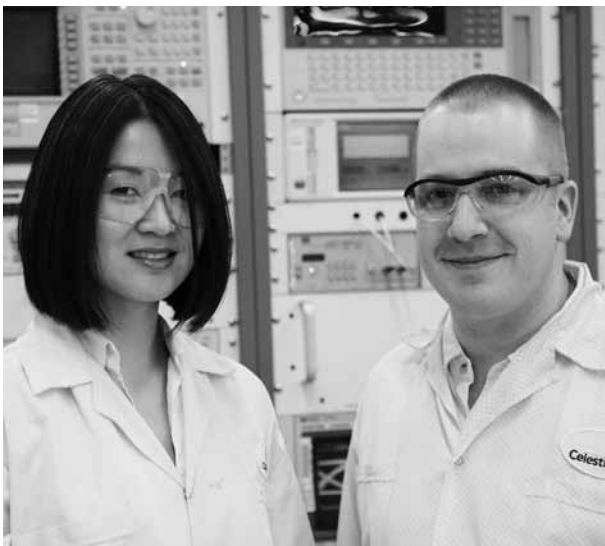


Our Occupational Health and Safety Policy can be found on our website at www.celestica.com

Occupational Health and Safety Management at Celestica

Celestica's Occupational Health and Safety Management system is comprised of the following:

- All sites have an Environmental Health and Safety representative.
- A number of Celestica manufacturing sites have implemented and certified to OHSAS 18001 or an equivalent certification.
- All Celestica sites have implemented an Occupational Health and Safety management system consistent with the requirements of the EICC Code.
- We have an Environmental Health and Safety compliance audit program in place conducted by a leading third-party Environmental, Health and Safety consulting company.
- All Celestica sites have business continuity plans and pandemic preparedness programs in place to ensure business continuity for Celestica and our customers in case of disruptions to our business caused by natural disasters or other incidents that disrupt day-to-day business activities.



“Occupational Health and Safety is an important part of our operational excellence program. The safety of our employees is a top priority and every one of us is responsible for ensuring and maintaining a safe workplace.”

John Peri, Executive Vice President, Global Operations

Lost Time Accident Reporting

We believe it is our responsibility to provide a safe, healthy and environmentally sustainable work environment. Anyone on site at Celestica must abide by our Environmental Health and Safety regulations and requirements for conduct.

It is our philosophy that all accidents are preventable. In addition to abiding by our Occupational Health and Safety Policy, our sites are expected to take proactive measures to prevent accidents by instituting robust health and safety programs.

Our management team takes accidents seriously and ensures that appropriate actions are taken to prevent recurrence of accidents. We have been collecting LTA data for several years and reviewing our LTA statistics in monthly operations review meetings as a key performance metric. Our LTA rates are comparable to the lost workday case rates published by major OEMs.



LOOKING AHEAD

In 2010, we have set a 10 per cent improvement target from 2009 for Lost Time Accident (LTA) rates. We will also implement an accident prevention program focused on the top five causes of accidents in 2009.

We make communities stronger

Giving



Celestica strives to **enhance the communities** in which we operate. This is done by encouraging employee volunteerism and through donations of our expertise and funds in support of programs in the areas of education, health and community services.



Celestica employees are eligible to take up to two paid days per year to volunteer with recognized charitable organizations.

Celestica supports organizations in the following areas:

Innovation in education

We support organizations that motivate and inspire youth in the areas of math, science and technology through unique hands-on experiences.

Giving

We hold an annual United Way campaign at our Toronto headquarters and match our employees' donations.

Health and community services

We provide donations and volunteers to local and national health and community service agencies and provide relief aid to help people in time of great need. This may include relief efforts in communities that have suffered great loss due large-scale adversities such as floods, fires, storms or earthquakes. Employee donations to relief efforts are matched by Celestica.

We contribute to the quality of life in our community by supporting organizations such as local food banks.

Volunteerism

We recognize that providing employees with meaningful opportunities to volunteer their time and expertise is an important component of supporting our communities. As a result, Celestica employees are eligible to take up to two paid days per year to volunteer with recognized charitable organizations.





Employees at our **Galway, Ireland** site participated in a 10 kilometer marathon in support of Croí – the West of Ireland Cardiology Foundation Fighting Heart Disease.



Celestica's **Toronto, Canada** team participates in a number of giving and volunteer initiatives including work with Habitat for Humanity of Toronto, the Ontario Science Centre's (OSC) robot-building workshop and Junior Achievement. The site was recently recognized with a 'Certificate of Appreciation' from the office of the local Member of Provincial Parliament for employees' generous support of the local community.

