

Analog Devices Inc.

TICKER

NasdaqGS:ADI

MARKET CAPITALIZATION

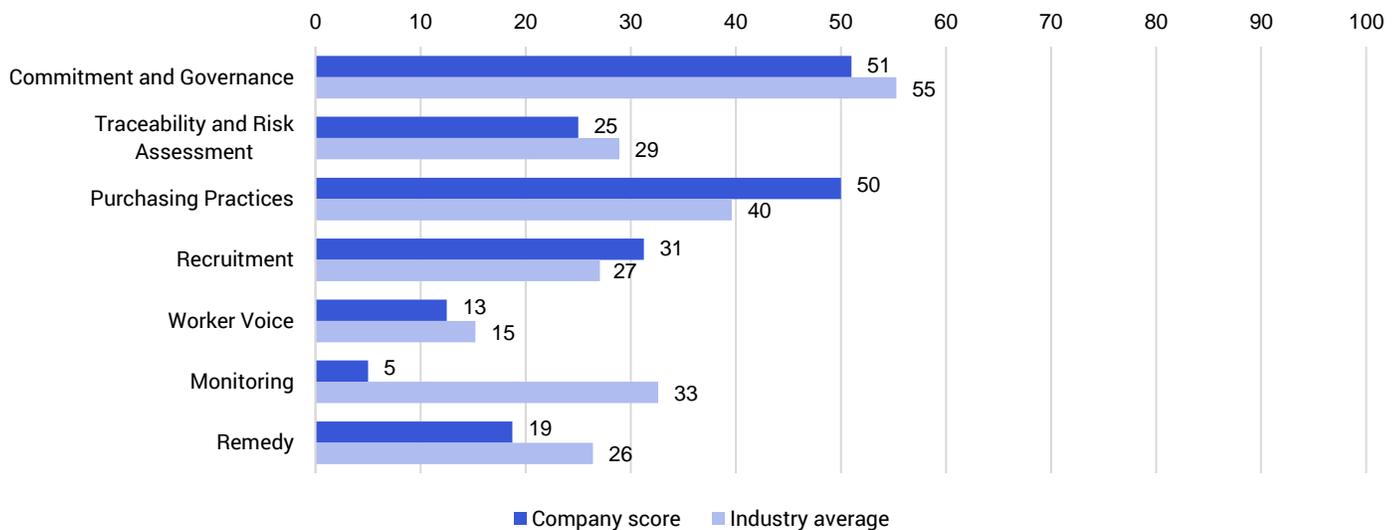
US\$34 billion

HEADQUARTERS

United States

COMPLIANCE
UK Modern Slavery Act: [Disclosure available, but not compliant](#)
California Transparency in Supply Chains Act: [Disclosure available, but not compliant](#)
COMMITMENTS
[None](#)
OVERALL RANKING
22 out of 40
OVERALL SCORE
28 out of 100
SUMMARY

Analog Devices Inc. (Analog Devices), a semiconductor company, ranks 22nd out of 40 companies and discloses more information on its forced labor policies and practices than its peers on the themes of purchasing practices and recruitment, and some information on all other themes. The company is encouraged to improve its performance and disclosure on the themes of worker voice and monitoring. Further, Analog Devices may consider establishing and disclosing internal management and accountability for the implementation of its supply chain policies and programs relevant to forced labor.

THEME LEVEL SCORES


LEADING PRACTICES

None

NOTABLE FINDINGS

Commitment and Governance: Analog Devices discloses it is a member of the Responsible Business Alliance (RBA), and requires its key suppliers to comply with the RBA Code, which covers the ILO Declaration on Fundamental Principles and Rights at Work. It further states that employees in the purchasing and quality departments and engineers involved with suppliers are trained on the RBA Code. In addition, all employees undergo training on corporate social responsibility, which incorporates the RBA Code.

Purchasing Practices: Analog Devices discloses that new suppliers are audited against its requirements, which include the RBA code. It states that key suppliers must sign agreements that state that they will comply with the RBA Code. Further, the company requires its suppliers to cascade its standards to lower-tier suppliers.

Recruitment: Analog Devices has adopted the RBA Code which includes a provision that workers should not pay fees for employment, should be reimbursed for where such fees have been paid, must be provided with a written employment agreement in their native language and must not have their passports retained or freedom of movement restricted.

OPPORTUNITIES FOR IMPROVEMENT

Commitment and Governance: The company is encouraged to establish and disclose a managerial structure with clear responsibilities and accountability for implementing its supply chain policies and programs relevant to human trafficking and forced labor, both within the company and at the board level.

Worker Voice: To prevent and address forced labor and human trafficking risks in its supply chains, the company may consider ensuring that a formal and effective mechanism to report grievances regarding labor conditions is available to and communicated to suppliers' workers and relevant stakeholders, such as worker organizations or labor NGOs. Further, the company is encouraged to take steps to ensure that workers in its supply chains are educated on their rights and are able to exercise their right to freedom of association.

Monitoring: The company may consider adopting and disclosing a supplier monitoring process that includes interviewing workers and conducting unannounced audits to enable it to detect forced labor risks in its supply chains. Disclosing information on the results of its supplier audits, such as the percentage of suppliers audited annually and a summary of findings, assures stakeholders that the company has strong monitoring processes in place.

COMPANY PROVIDED ADDITIONAL DISCLOSURE

[Yes](#)