

SOCIAL RESPONSIBILITY PARTNERING FOR A BETTER WORLD

2014 CORPORATE CITIZENSHIP REPORT



Agilent Technologies

TABLE OF CONTENTS

A LEADER IN CORPORATE CITIZENSHIP.....	6
UNCOMPROMISING INTEGRITY.....	7
VALUES.....	8
POLICIES.....	9
SUSTAINABILITY STRATEGY.....	10
PHILANTHROPY.....	11
AWARDS AND RECOGNITION	12
STRATEGY AND ANALYSIS	
G4-1 Strategy and analysis statement.....	14
G4-2 Description of key impacts, risks, and opportunities.....	14
ORGANIZATIONAL PROFILE	
G4-3 Name of the organization.....	16
G4-4 Primary brands, products, and/or services.....	16
G4-5 Location of organization’s headquarters.....	17
G4-6 Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.....	17
G4-7 Nature of ownership and legal form.....	17
G4-8 Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).....	17
G4-9 Scale of the reporting organization.....	18
G4-10 Total Number of employees by employment contract and gender, employment type, supervised worker, workforce by region.....	18

G4-11 Employees covered by collective bargaining agreements.....	18
G4-12 Describe organization supply chain	18
G4-13 Significant changes during the reporting period regarding size, structure or ownership	18
G4-14 Precautionary approach on principle addressed by the organization.....	18
G4-15 Endorsement of externally developed economic, environmental and social charters principles, or other initiatives	18
G4-16 Membership in associations (such as industry associations) and/or national in governance bodies; participates in projects or committees; provides substantive funding beyond routine membership dues; or views membership as strategic.....	19

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-17 List of entities included in consolidated financial statements.....	21
G4-18 Process for defining report content and aspect boundaries.....	21
G4-19 List all the material aspects identified in the process for defining report content	21
G4-20 For all the material aspects, define aspect boundaries within organization	23
G4-21 For all the material aspects, define aspect boundaries outside organization	23
G4-22 Explanation of the effect of any re-statement of information provided in earlier reports	23
G4-23 Significant changes from previous reporting periods in the scope and aspect boundaries	23

STAKEHOLDER ENGAGEMENT

G4-24 List of stakeholder groups engaged by the organization	25
G4-25 Basis for identification and selection of stakeholders with whom to engage	25
G4-26 Approaches to stakeholder engagement.....	25
G4-27 Key topics and concerns raised through stakeholder engagement	26

REPORT PROFILE

G4-28 Reporting period for information provided.....	27
G4-29 Date of most recent previous report.....	27
G4-30 Reporting cycle (annual, biennial, etc.).....	27
G4-31 Contact point for questions regarding the report or its contents.....	27
G4-32 In-accordance criteria used and location of GRI content index	27
G4-33 Policy and current practice with regard to seeking external assurance for the report.....	27

GOVERNANCE, ETHICS AND INTEGRITY

G4-34 Governance structure of the organization, including committees under the highest governance body.....	28
G4-56 Organization’s values, principles, standards and norms of behavior such as code of conduct and codes of ethics.....	28



TABLE OF CONTENTS

ECONOMIC PERFORMANCE

DMA EC	Disclosure on Management Approach EC.....	30
G4-EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.....	30
G4-EC2	Financial implications and other risks and opportunities for the organization’s activities due to climate change.....	31
G4-EC3	Coverage of the organization’s defined benefit plan obligations.....	31
G4-EC4	Significant financial assistance received from government.....	31
G4-EC5	Range of ratios of standard entry-level wage by gender compared to local minimum wage at significant locations of operation.....	31
G4-EC6	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.....	31
G4-EC7	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement	32
G4-EC8	Significant indirect economic impacts, including the extent of impacts.....	32
G4-EC9	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.....	32

ENVIRONMENTAL

DMA EN	Disclosure on Management Approach EN.....	34
G4-EN3	Energy consumption within organization.....	35
G4-EN4	Energy consumption outside the organization.....	36
G4-EN5	Energy Intensity.....	37
G4-EN6	Reduction of energy consumption.....	37
G4-EN7	Reduction in energy requirements of products and services.....	37
G4-EN8	Total water withdrawal by source.....	38
G4-EN9	Water sources significantly affected by withdrawal of water.....	38
G4-EN10	Percentage of total volume of water recycled and reused.....	38
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.....	38
G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.....	38
G4-EN13	Habitats protected or restored.....	38
G4-EN14	Total number of IUCN Red list species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.....	39
G4-EN15	Total greenhouse gas emissions by weight.....	39
G4-EN16	Energy indirect greenhouse gas (GHG) and emissions (scope2).....	40

G4-EN17	Other relevant indirect greenhouse gas emissions by weight (scope 3).....	40
G4-EN18	Greenhouse gas emissions intensity.....	40
G4-EN19	Reduction of greenhouse gas emissions.....	41
G4-EN20	Emissions of ozone-depleting substances.....	41
G4-EN21	NOX, SOX and other significant air emissions by type and weight.....	41
G4-EN22	Total water discharge by quality and destination.....	41
G4-EN23	Total weight of waste by type and disposal method.....	42
G4-EN24	Total number and volume of significant spills.....	43
G4-EN25	Weight of transported, imported, exported or treated waste deemed hazardous under the terms of the Basel convention annex I,II,III and VIII and percentage of transported waste shipped internationally.....	43
G4-EN26	Identity, size, protected status and biodiversity value of water bodies and related habitats significantly affected by the reporting organization’s discharges of water and runoff.....	43
G4-EN27	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.....	43
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category.....	44
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.....	44
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization’s operations, and transporting members of the workforce.....	44



TABLE OF CONTENTS

G4-EN31	Total environmental protection expenditures and investments by type.....	45
G4-EN32	Percentage of new suppliers that were screened using environmental criteria.....	45
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken.....	45
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms.....	45

SOCIAL: LABOR PRACTICES AND DECENT WORK INDICATORS

DMA LA	Disclosure on Management Approach LA.....	47
G4-LA1	Total number of rates of new employee hires and employee turnover by age group, gender, and region.....	47
G4-LA2	Benefits of full time employees.....	49
G4-LA3	Return to work and retention rates after parental leave....	49
G4-LA4	Minimum notice period regarding operational changes....	50
G4-LA5	Health and safety committees.....	50
G4-LA6	Injury, diseases, lost days, absenteeism, and facilities.....	50
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation.....	51
G4-LA8	Health and safety topics covered in agreements with trade unions.....	51
G4-LA9	Employee Training.....	51
G4-LA10	Programs for skills management and lifelong learning.....	51
G4-LA11	Performance Reviews.....	51

G4-LA12	Composition of governance bodies and breakdown of employees for employee category.....	52
G4-LA13	Ratio of basic salary of women to men.....	52
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria.....	52
G4-LA16	Number of grievances about practices filed, addressed, and resolved through formal grievance mechanisms.....	52

SOCIAL: HUMAN RIGHTS

DMA HR	Disclosure on Management Approach HR.....	54
G4-HR1	Percentage and total number of significant investment agreements and contracts that include human rights clauses or that have undergone human rights screening.....	55
G4-HR2	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.....	55
G4-HR3	Total number of incidents of discrimination and corrective actions taken.....	55
G4-HR4	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.....	55
G4-HR5	Operations and significant suppliers as having significant risk for incidents of child labor, and measure taken to contribute to the elimination of child labor.....	56
G4-HR6	Operations and significant suppliers as having significant risk for incidents of force or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.....	56

G4-HR7	Percentage of security personnel trained in the organization’s policies or procedures concerning aspects of human rights that are relevant to operations.....	56
G4-HR8	Total number of incidents of violations involving rights of indigenous people and action taken.....	56
G4-HR9	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.....	56
G4-HR10	Percentage of new suppliers that were screened using human rights criteria.....	56
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken.....	57
G4-HR12	Number of grievances related to human rights filed, addressed, and resolved through formal grievance mechanisms.....	57

