

Analog Devices Inc. (Analog Devices)

TICKER
ADI

MARKET CAPITALIZATION
US\$96.9 billion

HEADQUARTERS
United States

DISCLOSURES

[UK Modern Slavery Act](#): Yes

[California Transparency in Supply Chains Act](#): Yes

[Australia Modern Slavery Act](#): Not applicable

OVERALL RANKING

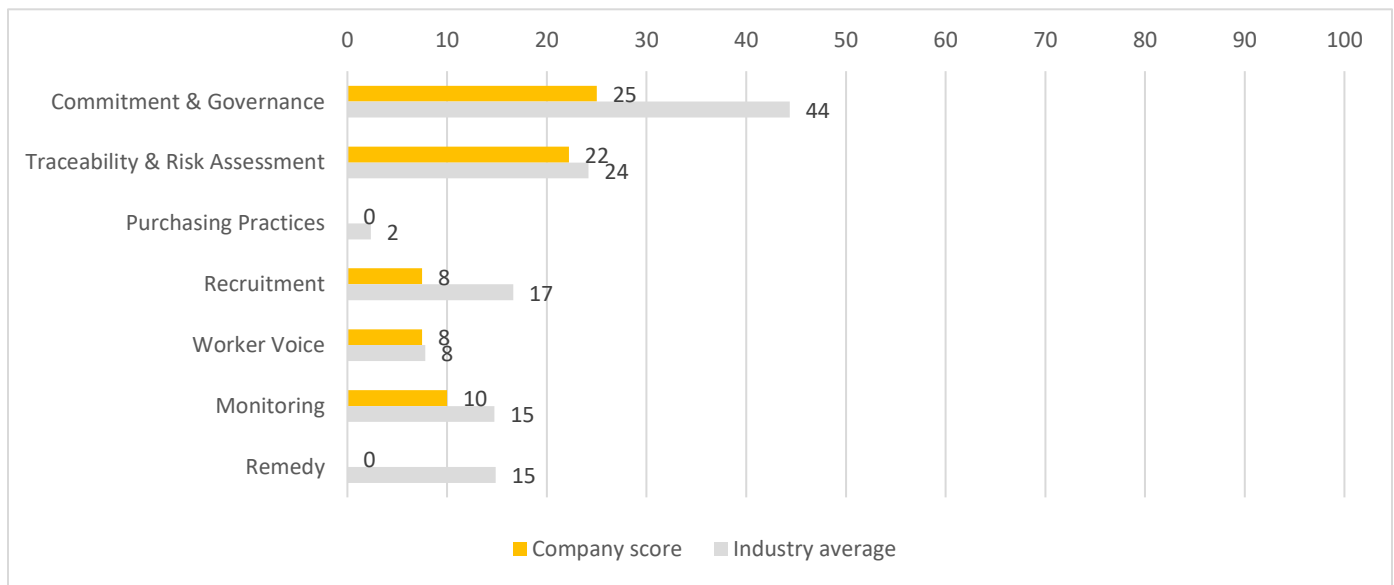
33 out of **60**

([2020 Rank](#): 27 out of 49)

OVERALL SCORE

13 out of **100**

THEME-LEVEL SCORES



KEY DATA POINTS

SUPPLIER LIST

🚩 No

RISK ASSESSMENT

🚩 No

ENGAGED WITH KNOWTHECHAIN¹

Yes

NO-FEE POLICY

Yes (Employer Pays Principle)

REMEDY FOR SUPPLY CHAIN WORKERS

🚩 No

HIGH-RISK SOURCING COUNTRIES

🚩 Likely China and/or Malaysia²

SUMMARY

Analog Devices Inc. (Analog Devices), supplier to companies including Apple and Nokia, ranks 33rd out of 60 companies. Since 2020, the company does not seem to have taken additional steps to strengthen its performance and disclosure on forced labour issues within its supply chain. The company performed particularly poorly on 2 out of 7 themes, scoring zero. As such, the company's rank has dropped 6 places since 2020.³ The company is encouraged to improve its performance and disclosure on the themes of Traceability & Risk Assessment, Recruitment, and Remedy.

LEADING PRACTICES

None.

OPPORTUNITIES FOR IMPROVEMENT

Traceability & Risk Assessment: The company is encouraged to assess and disclose forced labour risks across different tiers of its supply chains, and disclose how it engages with relevant stakeholders to address forced labour risks identified.

Recruitment: The company discloses a policy that prohibits worker-paid recruitment fees in its supply chains and requires fees to be repaid to workers where charged. The company is encouraged to disclose how it ensures the implementation of this through the prevention of fees in its supply chains: such as through mapping of migration corridors and labour agencies used by suppliers, specialised monitoring for fees, and evidence of supplier payment of fees to labour agencies directly. It may also consider steps to ensure that such fees are reimbursed to the workers.

Remedy: The company may consider establishing a process to ensure that remedy is provided to workers in its supply chains in cases of forced labour and disclosing details on this process, such as responsible parties, approval procedures, timeframes, and, crucially, engagement with affected stakeholders. To demonstrate to its stakeholders that it has an effective remedy process in place, the company is encouraged to disclose examples of remedy provided to its suppliers' workers.

¹ For further details on high-risk raw materials and sourcing countries, see KnowTheChain's [2022 ICT benchmark findings report](#). Research conducted through June 2022 or through September 2022, where companies provided additional disclosure or links. For more information, see the full dataset [here](#). For information on a company's positive and negative human rights impact, see the Business & Human Rights Resource Centre [website](#).

² Most electronic devices are produced at least in part in China and/or Malaysia, two countries where electronics may be produced using forced labour. KnowTheChain (June 2020), "[2020 KTC ICT Benchmark Report](#)."

³ KnowTheChain's 2022-23 benchmarks use a revised methodology which prioritises a focus on the implementation of policies and processes and the outcomes they result in, as well as integrating a stronger focus on stakeholder engagement. See [here](#) for more information.