Adobe – Forced Labor Risk in Supply Chain (Assessment Summary)

# 1. What Adobe Reports – Evidence of Good Practices

Adobe demonstrates strong awareness and proactive management of forced labor risks across its operations and supply chain. Key elements include:  
- A public Human Rights Policy explicitly prohibiting forced labor, human trafficking, and child labor.  
- Membership in the Responsible Business Alliance (RBA), utilizing its Self-Assessment Questionnaire (SAQ) and Validated Audit Process (VAP).  
- A mandatory Business Partner Code of Conduct that all suppliers must agree to.  
- Use of risk assessment tools such as the Maplecroft Human Rights Risk Atlas and Global Slavery Index.  
- Oversight by the Vendor Risk Management Office (VRMO), including supplier onboarding and monitoring.  
- Training programs via the RBA Learning Academy.  
- Public disclosures such as Adobe’s Modern Slavery Statement and CSR Report.

# 2. Key Data Points

- 0 incidents of forced labor reported in the 2023 CSR report.  
- Suppliers in Singapore (subcontracted to Japan) were disclosed in physical product supply chains.  
- High-risk suppliers in manufacturing and outsourced services sectors were flagged as audit targets.  
- Risk regions assessed using Maplecroft and Global Slavery Index ratings.  
- No data disclosed on total number of audits, findings, or contract terminations.

# 3. Limitations and Residual Risks

- Limited geographic breakdown of suppliers beyond Singapore/Japan.  
- Exposure to high-risk sectors (e.g., electronics, cleaning services) without detailed data.  
- No disclosure of audit results or remediation outcomes.  
- No explicit alignment with GRI 409 or GRI 414 standards.  
- Some due diligence still based on supplier self-assessments rather than independent verification.

# 4. Final Assessment

Adobe has built a strong policy framework to address forced labor, using recognized industry tools and standards. However, the lack of transparency on supplier distribution, audit results, and corrective actions limits external validation. Adobe fits a 'Medium Risk, Strong Policy' profile in ESG terms—strong internal systems, with room for improved traceability and reporting in its value chain.