SOCIAL: SOCIETY

DMA SO	Disclosure on Management Approach SO.....	59
G4-S01	Percentage of operations with implemented local community engagement, impact assessments and development programs.....	59
G4-S02	Operations with significant potential or actual negative impacts on local communities.....	59
G4-S03	Percentage and total number of business units analyzed for risks related to corruption.....	59
G4-S04	Communication and training on anti-corruption policies and procedures.....	60
G4-S05	Actions taken in response to incidents of corruption.....	60
G4-S06	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.....	60



TABLE OF CONTENTS

G4-S07	Total number of legal actions for anti-competitive behavior, antitrust, and monopoly practices and their outcomes.....	60
G4-S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.....	60

SOCIAL: PRODUCT RESPONSIBILITIES

DMA PR	Disclosure on Management Approach PR.....	62
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	62
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts and services during their life cycle by type of outcomes.....	62
G4-PR3	Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements.....	62
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.....	63
G4-PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.....	63
G4-PR6	Sale of banned or disputed products.....	63
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship by type of outcomes.....	63
G4-PR8	Total number of substantial complaints regarding breaches of customer privacy and losses of data.....	63

G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.....	63
--------	---	----

GLOSSARY AND ACRONYMS	64
------------------------------------	----

CONTACT US	66
-------------------------	----



A LEADER IN CORPORATE CITIZENSHIP

Outstanding corporate citizenship has three main components, and all are important priorities for Agilent. The first element is corporate governance - the practices that bring to life the highest standards of integrity and transparency. Our uncompromising integrity is core in all our dealings with customers and suppliers.

The second element of corporate citizenship is the role we play as an employer and community member. Our corporate citizenship efforts strengthen Agilent's long-term competitiveness and help improve the viability of our many communities. We will continue to make these efforts a priority. The third component is a dedicated focus on sustainability in our products and operations. As a result, Agilent strives to honor our obligations to society by being an economic, intellectual, social, and sustainability leader in each nation and community in which we operate.



EMPLOYEE PHOTOGRAPHY

The photos in the collage above and in this report are employee submissions to the Agilent Eye Photo Contest. Agilent's diversity and the innovation of its employees are key business strengths, and the competition provides all employees with the opportunity to showcase these strengths and share their perspectives and creativity with the entire Agilent community.

UNCOMPROMISING INTEGRITY



**A MESSAGE FROM MIKE MCMULLEN,
PRESIDENT AND CEO OF
AGILENT TECHNOLOGIES, INC.**

As a company newly focused on life sciences, diagnostics and applied chemical markets, Agilent Technologies is helping customers tackle some of the biggest challenges of our generation. Countries and communities around the world want to have safer water to drink, food to eat and air to breathe. They want to improve how they detect and treat disease. They want to develop new sources of energy to power their economies. Overall, they want to increase the standards of living available to their people.

Agilent is proud to offer innovative technologies and solutions that help our customers in these and other important areas that are key to social responsibility and environmental sustainability.

In addition, Agilent is committed to conducting its own business with unfailing ethics, integrity and accountability. The Agilent Technologies' 2014 Corporate Citizenship Report demonstrates the commitment of our company, our leaders and our employees to the highest standards of social and environmental responsibility.

This year's report is aligned with the latest guidelines of the Global Reporting Initiative framework, providing greater transparency to Agilent's performance. I would like to highlight just a few of our accomplishments over the past year:

- In fiscal year 2014, Agilent initiated a verification process to ensure social responsibility and environmental compliance throughout our supply chain.

- Agilent continually updates its Supplier Code of Conduct policy to ensure alignment with supply chain regulations. In fiscal year 2014, we initiated an annual communication of this Supplier Code of Conduct Policy to new and existing suppliers.
- Agilent was named to the 2014 Global 100 List. This ranking is regarded as the most transparent, quantitatively driven corporate sustainability assessment in the world. Agilent was the only Life Sciences Tools and Service Sector company to appear in the Global 100 List.
- Agilent was also included in this year's RobecoSAM Sustainability Yearbook as a top industry leader.

Corporate citizenship has been a foundation of Agilent's 75-year heritage as an industry leader, and will continue to be a consistent value as we begin the next phase of our corporate journey.

A handwritten signature in black ink that reads "Mike McMullen". The signature is fluid and cursive, written in a professional style.

VALUES



Our approach to citizenship rests on a framework of values distinguished by uncompromising integrity and the highest standards of business ethics. Our values shape the way our products are designed and delivered, how our operations and supply chains are managed, and how we adapt to take on the tough social and environmental challenges of the 21st century.

Innovation and Contribution

We differentiate our contribution in the eyes of our customers. We invent and discover solutions and seek new ideas to help our customers.

Trust, Respect, and Teamwork

We treat all Individuals with respect. We create an inclusive environment that fosters respect for each person's ideas and contributions. We realize the full power of a global, diverse workforce.

Uncompromising Integrity

We never compromise integrity in any relationships with customers, competitors, suppliers or employees. We adhere to the highest standards of business ethics and acknowledge anything less as unacceptable.

Speed

We anticipate and respond to customer and business needs with an intense sense of urgency. We act decisively to make course corrections if one path isn't working.

Focus

We make tough trade-offs. We prioritize and simplify to understand what's really important. We focus on anticipating and satisfying customer needs.

Accountability

We do what we say we'll do. We make straightforward commitments and follow through on them.

POLICIES

Environmental Health and Safety Policy

Agilent is committed to providing healthy and safe work environments and processes that enable our people to work injury and illness free while acting in an environmentally responsible manner. Learn more at [Environmental Health and Safety Policy](#)

Human Rights and Labor Policy

Agilent conducts business with uncompromising integrity and promotes human rights within the company's sphere of influence. Learn more at [Agilent's Human Rights and Labor Policy](#).

Employee Volunteerism Policy

Agilent employees may use up to four hours of company time per month, with manager approval, to work on company supported or sponsored community activities. Learn more at [Agilent's Volunteer Policy](#).

Employee Diversity, Inclusion, Accessibility, and Work/Life Balance

Agilent applies a range of policies, programs, and practices to promote diversity, inclusion, accessibility, and work/life balance, including:

- Nondiscrimination policy
- Accessibility policy
- Education assistance program
- Employee assistance program
- Employee network group guidelines
- Balanced approach between campus recruiting and experienced hiring
- Harassment-free work environment
- Flexible and part-time work schedules when possible

Learn more at [Employee Diversity and Inclusion](#).

Supplier Code of Conduct Policy

Our [Supplier Code of Conduct Policy](#) states that we will not establish or maintain a business relationship with a supplier if we believe that its practices violate local laws or basic international principles relating to human rights, anti-corruption, bribery, labor standards, or environmental protection. We expect our suppliers, and their suppliers, to adhere to environmental and social responsibility principles that are similar to those valued in Agilent.

Quality Policy

Agilent earns customer loyalty by providing products and services of the highest quality and greatest value. Learn more at [Agilent Quality Policy](#).

Privacy Principles

Agilent is committed to respecting and protecting the privacy and personal information of customers, employees, and partners. Learn more at [Agilent Privacy Statement](#)

Political Activities

Agilent contributes to dialogue and decision-making on public policies affecting the company, our employees, and operations. In 2014, Agilent provided no financial or in-kind contributions to political parties.

Anti-Corruption Policy

One of Agilent's most important company assets is our reputation for ethical behavior, honesty, and fair dealing. Agilent's anti-corruption policy incorporates the common elements of anti-corruption laws and regulations worldwide that apply to Agilent's business. Learn more at [Global Anti-Corruption Policy](#).

SUSTAINABILITY STRATEGY

Agilent's emphasis on sustainability is meant to ensure the actions we take today do not jeopardize future generations' ability to realize their goals and dreams. We recognize that an effective sustainability strategy addresses the environmental, social, health and safety, product, supplier, and economic components of sustainability:

Environmental

- Drive continuous improvement in environmental sustainability through recycling, conservation of resources, prevention of pollution, product development, and promotion of environmental responsibility among our employees.
- Ensure our operations comply with applicable environmental regulations.
- Conduct our operations in a manner committed to the conservation of resources, prevention of pollution, and promotion of environmental responsibility.

