KNOWTHECHAIN

ICT Benchmark
COMPANY SCORECARD 2025

Analog Devices Inc. (Analog Devices)

TICKER
ADI

MARKET CAPITALISATION
US$98.2 billion

HEADQUARTERS
United States

DISCLOSURES

UK Modern Slavery Act: Yes

California Transparency in Supply Chains Act: Yes

Australia Modern Slavery Act: Applicability not determined

OVERALL RANKING

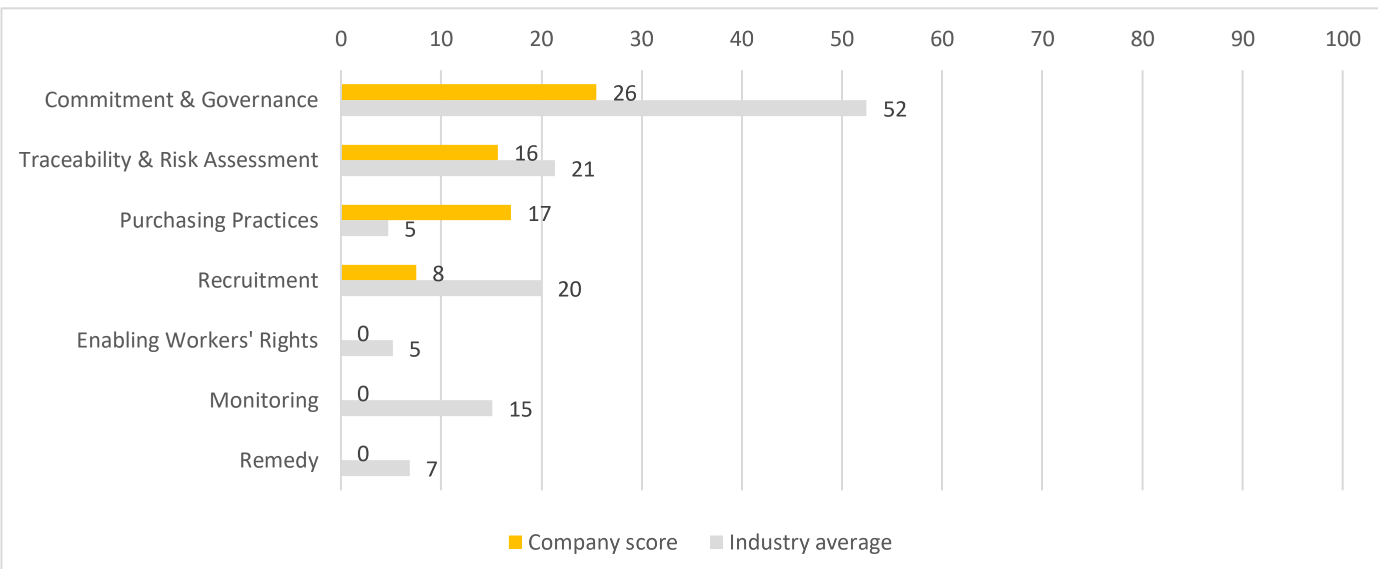
31 out of **45**

2022 Rank: 33 out of 60

OVERALL SCORE

11 out of **100**

THEME-LEVEL SCORES



KEY DATA POINTS

FIRST-TIER SUPPLIER LIST
No

RISK ASSESSMENT
Yes

ENGAGED WITH KNOWTHECHAIN[1]
No

NO-FEE POLICY
Yes (Employer Pays Principle)

REMEDY FOR SUPPLY CHAIN WORKERS
No

HIGH-RISK SOURCING COUNTRIES[2]
Not disclosed

SUMMARY

Analog Devices Inc. (Analog Devices), a multinational semiconductor manufacturer, ranks 31st out of 45 companies.[3] Since 2022, the company improved on the theme of Purchasing Practices, disclosing a quantitative data point on payment times to first-tier suppliers. However, the company did not improve across other themes. The company performed particularly poorly on the themes of Enabling Workers' Rights and Remedy. As such, the company's score has dropped by 2 points. KnowTheChain identified one allegation of forced labour in the company's supply chains, related to alleged Uyghur forced labour. However, the company does not disclose the steps it has taken to address the risks of alleged Uyghur forced labour across raw materials and supply chain tiers. The company is encouraged to improve its performance and disclosure on the themes of Enabling Workers' Rights, Monitoring and Remedy.

LEADING PRACTICES

None.

OPPORTUNITIES FOR IMPROVEMENT

Enabling Workers' Rights: The company is encouraged to ensure its Ethics Hotline clearly states it is open to use by its suppliers' workers and relevant stakeholders (e.g., worker organisations or labour NGOs) and clearly states it is a formal mechanism to report grievances regarding labour conditions within the company's supply chain. Furthermore, the company may consider disclosing data about the practical operation of the mechanism, such as the number of grievances filed, addressed, and resolved. Furthermore, to support collective worker empowerment, the company is encouraged to work with local or global trade unions to support freedom of association in its supply chains.

Monitoring: The company may consider disclosing the number or percentage of first-tier suppliers it audits using the Responsible Business Alliance's (RBA) Validated Assessment Program (VAP). The company may also consider implementing specific practices, such as interviewing workers and using worker-driven monitoring (i.e. monitoring undertaken by independent organisations that includes worker participation and is guided by workers' rights and priorities), to help the company detect forced labour risks in its supply chains. Disclosing information on the results of its monitoring efforts, such as the percentage of suppliers assessed annually and a summary of findings, assures stakeholders that the company has strong monitoring processes in place.

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, including with respect to specific allegations in its supply chains.

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[1] Research conducted through September 2024 or through December 2024, 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] For further details on high-risk raw materials and sourcing countries, see KnowTheChain's 2025 ICT benchmark findings report.

[3] The number of companies assessed in the ranking has decreased from 60 in 2022 to 45 in 2025.