

Supplier Sustainability Expectations

ADI is committed to reducing the environmental, social and economic impacts within our supply chain. We recognize that our suppliers are critical to our ability to operate our business in a safe, ethical, socially conscious and sustainable manner. We also recognize that upholding accountability and transparency in our procurement processes is a core element to achieving our sustainability goals. Accordingly, we have implemented these Supplier Sustainability Expectations or influenced by:

The United Nations Global Compact Principles and United Nations Sustainable Development Goals (SDGs); United Nations Declaration on the Rights of Indigenous Peoples; Input from our employees, community and other key stakeholders; The International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work; The UK Modern Slavery Act; 3 Scope

This Supplier Sustainability Policy is applicable to all our suppliers, including suppliers of information and services such as research, delivery, consulting, software and design. The following outline ADI's expectations for our suppliers' efforts:

- Suppliers shall comply with applicable, legally required environmental standards. Ideally, suppliers will have certification through qualified environmental management systems such as ISO 14001.
- Suppliers are working to reduce energy consumption and drive energy efficiency programs where applicable
- Suppliers have a roadmap to transition to the use of renewable energy.
- Suppliers have a plan to monitor and reduce their Greenhouse Gas Emissions
- Suppliers are committed to responsible procurement, including evaluating emissions and energy consumption as part of their strategy.
- Suppliers are focused on appropriately managing their water usage and waste disposal intensity wherever possible across their operations.
- Suppliers are prioritizing the use of materials that contribute to the reduction of resource use (resource management), reuse of packaging materials and increased use of recycled materials where appropriate
- Suppliers take into account how they are using the land, with a focus on sustainable and responsible land use
- Suppliers' processes are informed by research studies evaluating their environmental impact on local habitats and biodiversity, where material.
- As part of their environmental compliance program, suppliers should monitor soil for contamination, and endeavor to manage impact on soil quality and erosion.
- Suppliers shall respect applicable local, national and international and traditional rights concerning land, water, forest and other resources. Supplier shall prioritize human rights,

particularly the right to adequate housing, respect communities' legal and customary property rights including the rights to water and sanitation.

- If applicable, suppliers shall have clear and rigorous operating procedures for private security contractors. If a supplier is required to rely on public security forces for protection it should have clear procedures to record and document any incidents and be trained on respecting human rights.

In the event the supplier cannot meet these expectations, or has known deficiencies, they shall contact their ADI representative as soon as possible and practical to notify the organization and define a mutually-agreed upon remedy plan.