Social

- Conduct our business with uncompromising integrity and promote human rights within the company's sphere of influence.
- Ensure employee engagement in the success of the company.
- Be an economic, intellectual, and social asset to each nation and community in which we operate.

Health and Safety

- Create the health and safety practices and work environments that enable our people to work injury- and illness-free.
- Ensure our operations comply with relevant occupational health and safety regulations.

Products

- Ensure our products meet or exceed their published specifications.
- Ensure our products comply with relevant safety and environmental standards and regulations.

Supplier

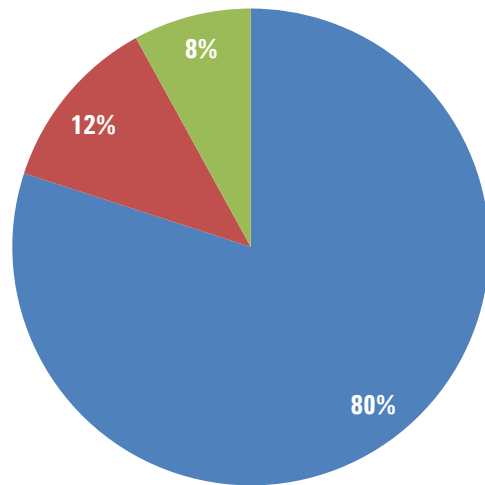
- Inform suppliers and contractors of our environmental and social responsibility expectations. Require them to adopt management practices aligned with our expectations.
- Inform suppliers and contractors of our occupational health and safety expectations. Require them to adopt sound occupational health and safety management practices.

Economic

- Create economic value for our shareholders.
- Achieve our financial objectives in a sustainable and responsible manner.

PHILANTHROPY

Agilent Technologies Foundation 2014 Philanthropy



- University Research 80%
- Community Science Education 12%
- Employee Match & Other Community Programs 8%

Agilent's philanthropic efforts, through the Agilent Technologies Foundation, focus on education and development in life sciences, thus fostering innovation and advancement in children's education. The Foundation supports a range of pre-university-level science education programs aimed at helping students develop the critical thinking skills essential for tomorrow's jobs. In addition, the Foundation's match of employee giving strengthens a broad range of nonprofit programs in communities where Agilent has a presence.

- In 2014, Agilent provided \$10 million in university grants and equipment supporting science and technology research at the forefront of electronic and bio-analytic measurement technologies.
- In addition, over \$1 million in pre-university science-education grants supported programs reaching more than 6,000 educators and 600,000 students worldwide.
- Through employee match programs and other community investments, Agilent and the Foundation provided \$1.5 million in donations.
- In total, Agilent and the Agilent Technologies Foundation invested more than \$12 million in philanthropic cash and equipment in 2014.

For more information, see the [Agilent Technologies Foundation Statement FY14](#).

AWARDS AND RECOGNITION

GLOBAL100

AGILENT HAS BEEN RANKED 53
ON THE GLOBAL 100 LIST OF THE MOST
SUSTAINABLE LARGE CORPORATIONS
IN 2015 - UP FROM NO. 61 IN 2014

Agilent received the following awards and recognition during the reporting period:

- Agilent made the [Newsweek](#) Ranking of top 10 Green US Companies for corporate sustainability
- Ranked No. 17 on the Silicon Valley Business Journal's list of the [top 50](#) local corporate philanthropists.
- Ranked in top [25 Forbes](#) "Best Companies With Work Life Balance"
- Recognized as a leader in sustainability and social responsibility in 2014 making the [Global 100 list](#)
- Included in the [RobecoSAM Sustainability Yearbook](#) as a top industry leader
- Rated Supplier on the [Chartered Institute of Purchasing and Supply Sustainability Index](#)
- Agilent Japan ranked No. 9 in a non-listed company category of the CSR survey conducted by Toyo Keizai. The Toyo Keizai team rates each company's human resources, environment and compliance/philanthropy systems and efforts and announces the results every year.



G4-1
STRATEGY AND ANALYSIS
STATEMENT

G4-2
DESCRIPTION OF KEY
IMPACTS, RISKS, AND
OPPORTUNITIES



GARY LEE, USA

STRATEGY AND ANALYSIS

PROFILE DISCLOSURES

ISO 14001
AGILENT IS AN ISO 14001
CERTIFIED COMPANY FOCUSED
ON REDUCTION OF ADVERSE
ENVIRONMENTAL IMPACTS

G4-1
STRATEGY AND ANALYSIS STATEMENT

This report describes Agilent’s relationship with the environment and society. It presents our strategies, objectives, and results around sustainability and social responsibility. We strive to be a leader in managing our environmental and social practices through our sustainability strategies and community investment efforts. Today, customers are demanding that companies demonstrate awareness and focus on environmental and corporate social responsibilities. Agilent’s Corporate Citizenship Report details our accomplishments at a corporate level as well as the generosity of the Agilent Technologies Foundation for fiscal year 2014. In presenting our environmental and social responsibility strategy, Agilent has utilized the [Global Reporting Initiative \(GRI\) 4.0](#) guideline to provide greater transparency and accountability in our public disclosure of our corporate citizenship efforts.

G4-2
**DESCRIPTION OF KEY IMPACTS, RISKS,
AND OPPORTUNITIES**

Agilent is committed to conducting business in an ethical, socially responsible, and environmentally sustainable manner. Our citizenship objective is to be an economic, intellectual, and social asset to each nation and community in which we operate. Agilent’s [Community Relations and Giving Programs](#) and the [Agilent Technologies Foundation](#) are tangible examples of our commitment to exemplary corporate citizenship.

Agilent’s corporate citizenship commitment is consistent with our [Environmental Health and Safety Policy](#) and [Human Rights and Labor Policy](#)-all essential for continued business success. Agilent’s ISO 14001-certified companywide environmental management system is used to manage and drive continuous reduction of adverse environmental impacts.

G4-3
NAME OF THE ORGANIZATION

G4-4
PRIMARY BRANDS, PRODUCTS,
AND/OR SERVICES

G4-5
LOCATION OF ORGANIZATION'S
HEADQUARTERS

G4-6
NUMBER OF COUNTRIES WHERE
THE ORGANIZATION OPERATES

G4-7
NATURE OF OWNERSHIP AND
LEGAL FORM

G4-8
MARKETS SERVED

G4-9
SCALE OF THE REPORTING
ORGANIZATION

G4-10
TOTAL NUMBER OF EMPLOYEES

G4-11
COLLECTIVE BARGAINING
AGREEMENTS

G4-12
DESCRIBE ORGANIZATION
SUPPLY CHAIN

G4-13
SIGNIFICANT CHANGES DURING
THE REPORTING PERIOD
REGARDING SIZE, STRUCTURE
OR OWNERSHIP

G4-14
PRECAUTIONARY APPROACH
ON PRINCIPLE ADDRESSED BY
THE ORGANIZATION

G4-15
ENDORSEMENT OF EXTERNAL
INITIATIVES

G4-16
MEMBERSHIP IN
ASSOCIATIONS AND
ORGANIZATIONS



MAURIZIO ZANETTI, ITALY

ORGANIZATIONAL PROFILE

PROFILE DISCLOSURES

GLOBAL LEADER

AGILENT IS A LEADER IN LIFE SCIENCES,
DIAGNOSTICS AND APPLIED MARKETS

G4-3 NAME OF THE ORGANIZATION

Agilent Technologies Inc.

G4-4 PRIMARY BRANDS, PRODUCTS, AND/OR SERVICES

Agilent is a leader in life sciences, diagnostics and applied chemical markets. The company provides laboratories worldwide with instruments, services, consumables, applications and expertise, enabling customers to gain the insights they seek. Agilent's expertise and trusted collaboration give customers the highest confidence in our solutions.

Agilent focuses its expertise on six key markets where we support our customers to achieve their goals:

Chemical and Energy: The world runs on energy, and energy companies need to locate, extract and refine fuels efficiently and cost-effectively. Our solutions help customers maximize their production and predict failures in their refineries before they happen. Agilent also helps energy researchers investigate biofuels, renewable fuels and other forms of alternate energy.

Food: Agilent helps ensure that our global food supply is free of contaminants—whether chemical, viral, bacterial or microbiological. Our customers include government regulators and laboratories that control food safety, as well as private companies that produce, package and sell food to the public.

