



ADOBE 2023 STATEMENT FOR THE AUSTRALIA MODERN SLAVERY ACT



Adobe

Introduction and Who We Are

This section addresses the mandatory criterion of identifying the reporting entity (section 16(1)(a) Modern Slavery Act).

This is the modern slavery statement (“Statement”) for Adobe Systems Pty Ltd (“Adobe Australia”, “we” or “us”) and is made in accordance with the Commonwealth *Modern Slavery Act 2018* (“Modern Slavery Act”). This Statement constitutes Adobe Australia’s modern slavery and human trafficking statement for its financial year ending December 1, 2023.

Adobe Australia is committed to acting ethically and responsibly and to use its position as part of one of the largest and most diversified software companies in the world, which enables customers – including students, creative artists, small businesses, government agencies, and the largest global brands—to design and deliver exceptional digital experiences. Not only do we firmly support and comply with the anti-slavery and human trafficking laws in the countries in which we do business, but we work actively within our business circles to combat slavery and human trafficking.



Adobe

Approval

In accordance with section 13 of the *Modern Slavery Act 2018* (Cth), this Modern Slavery Statement has been approved by the Board of Adobe Systems Pty Ltd on 24 May 2024.

A handwritten signature in black ink, appearing to read 'J. Forusz', written over a horizontal line.

Signature of **Jillian Elizabeth Forusz**
Director of Board of Adobe Systems Pty Ltd



Our Structure, Operations and Supply Chains

This section addresses the mandatory criterion of describing the structure, operations and supply chains of the reporting entity (section 16(1)(b) Modern Slavery Act).

Adobe Australia, a proprietary limited company incorporated and domiciled in Australia, is part of the Adobe group of companies sitting under the ultimate parent entity, Adobe Inc., which is an American publicly-traded company incorporated in Delaware, headquartered in San Jose, California, and listed on the Nasdaq Stock Exchange. Adobe Australia has a wholly owned subsidiary, Business Catalyst Systems Pty Ltd; however this subsidiary has no operations. In this Statement, we refer to the Adobe group of companies globally as the “Adobe Group” and a company within the Adobe Group as an “Adobe Group Entity”.

Since the inception of our Australian operations in 1991, Adobe Australia (with its 600+ employees and ecosystem of partners who are official resellers and distributors of our products) has become a leader in designing and developing exceptional digital experiences, transforming many industries, such as banking, healthcare, government and retail. Our software and services include content creation, marketing, advertising, analytics and commerce.

Where We Operate

Adobe Australia’s primary focus is to serve our partners and customers in Australia. We operate offices in Sydney, Canberra and Melbourne.

Where We Source

The majority of goods and services Adobe Australia procures come from suppliers and contractors based in Australia. Adobe Australia’s main categories of procurement include:

- Facilities
- Human Resources
- Marketing
- Professional Services (i.e. consulting; advisory)
- Sales
- Technology Products

Adobe Australia sells Adobe packaged software, software licenses and services within Australia. Adobe Australia does not have manufacturing operations and does not directly contract with factories or labour houses. Adobe Australia evaluates its supply chain to identify any partners and suppliers that might pose risks for illegal or unethical behavior such as engaging in human trafficking, slavery, forced labour or other human rights violations.



The limited physical production and distribution activities of certain Digital Media and Digital Advertising, Learning and Publishing products sold by Adobe Australia are managed by Adobe Systems Software Ireland Limited (“Adobe Ireland”), which has one of their suppliers located in Singapore, with inventory locations in Singapore, Germany and the U.S. This supplier in Singapore produces product DVDs for certain Digital Advertising, Learning and Publishing products and also produces packaging for both the Digital Media and Digital Advertising, Learning and Publishing products requiring physical production. Adobe Ireland’s supplier in Singapore in turn has one subcontractor in Japan that produces product DVDs for some of our Digital Media products but does not hold any inventory.

Adobe Australia oversees a supply chain that includes approximately 90 indirect vendors. These vendors provide marketing services, technology products and services, non-technology professional services, sales services, human resources and facilities services to Adobe Australia.

Modern Slavery Risks in our Operations and Supply Chains

This section addresses the mandatory criterion of describing the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls (section 16(1)(c) Modern Slavery Act).

