

ADI's Human Rights Principles

Effective: July 27, 2021

Human Rights are the fundamental rights, freedoms, and standards of treatment to which all people are entitled. Respect for human rights is rooted in our values and applies wherever we do business. ADI's Human Rights Principles formalize ADI's commitment to respect human rights. ADI's Human Rights Principles apply to all employees and contingent workers, our products and services, and our business relationships, including our supply chains. ADI has a number of additional policies that also guide action in specific areas such as the supply chain, environmental health and safety, and privacy; these policies are available on ADI's Corporate Responsibility website.

Our Principles

Diversity and Non-Discrimination: ADI values diversity in our workforce, as well as in our customers, suppliers, and others. We provide equal employment opportunity to all qualified applicants and employees in accordance with applicable state and federal laws by prohibiting discrimination in employment due to any legally protected category including, but not limited to race, color, religion, religious creed, sex, national origin, ancestry, age, physical or mental disability, medical condition, genetic information, military or veteran status, marital status, pregnancy, gender, gender expression, gender identity, sexual orientation, or status in any other group protected by federal, state, or local law. Further, it is ADI's policy that all Human Resources practices, such as compensation, benefits, transfers, promotions, layoffs, recalls, company sponsored training, tuition assistance and social and recreational programs are administered according to the principles of EEO. ([EEO and Affirmative Action Policy](#)).

Harassment Prohibition: ADI is committed to driving a culture of inclusion that values and leverages each employee's uniqueness and perspectives. We expect that managers and employees alike maintain a respectful work environment that is free from harassment and discrimination, and we strive to provide a professional atmosphere that promotes equal opportunity and prohibits discriminatory practices. ADI prohibits sexual harassment and harassment against any of its employees based on race, color, religion, sex, pregnancy (including lactation, childbirth or related medical conditions), sexual orientation, gender identity, age (40 and over), national origin or ancestry, physical or mental disability, marital status, genetic information (including testing and characteristics), veteran status, uniformed service member status or any other status protected by federal, state or local law. ADI's anti-harassment policy applies to all persons involved in its operations, regardless of their position, and prohibits harassing conduct by supervisors, managers and nonsupervisory employees. This policy also protects employees from prohibited harassment by third parties, such as customers or vendors. Our workplace extends to customer and vendor facilities if and when employees are assigned to those locations, as well as anywhere an employee attends a business-related function. In fact, any place where employees and/or contractors are together for work-related reasons may be seen as the workplace. The prohibitions set out in this policy apply to these extensions of the workplace. ([Sexual and Other Unlawful Harassment Policy](#)).

Workplace Safety: ADI regards the safety and health of its employees and the preservation of safe working conditions to be of paramount importance. ADI's safety regulations are written to ensure the well-being of all employees, as well as the preservation of equipment and property. Adherence to these safety regulations, as well as specific operating instructions, are to be strictly enforced by all managers and supervisors. ([Workplace Safety policy](#)).

Prevention of Human Trafficking, Forced Labor, and Child Labor: ADI does not use or tolerate the use of forced or involuntary labor. We forbid harsh or inhumane treatment, including corporal punishment or the threat of corporal punishment. Also, ADI will not employ anyone under the age of 16 in any position, and workers under the age of 18 should not perform hazardous work, overtime, or night shift work. ADI expects its suppliers to comply with these expectations. ADI is a member of RBA and subscribes to the RBA Code of Conduct. We also expect our key suppliers to recognize the RBA Code as it contains standards intended to eradicate slavery and human trafficking in the electronics supply chain. ([Anti-Slavery and Human Trafficking Statement](#)).

Working Hours and Minimum Wage Standards:

Working hours are not to exceed the maximum set by local law. Workers should not work longer than six consecutive days without at least one day off. ADI expects employee compensation to comply with applicable wage laws, including those related to minimum wages, overtime hours, and legally mandated benefits. ADI expects its suppliers to comply with these expectations.

Prohibition of Anti-Corruption: ADI prohibits offering, giving, or receiving bribes in connection with work for ADI at any time for any reason. That means no one may offer or accept, directly or indirectly, anything of value that may influence, or even appear to influence, business decisions involving ADI, whether in the private or public sector. ([Anti-Corruption policy](#)).

Privacy and Freedom of Expression: ADI is committed to the right of privacy and freedom of expression and we seek to protect against unauthorized access, use, destruction, modification, or disclosure of personal information and data as outlined in ADI's Global Employee Data Privacy Policy Statement. ([Global Employee Data Privacy Policy Statement](#)).

Supplier Responsibility: ADI expects our suppliers to maintain progressive employment, environmental, health and safety, and ethics practices that meet or exceed all applicable laws and relevant external codes such as the Responsible Business Alliance (RBA) Code of Conduct, ADI's Code of Business Conduct and Ethics, and these Human Rights Principles.

Our Grievance/Whistleblower and Remedy Processes: We have put in place formal grievance and remedy processes to enable anyone, including employees, contractors, employees of ADI suppliers, and other external stakeholders to report human rights concerns through our third party-operated ADI Ethics Hotline. ADI will promptly investigate allegations and pursue action to mitigate any adverse human rights impacts. ADI does not tolerate retaliation against anyone who in good faith reports possible violations of the law, ADI's Code of Business Conduct and Ethics, these Human Rights Principles, or other company policies or procedures, questions ongoing or proposed conduct, or participates in an internal investigation. ADI trains its employees on the ADI Code of Business Conduct and Ethics. ([EthicsPoint](#)).