Environmental and Forensic: From pesticides to pharmaceutical residues to trace metals, we provide fast, accurate and sensitive methods for monitoring contaminants affecting quality of life. Agilent solutions also play an important role in law enforcement by providing robust tools and instruments to analyze and verify evidence at trial, and keeping the world's top-performing athletes honest.

Diagnostics & Clinical: Agilent gives doctors a head start in the fight against cancer and other diseases. Our solutions help pathology laboratories deliver fast, accurate information to the doctors, hospitals and medical centers they serve. We help medical professionals make the most accurate diagnoses so patients can receive the most effective therapies.

Academic and Government: Most life sciences and diagnostics research is done at top-tier universities, with funding from governments around the world. Agilent is helping these researchers learn more about cancer, cardiovascular diseases, diabetes, Alzheimer's, Parkinson's, autism and other ailments. Our instruments, software and sample preparation solutions help scientists conduct faster, more accurate research.

Pharmaceutical and Biotic: Agilent has one of the broadest solutions portfolios of any company serving the pharmaceutical and biotic industry. Our solutions provide precise answers for every segment of the pharmaceutical industry, from disease research and drug discovery to drug development, manufacturing and quality control. Our start-to-finish solution set

ORGANIZATIONAL PROFILE

means customers can get products to market faster. Customers trust us to help them test the purity of their therapeutics. Agilent also ensures that our instruments and processes conform to the highest compliance regulations.

Read about the [Agilent products and solutions](#) that that serve the life sciences, diagnostics and applied chemical markets.

G4-5 LOCATION OF ORGANIZATION'S HEADQUARTERS

Agilent Technologies Inc
5301 Stevens Creek Boulevard
Santa Clara, CA 95051
Phone: (408) 553-2424

G4-6 NUMBER OF COUNTRIES WHERE THE ORGANIZATION OPERATES, AND NAMES OF COUNTRIES WITH EITHER MAJOR OPERATIONS OR THAT ARE SPECIFICALLY RELEVANT TO THE SUSTAINABILITY ISSUES COVERED IN THE REPORT

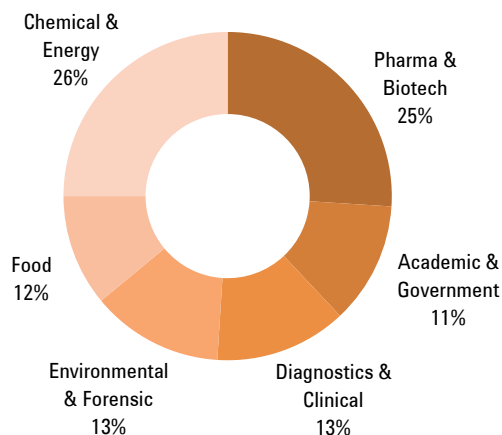
Agilent's primary research and development and manufacturing sites are in California and Delaware in the U.S., and in Australia, China, Denmark, Germany, India, Italy, Japan, Malaysia, Singapore and the United Kingdom.

G4-7 NATURE OF OWNERSHIP AND LEGAL FORM

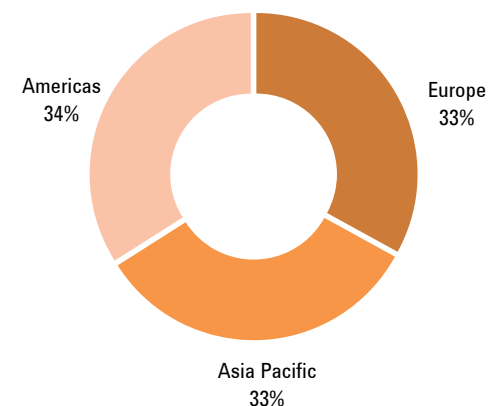
Agilent is listed on the New York Stock Exchange and our ticker symbol is "A".

G4-8 MARKETS SERVED (INCLUDING GEOGRAPHIC BREAKDOWN, SECTORS SERVED, AND TYPES OF CUSTOMERS/BENEFICIARIES)

Revenue Mix by End Market



Revenue by Geography



Agilent is a leader in life sciences, diagnostics and applied chemical markets. The company provides laboratories worldwide with instruments, services, consumables, applications and expertise, enabling customers to gain the insights they seek.

G4-9 SCALE OF THE REPORTING ORGANIZATION

The company's 12,000 employees serve customers in more than 100 countries. Agilent had net revenues of \$4.0 billion in fiscal 2014. More details on [Company Information](#).

ORGANIZATIONAL PROFILE

G4-10 TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT AND GENDER, EMPLOYMENT TYPE, SUPERVISED WORKER, WORKFORCE BY REGION

Please refer to G4-LA1 section of this report at page no 47

G4-11 EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS

Agilent meets all applicable laws, regulations, and standards where we do business.

G4-12 DESCRIBE ORGANIZATION SUPPLY CHAIN

Agilent's supply chain organizations are chartered to provide optimal value-added sourcing and procurement services that are:

- Legal, accountable and auditable
- Ethically, environmentally and socially responsible
- Economically effective
- ISO compliant

G4-13 SIGNIFICANT CHANGES DURING THE REPORTING PERIOD REGARDING SIZE, STRUCTURE, OR OWNERSHIP

- Agilent announced its CEO transition plan in September 2014 with William P. (Bill) Sullivan's retirement in FY15, naming Mike McMullen as President and CEO-elect. Mr. McMullen assumed the role of CEO in March 2015. Mr. Sullivan will remain - a company advisor until his retirement at the end of fiscal 2015.
- Agilent also completed the spinoff of its former electronic measurement business - Keysight Technologies - on November 1, 2014. Keysight began trading on the New York Stock Exchange on November 3, 2014 under the symbol KEYS.
- More information about the company separation is available at [Organization Announcements](#).

G4-14 PRECAUTIONARY APPROACH OR PRINCIPLE ADDRESSED BY THE ORGANIZATION

Agilent's approach to risk management is largely decentralized, supported by the belief that those closest to risk can manage it most effectively. Risk management expertise exists throughout the enterprise, with a corporate function-- Agilent Global Risk Management--in place. Global Risk Management is chartered to promote prudent risk management practices through direct engagement with business

units and selected infrastructure organizations, using tools and processes to facilitate global risk management practices. .

G4-15 ENDORSEMENT OF EXTERNALLY DEVELOPED ECONOMIC, ENVIRONMENTAL AND SOCIAL CHARTERS, PRINCIPLES, OR OTHER INITIATIVES

Many of Agilent's policies and practices used in our business operations are consistent with internationally accepted charters and principles. Some of the guidelines, charters and principles that were considered by Agilent in developing our policies, position statements, EHSMS, and reporting structures are:

- 1987 Montreal Protocol on Substances that Deplete the Ozone Layer and adjusted by Meetings of the Parties in 1990, 1992, 1995, and 1997; Ozone Secretariat, United Nations Environmental Program
- California Supply Chain Transparency Act of 2010
- Conventions of the International Labour Organization (ILO)
- Custom Trade Partnership Program Against Terrorism
- Dodd-Frank Wall Street Reform and Consumer Protection Act
- ISO 13485:2003—Medical Devices Quality Management Systems

ORGANIZATIONAL PROFILE

- EU Waste Electrical and Electronic Equipment (WEEE) Directive 2005
- Global Reporting Initiative—GRI 4.0 sustainability reporting guidelines
- ISO 14001:2004—International standard for environmental management systems
- ISO 26000—Standard that provides guidance on social responsibility
- ISO 9000:2005—Quality Management Systems—Fundamentals and Vocabulary
- ISO 9001:2008—Quality Management Systems—Requirements ISO 9000:2005
- OHSAS 18001:1999—Standard for occupational health and safety management systems
- Procurement Strategy Council
- United Nations Guiding Principles on Business and Human Rights
- U.S. Foreign Corrupt Practices Act and those enacted under the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions.
- US Equal Opportunity laws and accompanying regulations
- UK Bribery Act 2010