How We Identified Modern Slavery Risks

Adobe Australia mapped out the modern slavery risks in our operations and supply chains. Given that our wholly owned subsidiary, Business Catalyst Systems Pty Ltd, does not have its own operations or supply chains, we have not included this entity in our risk mapping exercise.

We have also had the benefit of the information in the Modern Slavery Act 2018 – Guidance for Reporting Entities (“Commonwealth Guidance”) and the Global Slavery Index 2023 published by Walk Free (“Global Slavery Index”) to inform our identification of modern slavery risks.

In 2022, the Adobe Group completed a Human Rights Impact Assessment (“HRIA”). The objective of the HRIA is to help the organization effectively manage human rights impacts, thereby mitigating compliance, reputation and business risk. The HRIA considered the full scope of Adobe Group’s activities, including all operations, products and services, as well as business relationships, to identify the most salient human rights risks in relation to workers in the supply chain, employees and contractors, data subjects, end-users and customers, and operating communities and society. The assessment was guided by the methodology of the United Nations Guiding Principles on Business and Human Rights and other key international standards.

Modern Slavery Risks Identified

Entity risks – The Adobe Group conducts a prioritized, risk-based assessment on all its suppliers, and applies an additional level of risk assessment on suppliers providing manufacturing services.



Adobe Ireland's supplier in Singapore completes an annual risk assessment utilizing the self-assessment tool available through the Responsible Business Alliance ("RBA"). This supplier has been assessed as low risk under the corporate-level Self-Assessment Questionnaire ("SAQ"). This supplier uses the SAQ to self-assess risks in its management systems and identify gaps related to, among other topics, workers' rights and environmental related issues.

Geographic risks – The Adobe Group has a list of higher-risk countries based on the Corruption Perception Index, which is one of the parameters it refers to when considering risks in its supply chains. We have a supplier for our Digital Media and Digital Advertising, Learning and Publishing products in Singapore and this supplier has one subcontractor in Japan. As assessed by the Global Slavery Index, Singapore and Japan have below average vulnerability to modern slavery for the Asia and the Pacific region and are scored above average for the regional government response to modern slavery.

Sector risks – Adobe Australia procures facilities services, which include cleaning services. We are aware that cleaning services by their nature are recognised as a higher risk sector due to the industry's reliance on lower skilled and (often) migrant workers. However, the Adobe Group has conducted a risk assessment on our global cleaning services provider (who provides these services in Australia). Based on the supplier's own internal modern slavery policies and practices, our cleaning services provider is not categorized as high risk. The risk assessment is conducted periodically to verify the risk level.

Product and services risks – Adobe Australia procures Information Technology ("IT") products and services. Some IT products and services may be higher risk due to the way in which they are manufactured, such as by using lower skilled labour. Furthermore, working conditions in the manufacturing supply chain were identified as a salient risk through the HRIA.

Assessing and Addressing Potential and Actual Modern Slavery Risks

This section addresses the mandatory criterion of describing the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes (section 16(1)(d) Modern Slavery Act).

The Adobe Group, which includes Adobe Australia, is committed to taking action to assess and address modern slavery risks. The measures described in this section are part of the global approach taken by the Adobe Group.

Supplier Screening

The Adobe Group maintains company policies and procedures to guide its actions and establish operating controls to minimise risk exposure for the corporate group. The supplier due diligence procedure sets out the process for onboarding new suppliers and contains the actions required



before Adobe Group Entities can do business with any supplier. The procedure ensures that the Adobe Group has reviewed any identified risks in the relationship or services and the relevant Adobe Group Entities have taken the appropriate measures to address those risks.

Adobe's Vendor Risk Management Office ("VRMO") is responsible for managing this program and collaborates with Adobe's Ethics & Compliance Office, which conducts due diligence activities on suppliers using a risk-based approach.

The program incorporates, among other requirements, supplier screening and re-screening risk assessments to understand the qualifications and associations of the Adobe Group's suppliers. As part of the Adobe Group's supplier onboarding process, suppliers are asked to:

- Complete a compliance questionnaire and a formal declaration as well as provide required documentation via Adobe's Vendor Information Management Portal;
- Acknowledge abidance by the Adobe Business Partner Code of Conduct, which requires that they comply fully with key principles such as observing and complying with local and international laws and regulations relating to human rights and labour as well as anti-corruption and anti-bribery, commitment with environmental standards, and requirements on the use and disclosure of any personal information in delivery of services; and
- Disclose any known conflict of interest.