In addition, Celestica's Toronto employees support the local community through the site's annual United Way campaign. The campaign runs for several weeks

and includes many employee fundraising events. Last year, our CEO, Craig Muhlhauser served as the United Way of Greater Toronto's Technology Cabinet Chairman. Celestica received the Spirit Award for the Best United Way Leadership Campaign in the Greater Toronto area for running the area's most effective program for generating personal gifts at the leadership level of \$1,000 or more.

A group of Celestica employees at our **Kulim, Malaysia** site is involved in a volunteer program in a local school. By matching their unique talents to the needs of the school, these employees play an important role in enhancing the children's overall school experience, helping them – and many other children – learn the information and skills necessary to succeed in life.



“We recognize that providing employees with meaningful opportunities to volunteer their time and expertise is an important component of supporting our communities.”

Paul Nicoletti, Chief Financial Officer



In December 2009, Celestica’s **Monterrey, Mexico** site held a holiday celebration in support of a local seniors club. The initiative invited employees to donate a box of basic necessities including food. The response from the site’s employees was outstanding.

Employees at our **Oradea, Romania** site supported the Down Syndrome Association by participating in a dance festival for young people with Down Syndrome. Celestica volunteers also supported a program for patients from the Emanuel Hospice Association and three orphanages situated in villages near Oradea.

Celestica’s employees in **Hong Kong** recently supported the local community by visiting the elderly and organizing fundraising events and blood drives. Our Hong Kong team has also partnered with local organizations such as Helping Hand and Red Cross.

Our employees in **Shanghai, China** support a care centre for the disabled – providing on-site assistance and donations of money, food and clothing.

Employees at our **Dongguan, China** site recently donated about 2,500 articles of clothing to the less fortunate.

Employees at our **Austin, Texas** site gave back to their community during the recent holiday season by raising money to buy presents for over 90 children in support of the Texas National Guard 136 Maneuver Enhancement Brigade (MEB). The site also donated clothing and toys to 42 children who are in the Salvation Army Christmas Angel Program. This program allows for economically disadvantaged children to receive much needed clothing and toys for Christmas.

LOOKING AHEAD

In 2010, we will continue to encourage employee participation in Celestica’s new Time Off to Volunteer program. We will also continue to seek out opportunities to engage our employees and demonstrate our company spirit.



We make a difference

Thank you for taking the time to read our first Corporate Social Responsibility Report. At Celestica, we know that our capabilities and expertise alone don't make for a successful company. We believe success relies equally on the way we work with our customers and suppliers, and the way we interact with one another and our support of the community.

While we are very proud of our recent achievements in all areas of corporate social responsibility, our focus for 2010 is to continue building on these achievements and programs – finding new ways to improve our approach, driving more collaboration with our employees and customers, and ensuring we are making a significant impact in the industry. We also plan to increase the frequency of our communications with our key stakeholders – particularly our customers and employees.

We're proud of Celestica's achievements as a socially responsible company, and even more proud of the goals we've set for the continued success and growth of our program. We invite you to follow our achievements and look forward to sharing new successes with you in our 2011 report.

Photos by Celestica Employees

We engage our employees in our corporate social responsibility plans and programs. For our first Corporate Social Responsibility Report, we held a photography contest and invited our employees around the world to contribute their photographs to this important document. Below, in order of appearance, please find the photo credits for the winning submissions.



Jeffrey Lin,
Toronto, Canada



Monica Bragado
Cabeza,
Valencia, Spain



Sirinethorn
Kampanawarawan,
Laem Chabang,
Thailand



David Salas,
Valencia, Spain



James Field,
Toronto, Canada



Adrian Tig,
Galway, Ireland



Andrea Folkins,
Toronto, Canada



Fung Tian Lim,
Singapore



Adrian Tig,
Galway, Ireland



Sarasvathi
Arumugam,
Kulim, Malaysia



Esther Irina
Rodriguez,
Monterrey, Mexico



Hong Boo Ong,
Johor Bahru,
Malaysia



Mary Monto,
Toronto, Canada



Chris Barlosky,
Toronto, Canada



Fui Gan (FG) Ang,
Singapore



Hannah Ang
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40,000
cubic metres

Amount of water saved in a
reduction initiative in our
Dongguan, China site in 2009



Employees may volunteer for

2 days

per year through our
Time Off to Volunteer program

85%

Percentage of employees who
believe Celestica is a leader in
corporate social responsibility



80%

Percentage of waste diverted
from landfill in our Toronto
site in 2009