G4-16

MEMBERSHIPS IN ASSOCIATIONS (SUCH AS INDUSTRY ASSOCIATIONS) AND/OR NATIONAL /INTERNATIONAL ADVOCACY ORGANIZATIONS IN WHICH THE ORGANIZATION: HAS POSITIONS IN GOVERNANCE BODIES; PARTICIPATES IN PROJECTS OR COMMITTEES; PROVIDES SUBSTANTIVE FUNDING BEYOND ROUTINE MEMBERSHIP DUES; OR VIEWS MEMBERSHIP AS STRATEGIC

Agilent participates in trade, industry, and professional organizations that are local, national, and global. Participation helps us achieve business and citizenship goals by enabling us to work with other companies on issues that affect our industry. Memberships also keep Agilent abreast of industry trends, issues and best practices and provide a vehicle through which we can contribute to and influence public policy. Examples of these memberships:

- Bay Area Procurement Council
- Boston College Center for Corporate Citizenship
- CALCE (Center for Advanced Life Cycle Engineering)
- CAPS Research -University of Arizona
- Carbon Disclosure Project
- Confederation of Indian Industry
- Corporate Executive Board

- Dangerous Good Advocacy Council
- European Union Committee of the American Chamber of Commerce
- Global Business Travel Association
- Hackett Benchmarking Research
- iNEMI (National Electronics Manufacturers Initiative)
- Institute of Travel and Meetings (Europe)
- IT Industry Council
- Medical Research Council
- National Association of Software and Services Companies
- National Foreign Trade Council
- Procurement Strategy Council
- Silicon Valley Leadership Group
- The National Medal of Technology and Innovation Nomination Evaluation Committee
- The International Genetically Engineered Machine (iGEM) Foundation

G4-17
LIST OF ENTITIES INCLUDED IN
CONSOLIDATED FINANCIAL
STATEMENTS

G4-18
PROCESS FOR DEFINING REPORT
CONTENT AND ASPECT
BOUNDARIES

G4-19
LIST ALL THE MATERIAL
ASPECTS IDENTIFIED

G4-20
ASPECT BOUNDARIES WITHIN
ORGANIZATION

G4-21
ASPECT BOUNDARIES OUTSIDE
ORGANIZATION

G4-22
RE-STATEMENT OF INFORMATION
PROVIDED IN EARLIER REPORTS

G4-23
SIGNIFICANT CHANGES FROM
PREVIOUS REPORTING PERIODS

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES



KAIYU LU, CHINA

PROFILE DISCLOSURES

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-17

LIST OF ENTITIES INCLUDED IN CONSOLIDATED FINANCIAL STATEMENTS

We report on our subsidiaries and affiliates where we have direct operational control, unless otherwise noted. Significant year-over-year changes are noted. Where possible, we also use consistent reporting measures, such as per square foot rather than per building or per site.

The environmental data for 2014 is reported for 18 locations out of 28 sites total. The 18 locations meet the reporting criteria of either being manufacturing sites that are ISO 14001 certified (or certified sometime during the year) or sites greater than 200,000 square feet;

Asia Pacific

China: Beijing, Shanghai, Chengdu

Japan: Hachioji

Malaysia: Penang

Singapore: Yishun

India: Manesar

Europe

Germany: Boeblingen, Waldbronn

UK: Oxford

Italy: Torino

Americas

U.S.: Santa Clara, California.; Santa Rosa, California.; Folsom, California; Colorado Springs, Colorado.; Boulder, Colorado.; Newport, Delaware.; Little Falls, Delaware.; Cedar Creek, Texas

G4-18

PROCESS FOR DEFINING REPORT CONTENT AND ASPECT BOUNDARIES

Agilent's Corporate Citizenship Report content was developed in consultation with subject matter experts, consideration of changes in external regulations impacting Agilent, and evaluation of feedback from various internal functional stakeholders.

We also consulted the Global Reporting Initiative ([GRI Sustainability Reporting Guidelines 4.0](#)) available at GRI Reporting.

G4-19

LIST ALL THE MATERIAL ASPECTS IDENTIFIED IN THE PROCESS FOR DEFINING REPORT CONTENT

MATERIAL ASPECTS	ASPECT BOUNDARIES INSIDE COMPANY	ASPECT BOUNDARIES OUTSIDE COMPANY
Economic		
Economic Performance	All Agilent Operations	Investors
Market Presence	All Agilent Operations	Customers
Indirect Economic Impacts	All Agilent Operations	Society
Procurement Practices	All Agilent Operations	Supply Chain

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

MATERIAL ASPECTS	ASPECT BOUNDARIES INSIDE COMPANY	ASPECT BOUNDARIES OUTSIDE COMPANY
Environmental		
Energy	All Agilent Sites >200K or ISO 14001 Sites, Detailed List at G4-EN-23	
Water	All Agilent Sites >200K and ISO 14001 Sites, Detailed List at G4-EN-23	
Emissions	All Agilent Sites >200K and ISO 14001 Sites, Detailed List at G4-EN-23	
Effluents and Waste	All Agilent Sites >200K and ISO 14001 Sites, Detailed List at G4-EN-23	
Products and Services	All Agilent Operations	Customers
Compliance	All Agilent Operations	
Transport	Employee Business Travel, US Fleet	Supply Chain
Overall	All Agilent Operations	
Supplier Environmental Assessment	All Agilent Operations	Supply Chain
Environmental Grievances Mechanisms	All Agilent Operations	
Labor Practices and Decent Work		
Employment	All Agilent Operations	
Labor Management Relations	All Agilent Operations	
Occupational Health and Safety	All Agilent Operations	
Training and Education	All Agilent Operations	

Diversity and Equal Opportunity	All Agilent Operations	
Equal Remuneration for Women and Men	All Agilent Operations	
Supplier Assessment for Labor Practices	All Agilent Operations	Supply Chain
Labor Practices Grievance Mechanisms	All Agilent Operations	
Human Rights		
Investment	All Agilent Operations	
Non- Discrimination	All Agilent Operations	
Freedom of Association and Collective Bargaining	All Agilent Operations	
Child Labor	All Agilent Operations	Supply Chain
Forced or Compulsory Labor	All Agilent Operations	Supply Chain
Security Practices	All Agilent Operations	
Indigenous Rights	All Agilent Operations	
Assessment	All Agilent Operations	Supply Chain
Supplier Human Rights Assessment	All Agilent Operations	Supply Chain
Human Rights Grievances Mechanisms	All Agilent Operations	

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

MATERIAL ASPECTS	ASPECT BOUNDARIES INSIDE COMPANY	ASPECT BOUNDARIES OUTSIDE COMPANY
Society		
Local communities	All Agilent Operations	
Anti-Corruption	All Agilent Operations	
Public Policy	All Agilent Operations	Locations Where We Operate
Anti-Competitive Behavior	All Agilent Operations	
Compliance	All Agilent Operations	
Supplier Assessment	All Agilent Operations	Supply Chain
Grievance Mechanisms	All Agilent Operations	
Product Responsibilities		
Customer Health and Safety	All Agilent Operations	Customers
Product and Service Labelling	All Agilent Operations	Customers
Marketing Communications	All Agilent Operations	
Customer Privacy	All Agilent Operations	Customers
Compliance	All Agilent Operations	Customers

G4-20

FOR ALL THE MATERIAL ASPECTS, DEFINE ASPECT BOUNDARIES WITHIN ORGANIZATION

Refer to G4-19.

G4-21

FOR ALL THE MATERIAL ASPECTS, DEFINE ASPECT BOUNDARIES OUTSIDE ORGANIZATION

Refer to G4-19.

G4-22

EXPLANATION OF THE EFFECT OF ANY RE-STATEMENTS OF INFORMATION PROVIDED IN EARLIER REPORTS

We have not made any material financial restatements from the prior year to this year.

G4-23

SIGNIFICANT CHANGES FROM PREVIOUS REPORTING PERIODS IN THE SCOPE AND ASPECT BOUNDARIES

Waste data is reported on fiscal year basis to align with reporting period for this report.

