

ANALOG DEVICES, INC. - SUPPLIER ETHICS COMMITMENT

Honest and ethical business practices have been a cornerstone of Analog Devices, Inc.'s (Analog Devices) culture since our founding more than 60 years ago. We expect our employees to embody that belief and we expect our suppliers to do so as well.

Before conducting business with Analog Devices, all new Analog Devices suppliers are required to sign this commitment and agree to comply with Analog Devices' [Code of Corporate Social Responsibility \(CCSR\)](#) and [Code of Business Conduct and Ethics \(COC\)](#) incorporated herein as a reference (the "Codes"). Additionally, Analog Devices is a member of the Responsible Business Alliance ("RBA"). Members of the RBA adopt the RBA Code of Conduct, which is a code of best practices in several areas including ethics and protections of human rights. The full Code can be found at <https://www.responsiblebusiness.org/code-of-conduct/>. Analog Devices also expects its suppliers to comply with the RBA Code of Conduct, which requires that next tier suppliers also acknowledge and implement the Code.

Below you will find five standards of ethics found in the Code. By your signature below, you certify that:

- (1) you are authorized by your company to sign for and agree to Analog Devices Supplier Ethics Commitment on its behalf;
- (2) you have reviewed the CCSR, COC, and below standards of ethics in their entirety;
- (3) you commit your company to comply with one of the following (please check)
 - Analog Devices CCSR, COC, and RBA Code; or
 - your company's own code of conduct that you represent and warrant comply with the provisions in Analog Devices' CCSR, COC and the RBA Code of Conduct;
- (4) you commit your company to inform Analog Devices promptly of any non-compliance with the below standards or your company's own code of conduct and applicable legal requirements;
- (5) you acknowledge that a failure to abide by Analog Devices' CCSR, COC, or RBA Code may result in the termination of your company's relationship with Analog Devices; and
- (6) you commit your company to communicate the same requirements to your own suppliers.

Analog Devices COC and CCSR, and the RBA Code of Conduct contain requirements in the following five (5) categories:

1) Labor and Human Rights

Participants are committed to uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community and set forth in the Codes. This applies to all workers including temporary, migrant, student, contract, direct employees, and any other type of worker. Participants shall ensure minimum wage, reasonable work hours and freedom of association, while prohibiting discrimination, child labor, involuntary labor, and inhumane treatment.

2) Health and Safety

Participants recognize that appropriate controls, safe work procedures, preventative maintenance, and protective measures should be used in the workplace to mitigate health and safety risks as set forth in the Codes. Participants also recognize that ongoing worker input and training is essential to preventing health and safety issues in the workplace including emergency preparedness, occupational injury and illness, industrial hygiene, physically demanding work, and access to dormitory and canteen.

3) Environmental

Participants realize that environmental programs must comply with the Codes, including compliance with relevant laws and regulations. In manufacturing operations, adverse effects on the community, environment and natural resources are to be minimized while safeguarding the health and safety of the public.



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4) Ethics

To meet social responsibilities and to achieve success in the marketplace, Participants and their agents are to uphold the highest standards of ethics as described in the Codes. Participants are committed to prevent any corruption, extortion, embezzlement, and improper advantage, while promoting transparency, fair business, advertising, and competition, and whistle blower and remedy process. Participants also support community engagement and protection of intellectual property rights.

5) Management Systems

Participants shall adopt a management system designed to ensure and improve: (a) compliance with applicable laws, regulations and customer requirements; (b) conformance with the Codes; and (c) identification and mitigation of operational risks related to the Codes. Participants are committed to maintain such system to promote supplier responsibilities, communication, and worker feedback and participation, with periodic audits and assessments, corrective action process and appropriate documentation procedures ensuring data privacy.

I agree to comply with the above.

Supplier Name: _____

Signer's Name and Title: _____

Signature: _____ Date: _____