The Adobe supplier ethics and compliance review additionally requires suppliers to certify key information regarding their enterprise/business, compliance practices and policies. The Adobe Compliance Office may conduct enhanced due diligence based on the declarations provided by the suppliers, independent third-party intelligence tools, or other information related to the suppliers.

Suppliers are re-screened periodically in accordance with their previous risk rating and are required to provide an updated compliance questionnaire and a company declaration to the Adobe Group.

Supplier Contracting

The Adobe Group supports the RBA Code of Conduct ("Code") and the Ten Principles of the United Nations Global Compact ("UNGC"), and actively pursues conformance to them as a total supply chain initiative. The Adobe Group communicates these expectations to our business partners and suppliers through the Adobe Business Partner Code of Conduct, which outlines necessary management systems to ensure workers' rights are protected, including abiding by its Labour Standards – Freely Chosen Employment, Child Labour Avoidance, Lawful Employment, Non-Discrimination or Harassment, Freedom of Association, Safe Conditions, Working Hours and Wage and Benefits.



The Adobe Group includes specific language in our third-party contracts requiring suppliers to comply with the Business Partner Code of Conduct. Additionally, contractual terms with suppliers also require that the suppliers do not utilise child, slave, prisoner or any other form of forced, bonded or involuntary labour, or engage in abusive employment or corrupt business practices, in the supply of goods or provision of services.

Supplier Monitoring

Pursuant to the Modern Slavery Act, the Adobe Group has taken steps to identify the risk of slavery and human trafficking taking place in any part of our supply chains and in any part of our business.

The steps taken by the Adobe Group for direct suppliers that produce our products include:

1. Verification: The Adobe Group evaluates and addresses risks of human trafficking and slavery through conformance to the RBA Code, Section A.I, which states, among other standards, that forced, bonded (including debt bondage) or indentured labour, involuntary prison labour, slavery or trafficking of persons shall not be used. They pursue conformance by using the RBA's Risk Assessment tools, the SAQ and Validated Audit Process ("VAP").
 - a. The corporate and facility-level SAQs are a self-evaluation that inquire about demographics and existing policies, controls and performance against all sections of the Code to evaluate risks.
 - b. The VAP carried out on RBA member facilities and their suppliers' facilities is completed by independent, third-party auditors specially trained in social and environmental auditing and the VAP audit protocol. This helps to set consistent, industry-wide expectations.

The Adobe Group conducts the SAQ activity annually.

2. Supplier Audits: The Adobe Group either conducts VAP audits or obtains audit reports through RBA's audit sharing system for suppliers scoring "high risk" on the SAQ. These audit reports are valid for two years. The SAQ referenced above help the Adobe Group to decide which suppliers to audit by helping to identify risk levels, taking into consideration slave labour or human trafficking practices. The VAP assesses suppliers against the entire RBA Code, including: Labour, Health & Safety, Environment, Ethics, and Management Systems. It includes many different components, such as On-Site Inspections, Document Reviews, and Worker and Management Interviews.
3. Certification: Pursuant to Section E of the RBA Code, Adobe utilises a management system that contains "a process to communicate the Code requirements and to



monitor supplier compliance to the Code." This does not mean that suppliers submit certifications.

4. Internal Accountability: The Adobe Group takes non-compliance with the RBA Code on slavery and trafficking seriously. The Adobe Group will investigate any alleged instances of non-conformance with the RBA Code and, in line with our commitment to swift and effective remediation, will initiate corrective action plans in a timely manner, including appropriate disciplinary action, for any identified violations of this policy.
5. Capacity-Building/Training: The Adobe Group encourages suppliers to utilise RBA's Learning Academy which contains online learning modules that cover the RBA Code of Conduct, as well as modules specifically related to modern slavery, human trafficking and forced labour. In addition, there are modules on hiring and related topics that are particularly relevant to these issues. Modules can be assigned to both internal staff and suppliers and learning can be tracked.

The RBA Code is a fundamental part of the Adobe Group's efforts to help mitigate the risk of slavery and human trafficking taking place in our supply chains and business.

In 2023, 100% of Adobe Group's suppliers that produce our products completed a SAQ and 100% of those suppliers scored low risk on the SAQ.