STAKEHOLDER ENGAGEMENT

G4-24
LIST OF STAKEHOLDER GROUPS
ENGAGED BY THE
ORGANIZATION

G4-25
BASIS FOR IDENTIFICATION AND
SELECTION OF STAKEHOLDERS
WITH WHOM TO ENGAGE

G4-26
APPROACHES TO
STAKEHOLDER ENGAGEMENT

G4-27
KEY TOPICS AND CONCERNS
RAISED THROUGH STAKE
HOLDER ENGAGEMENT

REPORT PROFILE

G4-28
REPORTING PERIOD FOR
INFORMATION PROVIDED

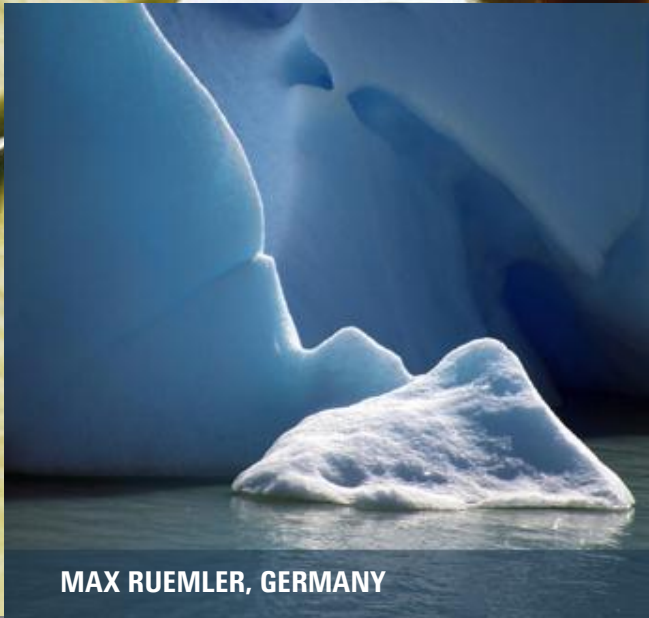
G4-29
DATE OF MOST RECENT
PREVIOUS REPORT

G4-30
REPORTING CYCLE

G4-31
CONTACT POINT FOR
QUESTIONS REGARDING THE
REPORT OR ITS CONTENTS

G4-32
IN-ACCORDANCE CRITERIA USED
AND LOCATION OF GRI CONTENT
INDEX

G4-33
POLICY AND CURRENT PRACTICE
WITH REGARD TO SEEKING
EXTERNAL ASSURANCE FOR THE
REPORT



MAX RUEMLER, GERMANY

PROFILE DISCLOSURES

STAKEHOLDER ENGAGEMENT

G4-24

LIST OF STAKE HOLDER GROUPS ENGAGED BY THE ORGANIZATION

Agilent’s stakeholders include:

- Customers
- Employees
- Investors
- Suppliers
- Government agencies
- Communities
- Neighbors
- Non-governmental organizations
- Industry standard-setting organizations

G4-25

BASIS FOR IDENTIFICATION AND SELECTION OF STAKEHOLDERS WITH WHOM TO ENGAGE

Agilent engages with a wide range of stakeholders on issues that affect the company’s operations. During business planning, Agilent considers external charters, principles, and guidelines. We also participate in industry and trade groups at local, regional, state, national, and international levels to address emerging issues; develop industry-wide approaches to environmental and social challenges; and cooperate with governments, nongovernmental organizations and other stakeholders on common concerns.

G4-26

APPROACHES TO STAKEHOLDER ENGAGEMENT

- Agilent engages with our stakeholders through consultation, surveys, ad-hoc feedback and reviews:
- The Agilent Leadership Survey is a semiannual survey that allows Agilent employees to provide feedback on leadership effectiveness within their workgroup. The Leadership Audit is focused on critical leadership practices that are central to executing Agilent’s business results. Audit results are compared with external best-in-class benchmarks to ensure we are performing at the top in our industry.
- We have ongoing relationships with local, regional, and national regulators regarding operational areas such as Environmental Health and Safety (EHS); employee engagement and labor compliance, product environmental and safety compliance.

G4-26 Stakeholder Engagement Matrix			
Engagement	Measures	When	How
Agilent Customer Touch Point Survey	Customer satisfaction with recent transactions with one of four touch points: Business Center, Contact Center, Sales, and Service	After Recent Transaction	At regular intervals, customers receive email invitations with a link to the survey for gauging their satisfaction with recent transactions
ACS Web Survey	Customer satisfaction with web touch points	After Visiting Agilent Website	Customers are invited to answer a survey after visiting the Agilent website to evaluate their satisfaction with web touch points

TOP TEN
 AGILENT RECOGNIZED AS 2014 NEWSWEEK TOP 10 GREEN
 COMPANY FOR CORPORATE SUSTAINABILITY

G4-26 Stakeholder Engagement Matrix			
ACS Product Survey	Customer satisfaction with their Agilent product	After Purchase	Customers receive an email invitation with a link to the survey after their purchase
Employee	Regular performance reviews and discussions with immediate supervisors	On Regular Interval	All employees have regular reviews with their immediate supervisor
Employee	Employee sessions are to share business updates and country-specific information, as well as to answer employee questions	Quarterly	At locations around the world, quarterly sessions are conducted to provide updates on Agilent's business, country-specific updates and employee Q&A sessions
Suppliers	Monthly Agilent compliance requirements communication sent to all suppliers	Monthly	Agilent compliance requirements are communicated through e-mail to all newly added suppliers
Suppliers	Annual re-communication of Agilent compliance requirements for suppliers	Annual	Annual reminders are sent to Agilent suppliers on supplier compliance requirements
Investors	Quarterly earnings conference calls	Quarterly	Scheduled conference calls to discuss Agilent performance
Investors	Shareholder meeting	Annual	The shareholder meeting is open to all shareholders and provides an opportunity to vote on proposals
Investors	Investor conferences	As Required	Agilent shares updates and insights with investors

G4-27
 KEY TOPICS AND CONCERNS RAISED THROUGH STAKE HOLDER ENGAGEMENT

For current financial year there were no stakeholder feedback that required any changes.

REPORT PROFILE

G4-28 REPORTING PERIOD FOR INFORMATION PROVIDED

Agilent's 2014 Corporate Citizenship Report is based on a combination of quantitative and qualitative data relating to our environmental and social performance during fiscal year 2014 (Nov. 1, 2013, to Oct. 31, 2014). The data is recorded on a companywide basis unless otherwise indicated. (Agilent completed the spinoff of its former electronic measurement business -Keysight Technologies -on November 1, 2014. As a result, data from Keysight is only available through September 2014. We have normalized data by extrapolating nine months of data wherever complete data was not available).

G4-29 DATE OF MOST RECENT PREVIOUS REPORT

This is the 14th Corporate Citizenship Report (formerly known as Environmental and Social Responsibility Report) produced by Agilent. Previous reports are available at [Corporate Citizenship Resources](#) .

G4-30 REPORTING CYCLE (ANNUAL, BIENNIAL, ETC.)

Agilent publishes its Corporate Citizenship Report annually.

G4-31 CONTACT POINT FOR QUESTIONS REGARDING THE REPORT OR ITS CONTENTS

For questions or comments regarding Agilent's Corporate Citizenship Report, please contact us at corporate.citizenship@agilent.com.

G4-32 IN-ACCORDANCE CRITERIA USED AND LOCATION OF GRI CONTENT INDEX

Agilent 2014 corporate citizenship report is prepared using GRI 4.0 "In-accordance with the "Core" option. Please refer to pages 2– 5 of the report for GRI content Index.

G4-33 POLICY AND CURRENT PRACTICE WITH REGARD TO SEEKING EXTERNAL ASSURANCE FOR THE REPORT

Reasonable Assurance statement by DEKRA for Agilent's EHSSR and ODC programs.

