



AHEAD OF WHAT'S POSSIBLE™

ANALOG DEVICES SUPPLIER ETHICS COMMITMENT

Honest and ethical business practices have been a cornerstone of Analog Devices' culture since our founding more than 50 years ago. Analog Devices is a member of the Responsible Business Alliance ("RBA") and as such adopts the Electronic Industry Code of Conduct, hereinafter referred to as the "Code". We expect our employees to embody these standards and we expect our suppliers to do so as well.

Before conducting business with Analog Devices, all new Analog Devices suppliers are required to complete and sign the attached commitment which outlines five standards of Ethics which align with the RBA.



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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 accept this Analog Devices Supplier Ethics Commitment on its behalf; (2) you have reviewed the below standards of ethics in their entirety; (3) you commit your company to comply with one of the following (please check) the below standards; or your company’s own code of conduct that you represent and warrant is substantially similar to the below standards; (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 (5) you acknowledge that Analog Devices views a failure to abide by the below standards or your company’s own code of conduct as a very serious issue and may result in the termination of your company’s relationship with Analog Devices.

1) Labor

Participants are committed to uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community. This applies to all workers including temporary, migrant, student, contract, direct employees, and any other type of worker.

2) Health and Safety

Participants recognize that in addition to minimizing the incidence of work-related injury and illness, a safe and healthy work environment enhances the quality of products and services, consistency of production and worker retention and morale. Participants also recognize that ongoing worker input and education is essential to identifying and solving health and safety issues in the workplace.

3) Environmental

Participants recognize that environmental responsibility is integral to producing world class products. 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.

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.

5) Management Systems

Participants shall adopt or establish a management system whose scope is related to the content of the Code. The management system shall be designed to ensure: (a) compliance with applicable laws, regulations and customer requirements related to the participant’s operations and products; (b) conformance with the Code; and (c) identification and mitigation of operational risks related to the Code. It should also facilitate continual improvement.

Supplier Name: _____

Signer’s Name and Title: _____

Signature: _____

Date: _____