The Adobe Group liaises regularly with the direct supplier and conducts quarterly visits to review the production area and the area where products are scrapped. While these visits are principally to check manufacturing and recycling practices, they are expected to report observations of potential violations of child labour or slavery. No suspected violations of labour standards have been reported.

Governance Programs, Policies and Codes

In order to support compliance and address modern slavery risks throughout our business, the Adobe Group has in place the following governance programs, policies and codes within our ecosystem. Additionally, the Adobe Group's Environmental, Social and Governance ("ESG") Committee, a global cross-functional group of leaders, ensures company-wide coordination on present and emerging social impact issues, including human rights and modern slavery.

INITIATIVE/PROGRAM	ACTIONS
<p>Adobe Code of Business Conduct</p>	<ul style="list-style-type: none"> • Adobe’s Code of Business Conduct describes the Adobe Group's commitment to integrity as a fundamental part of the Adobe Group’s culture and how we do business. The Code of Business Conduct is based on the group’s Company Values: Create the Future, Own the Outcome, Raise the Bar, and Be Genuine; the latter value includes acting with sincerity, integrity, and highest of ethics. The Adobe Group’s commitment to being genuine is how we maintain trust and credibility with our employees, customers, business partners, stockholders, and communities where we operate. • All Adobe Group’s personnel are required to complete a Code of Business Conduct training every 24 months. As part of the training, employees certify that they have read the Code of Business Conduct and that they understand and will comply with it. The Adobe Group employees are held accountable for their actions and are subject to disciplinary action for failing to adhere to the Code of Business Conduct. • The Adobe Group also maintains company-wide accountability and grievance mechanisms (such as Adobe’s Business Ethics Hotline), which are available to both employees and external business partners, customers and suppliers to raise any concerns regarding unethical or illegal conduct, including where they relate to modern slavery and human trafficking.
<p>Adobe Business Partner Code of Conduct</p>	<ul style="list-style-type: none"> • The Business Partner Code of Conduct sets out the Adobe Group’s expectations for our business partners, suppliers, vendors, contractors, consultants and all other providers of goods and services to conduct business responsibly, with integrity, honesty and transparency, and to comply fully with key principles, including respect for human rights and compliance with local and international principles and laws relating to human rights, including regulations regarding avoidance of modern slavery and human trafficking. • The Adobe Group requires all business partners and suppliers to agree to our Business Partner Code of Conduct or have an equivalent policy. Under the Adobe Partner General Terms, our business partners and suppliers must comply with the principles in the Adobe Business Partner Code of Conduct.

INITIATIVE/PROGRAM	ACTIONS
Adobe Global Human Rights Policy	<p>The Global Human Rights Policy describes the Adobe Group’s commitment to respecting the human rights of our employees, business partners and customers. The Adobe Group is committed to respecting employees’ fundamental rights at work and upholds standards that require our business partners to do the same and treat their employees fairly in accordance with local laws and regulations regarding labor and employment. Additionally, the Adobe Group complies with applicable global data protection and privacy laws to protect confidential information that is entrusted to us by customers, employees and business partners.</p>
Adobe Partner Ethics & Compliance Reviews	<p>The Adobe Group’s sales business partners are required to submit themselves to risk assessments and due diligence, and are required to take compliance training as part of their re-certification. In addition, sales business partners must agree to the principles set forth in the Adobe Business Partner Code of Conduct.</p> <p>The Adobe Business Partner Code of Conduct prohibits unethical labour practices including the use of forced or involuntary labour of any kind.</p>
Adobe Supplier Ethics & Compliance Reviews	<p>The Adobe Group’s VRMO and Ethics & Compliance Office have in place a Supplier Ethics & Compliance review process to identify and assess supplier risks.</p> <p>The process incorporates supplier screening, risk assessments and potential enhanced due diligence, to understand the qualifications and associations of the Adobe Group’s suppliers, including but not limited to:</p> <ul style="list-style-type: none"> • Business reputation, and relationship, if any, with public sector officials; • Engagement details including nature of goods and/or services being provided; • Existence of policies and procedures prohibiting bribery, forced labour, etc.; • Compliance with applicable laws regarding modern slavery and human trafficking; and • Determination of red flags and appropriate remediation.
Responsible Business Alliance	<p>The Adobe Group supports the RBA Code of Conduct and the Ten Principles of the UNGC, and actively pursues conformance to them as a total supply chain initiative. The Adobe Group communicates these expectations to our business partners and suppliers through the Adobe Business Partner Code of Conduct, which outlines necessary management systems to ensure workers' rights are protected and</p>



INITIATIVE/PROGRAM	ACTIONS
	includes abiding by its Labour Standards – Freely Chosen Employment, Child Labour Avoidance, Lawful Employment, Non-Discrimination or Harassment, Freedom of Association, Safe Conditions, Working Hours, and Wage and Benefits.