- This statement attests that DEKRA Certification can provide reasonable assurance the claims regarding environmental, health, safety and social responsibility (EHSSR), as they relate to Agilent-identified suppliers, found in this Agilent Corporate Citizenship Report 2014, are correct. In 2014 DEKRA performed audits of Agilent-identified suppliers in Malaysia, the People's Republic of China, the Republic of China, the Philippines, Mexico and the United States. These suppliers

were found to be in compliance with, or have completed corrective actions to become compliant with, Agilent's stated EHSSR program, including but not limited to: policies regarding worker safety, environmental safety, Ozone Depleting Compounds (ODC) and that strictly forbid and prevent any and all acts of human trafficking or slavery as those terms are used in the California Transparency in Supply Chains Act of 2010, California Civil Code, section 1714.43. Additional sites were audited for compliance to Restriction of Hazardous Substances Directive (RoHS) 2002/95/EC.

- The Agilent Technologies Foundation financial information has also been attested by an independent auditor: Nichols, Rick and Company.
- Agilent energy, greenhouse gas emission, waste, and water data attested by external auditor TruCost in accordance with AA100AS (2008) type 2 moderate-level assurance. Detailed TruCost assurance statement is available at http://www.agilent.com/environment/esr/CR_2014/report_profile.html.

GOVERNANCE, ETHICS AND INTEGRITY

ISO 26000

AGILENT RECOGNIZES ISO 26000 AS THE REFERENCE DOCUMENT THAT PROVIDES GUIDANCE ON SOCIAL RESPONSIBILITY.

G4-34

GOVERNANCE STRUCTURE OF THE ORGANIZATION ,INCLUDING COMMITTEES UNDER THE HIGHEST GOVERNANCE BODY.

Agilent is led by a chief executive officer and overseen by a board of directors. The current four committees of the board are Audit & Finance; Compensation; Executive; and Nominating & Corporate Governance. The board selects the chief executive officer in accordance with the company's bylaws and other applicable policies. Information on Agilent's governance structure can be found our [Investor Relations](#) website.

G4-56

ORGANIZATION'S VALUES, PRINCIPLES, STANDARDS AND NORMS OF BEHAVIOR SUCH AS CODES OF CONDUCT AND CODES OF ETHICS.

Agilent values are the foundation of Agilent's corporate culture. They work together to govern and guide our behavior as individuals and as a company. Agilent's culture is based on innovation; trust, respect and teamwork; and uncompromising integrity. Added to these are speed, focus and accountability to meet customer needs and create a culture of performance that draws on the full range of people's skills and aspirations.

Agilent is regularly recognized by external organizations for its culture as well as its practices around processes and people.

All Agilent employees participate in the annual required training in Standards of Business Conduct with customers, suppliers, and employees. All procurement professionals, as part of Standards of Business Conduct training, are requested to take additional online training on Environmental, Health, Safety, and Social responsibility which covers Human Rights.

Agilent is committed to the highest standard of corporate governance, business conduct, and ethics. Our [Corporate Governance Standards](#), [Code of Ethics for a Director on the Board](#), [Standards of Business Conduct](#), [Amended and Restated Bylaws](#), [Agilent Human Rights and Labor Policy](#), [Agilent Global Anti-Corruption Policy](#) and the [Charters of our Audit and Finance Committee](#), [Compensation Committee](#), [Executive Committee](#), and [Nominating/Corporate Governance Committee](#), are available at www.investor.agilent.com under "Corporate Governance."

Agilent recognizes ISO 26000 as the reference document that provides guidance on social responsibility. Agilent aligns with ISO 26000 standards as part of our social responsibility practices. As such, Agilent's economic-related practices and processes align with ISO core subjects: Organizational Governance 6.2 and Fair Operating Practices 6.6.

DMA EC
DISCLOSURE ON MANAGEMENT
APPROACH EC

G4-EC1
DIRECT ECONOMIC VALUE
GENERATED AND DISTRIBUTED

G4-EC2
FINANCIAL IMPLICATIONS DUE
TO CLIMATE CHANGE

G4-EC3
BENEFIT PLAN OBLIGATIONS

G4-EC4
GOVERNMENT ASSISTANCE

G4-EC5
ENTRY-LEVEL WAGES

G4-EC6
LOCAL HIRING AT
SIGNIFICANT LOCATIONS
OF OPERATION

G4-EC7
INFRASTRUCTURE
INVESTMENTS FOR PUBLIC
BENEFIT

G4-EC8
SIGNIFICANT INDIRECT
ECONOMIC IMPACTS,
INCLUDING THE EXTENT
OF IMPACTS

G4-EC9
SPENDING ON LOCALLY-BASED
SUPPLIERS



ECONOMIC PERFORMANCE

PERFORMANCE INDICATORS

ECONOMIC PERFORMANCE

DMA EC DISCLOSURE ON MANAGEMENT APPROACH EC

Agilent successfully completed its separation into two publicly traded companies through a tax-free spinoff of its electronic measurement business. The new company, Keysight Technologies, is now a global market leader in communications, computer, semiconductors, aerospace and defense, and industrial markets.

Agilent now serves a \$44 billion combined market that includes food, environmental & forensics, pharmaceutical, diagnostics, chemical & energy and research end markets. We work with customers in more than 100 countries, providing instruments, software, services and consumables for their entire laboratory workflow.

As a separate company, Agilent generated revenues of \$4.0 billion in fiscal year with an operating margin of 18.8% of revenue in fiscal 2014. The company's stock trades on the New York Stock Exchange under the ticker symbol "A".

For more information, go to [Agilent Investor Relations](#).

Agilent is a leader in life sciences, diagnostics and applied chemical markets. The company provides laboratories worldwide with instruments, services, consumables, applications and expertise. Agilent is one of the industry's most widely used providers of instruments, software, consumables and services for

the 265,000 analytical and clinical research laboratories around the world. Agilent focuses its expertise on six key markets:

- Food
- Environmental and Forensics
- Pharmaceutical
- Diagnostics
- Chemical and Energy
- Research

For more information on Agilent's markets, go to [Company Information](#)

Agilent Technologies is committed to conducting business in an ethical, socially responsible, and environmentally sustainable manner. Our citizenship objective is to be an economic, intellectual, and social asset to each nation and community in which we operate. Agilent's worldwide community programs tangibly demonstrate the company's values and commitment to corporate citizenship. In communities where we operate, we contribute through foundation and company grants, employee volunteerism, public policy and community partnerships in the areas of science education, and workplace giving campaigns. For more information on Agilent Indirect Economic Impacts, go to [Community Relations](#).

Agilent recognizes ISO 26000 as a reference document that provides guidance on social responsibility. Agilent aligns with ISO 26000 standards as part of our social responsibility practices. As such, Agilent's economic-related practices and processes align with ISO core subjects: Organizational Governance 6.2 and Fair Operating Practices 6.6 and Community Involvement and Development 6.8

G4-EC1 DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED, INCLUDING REVENUES, OPERATING COSTS, EMPLOYEE COMPENSATION, DONATIONS AND OTHER COMMUNITY INVESTMENTS, RETAINED EARNINGS, AND PAYMENTS TO CAPITAL PROVIDERS AND GOVERNMENTS

On November 1, 2014, Agilent successfully completed its separation into two stand-alone, publicly traded companies through a tax-free spinoff of its electronic measurement business. As a separate company, Keysight generated revenues of \$2.9 billion in fiscal year 2014.

Agilent Technologies continues as a global leader focused on life sciences, diagnostics and applied chemical markets. As a separate company, Agilent generated revenues of \$4.0 billion in fiscal year with operating margin of 18.8% of revenue in fiscal 2014. For more information, go to the [Agilent 2014 Annual Report](#).

G4-EC2 FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES FOR THE ORGANIZATION'S ACTIVITIES DUE TO CLIMATE CHANGE

Please refer to [Agilent 2014 Annual Report](#) risks, uncertainties and other factors that may affect future results section

\$4 BILLION
 AGILENT HAD REVENUE OF
 \$4 BILLION IN FY14

**G4-EC3
 COVERAGE OF THE ORGANIZATION'S DEFINED
 BENEFIT PLAN OBLIGATIONS**

Agilent's defined benefit plans are fully funded at or above required levels:

- We contributed \$30 million to our U.S. defined benefit plans in each of 2014, 2013, and 2012.
- We contributed \$68 million, \$89 million and \$54 million to our non-U.S. defined benefit plans in 2014, 2013, and 2012, respectively.
- We contributed \$1 million to our U.S. post-retirement benefit plans in 2014 and 2013 and did not contribute to our US post-retirement benefits plans in 2012.
- Our non-U.S. defined benefit plans are generally funded ratably throughout the year.
- Total contributions in 2014 were \$103 million, or 14 percent less than 2013.
- Total contributions in 2013 were \$120 million, or 43 percent more than in 2012.