The Adobe Group’s management, including management of Adobe Australia, believes that the policies and procedures in place appropriately address modern slavery risks for Adobe Australia.

Progress Made in 2023

The Adobe Group conducts quarterly onsite visits of the direct supplier providing production service, which were paused during the pandemic period. In 2022, a process was developed to formalize the documentation of the onsite visit and any observations and findings in regard to child labour and slavery. In Q1 2023, the Adobe Group resumed onsite visits and implemented this new process.

Areas of Opportunity

The Adobe Group will review and update the Global Human Rights Policy and Adobe Business Partner Code of Conduct to align with evolving expectations and regulatory standards, including the RBA Code (version 8.0) and the UN Guiding Principles on Business and Human Rights.

We will give an update in our 2024 Modern Slavery Statement.

How We Measure the Effectiveness of What We are Doing

This section addresses the mandatory criterion of describing how the reporting entity assesses the effectiveness of its actions (and the actions of any entity that the reporting entity owns or controls) to assess and address modern slavery risks (section 16(1)(e) Modern Slavery Act).

Adobe Australia has identified actions and outcomes on which our assessment of effectiveness are based.

Type of Activities	Action	Outcomes
Procurement activities	Assessing suppliers using RBA Risk Assessment tools, SAQ and VAP	Adobe Group has a better understanding of our supply chain and risks
	Conducting risk assessments of Adobe Group’s suppliers during the onboarding process and at scheduled intervals during our engagement	Adobe Group has a better understanding of our supply chain and risks



Type of Activities	Action	Outcomes
	Requiring suppliers to certify key information about their compliance practices and policies	Suppliers better understand Adobe Group's expectations of business conduct
	Having contractual terms requiring compliance with laws and that no forced, bonded or involuntary labour be used	Suppliers better understand Adobe Group's expectations in relation to modern slavery
Capacity building and awareness raising	Encouraging suppliers to use RBA's Learning Academy, which includes modules on the RBA Code of Conduct and modern slavery	Suppliers have a better awareness of the RBA Code of Conduct and understand Adobe Group's expectations in relation to modern slavery
	Requiring Adobe Group employees to undertake Code of Business Conduct training	Our employees better understand the expectations in the Code of Business Conduct
Supplier activities	Liaising with suppliers and conducting quarterly visits of suppliers providing production services	Suppliers have better awareness of Adobe's expectations through increased engagement
Policies and procedures	Having the Adobe Code of Business Conduct, Global Human Rights Policy and Adobe Business Partner Code of Conduct in place	Employees, suppliers and customers have a better awareness of Adobe Group's expectations
Human rights impact assessment	Identifying our most salient human rights risks and evaluating our policies and practices to address those risks	Adobe Group has awareness of potential areas for further control and improvement

Consultation

This section addresses the mandatory criterion of describing the process of consultation with any entities that the reporting entity owns or controls (section 16(1)(f) Modern Slavery Act).

Given that Business Catalyst Systems Pty Ltd has no operations, consultation with this entity is not relevant. Adobe Australia has consulted with Adobe Inc., Adobe Ireland and Adobe Singapore when preparing this Statement. Consultations occurred by email communications and discussions between the entities' key stakeholders.

Any Other Relevant Information



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This section addresses the mandatory criterion of any other relevant information (section 16(1)(g) Modern Slavery Act).

Other Reporting Obligations

Entities in the Adobe Group have been subject to other jurisdictions' reporting obligations. Adobe Inc. has provided transparency statements under the California Transparency in Supply Chains Act of 2010. Adobe Systems Software Ireland Ltd has reported under the United Kingdom (UK) Modern Slavery Act 2015. We consider the implementation of these reporting regimes as important developments in combatting modern slavery and human trafficking around the world.