Our annual contributions are highly dependent on the relative performance of our assets versus our projected liabilities, among other factors. We expect to contribute approximately \$41 million to our U.S. and non-U.S. defined benefit plans and zero to our U.S. post-retirement benefit plans during 2015.

Please refer to [Agilent 2014 Annual Report](#) retirement plans and post retirement pension plans section.

**G4-EC4
 SIGNIFICANT FINANCIAL ASSISTANCE RECEIVED
 FROM GOVERNMENT**

Please refer to [Agilent 2014 Annual Report](#) for details.

**G4-EC5
 RANGE OF RATIOS OF STANDARD ENTRY-LEVEL
 WAGE BY GENDER COMPARED TO LOCAL MINIMUM
 WAGE AT SIGNIFICANT LOCATIONS OF OPERATION**

Agilent provides competitive levels of compensation above minimum wage requirements.

**G4-EC6
 PROCEDURES FOR LOCAL HIRING AND PROPORTION
 OF SENIOR MANAGEMENT HIRED FROM THE LOCAL
 COMMUNITY AT SIGNIFICANT LOCATIONS
 OF OPERATION**

Hiring top talent around the globe helps ensure that Agilent maintains its leadership position. To attract and retain talent, Agilent provides everything from forward-thinking workplace design to community involvement to total compensation packages that rank with the leaders in the high-technology and life science industries. We understand the value—to our business, our employees, and our communities—of an inclusive environment that respects and celebrates unique perspectives and life experiences. Our policies and strategies create a pipeline of diverse skills and viewpoints, ensuring that our rich cultural diversity is leveraged for our competitive advantage. Agilent actively recruits top talent from underrepresented

ECONOMIC PERFORMANCE

groups around the world, and works to build an inclusive environment that develops and retains employees. For more Information on our workplace culture, please refer to [Agilent - Who We Are](#).

G4-EC7 DEVELOPMENT AND IMPACT OF INFRASTRUCTURE INVESTMENTS AND SERVICES PROVIDED PRIMARILY FOR PUBLIC BENEFIT THROUGH COMMERCIAL, IN-KIND, OR PRO BONO ENGAGEMENT

In fiscal 2014, through our businesses, employee programs, and foundation, our philanthropic efforts totaled over \$12 million. Agilent and the Agilent Technologies Foundation's provided \$10 million in university grants and equipment supporting science and technology research at the forefront of electronic and bio-analytic measurement technologies.

Agilent and the Agilent Technologies Foundation invested over \$1 million in pre-university science-education grants supported, reaching approximately 600,000 students and 6,000 teachers worldwide. For more information about Agilent Technologies Foundation's giving, see the [2014 Audited Financial Statements](#).

Because of our longstanding commitment to our communities, we have a wide range of programs that provide feedback on community needs, and therefore we do not conduct a community assessment.

G4-EC8 SIGNIFICANT INDIRECT ECONOMIC IMPACTS, INCLUDING THE EXTENT OF IMPACTS

Agilent Technologies is committed to conducting business in an ethical, socially responsible, and environmentally sustainable manner. Our citizenship objective is to be an economic, intellectual, and social asset to each nation and community in which we operate. Agilent's worldwide community programs tangibly demonstrate the company's values and commitment to corporate citizenship. In communities where we operate, we contribute through foundation and company grants, employee volunteerism, public policy and community partnerships in the areas of science education, and workplace giving campaigns.

Agilent's scientists and technical staff collaborate on academic research. Our products are found in leading research and teaching laboratories. Our global connection to academia also includes educational support, recruitment of top university talent and philanthropy. Through our "Thought Leader Program", Agilent supports scientific advancements by leading researchers around the world. We also contribute through financial support, products and expertise to research in the life sciences, diagnostics and applied chemical markets.

Agilent's philanthropic efforts, through the Agilent Technologies Foundation, focus on education and development in life sciences, thus fostering innovation and advancement in children's education. The Foundation supports a range of pre-university-level

science education programs aimed at helping students develop the critical thinking skills essential for tomorrow's jobs.

In addition, the Foundation's match of employee giving strengthens a broad range of nonprofit programs in communities where Agilent has a presence.

At a global level, we partner with United Way, in which we identify local corporate social responsibility (CSR) projects, conduct due diligence, and support the implementation of the initiative on an ongoing basis. In addition, the Agilent Technologies Foundation supports several independent programs across various countries.

For more information, go to [Community Relations](#).

G4-EC9 POLICY, PRACTICES, AND PROPORTION OF SPENDING ON LOCALLY-BASED SUPPLIERS AT SIGNIFICANT LOCATIONS OF OPERATION

Diversity and inclusion are Agilent's core values and as such extend down through our supply chain. Agilent has a proactive [Supplier Diversity Program](#) which focuses on the procurement of materials, components, equipment, supplies, and services from Small Diverse Businesses. We use a specific methodology when sourcing suppliers that includes the evaluation and inclusion of small diversified suppliers with in our supply chain.

DMA EN
DISCLOSURE ON MANAGEMENT
APPROACH EN

G4-EN3
ENERGY CONSUMPTION WITHIN
ORGANIZATION

G4-EN4
ENERGY CONSUMPTION
OUTSIDE THE ORGANIZATION

G4-EN5
ENERGY INTENSITY

G4-EN6
REDUCTION OF ENERGY
CONSUMPTION

G4-EN7
REDUCTION IN ENERGY
REQUIREMENTS OF PRODUCTS

G4-EN8
WATER WITHDRAWAL

G4-EN9
WATER SOURCES SIGNIFICANTLY
AFFECTED BY WITHDRAWAL OF
WATER

G4-EN10
WATER RECYCLED AND REUSED

G4-EN11
OPERATIONAL SITES LAND
OWNED ADJACENT TO PROTECTED
AREAS

G4-EN12
IMPACTS OF ACTIVITIES IN
PROTECTED AREAS

G4-EN13
HABITATS PROTECTED OR
RESTORED

G4-EN14
HABITATS IN AREAS
AFFECTED BY OPERATIONS

G4-EN15
DIRECT GREENHOUSE GAS
EMISSIONS (SCOPE 1)

G4-EN16
ENERGY INDIRECT
GREENHOUSE GAS (GHG)
EMISSIONS (SCOPE 2)

G4-EN17
OTHER INDIRECT
GREENHOUSE GAS
EMISSIONS (SCOPE 3)

G4-EN18
GREENHOUSE GAS
EMISSIONS INTENSITY

G4-EN19
REDUCTION OF GREENHOUSE
GAS EMISSIONS

G4-EN20
EMISSIONS OF OZONE-
DEPLETING SUBSTANCES

G4-EN21
NO_x, SO_x, AND OTHER SIGNIFICANT
AIR EMISSIONS

G4-EN22
TOTAL WATER DISCHARGE BY
QUALITY AND DESTINATION

G4-EN23
TOTAL WEIGHT OF WASTE BY TYPE
AND DISPOSAL METHOD

G4-EN24
TOTAL NUMBER AND VOLUME OF
SIGNIFICANT SPILLS

G4-EN25
WEIGHT OF TRANSPORTED,
IMPORTED, EXPORTED, OR TREATED
WASTE

G4-EN26
IDENTITY, SIZE, PROTECTED
STATUS, AND BIODIVERSITY VALUE
OF WATER BODIES

G4-EN27
INITIATIVES TO MITIGATE
ENVIRONMENTAL IMPACTS OF
PRODUCTS AND SERVICES

G4-EN28
PERCENTAGE OF PRODUCTS SOLD
AND PACKAGING MATERIALS
RECLAIMED

G4-EN29
SIGNIFICANT FINES FOR NON-
COMPLIANCE WITH
ENVIRONMENTAL LAWS AND
REGULATIONS

G4-EN30
SIGNIFICANT ENVIRONMENTAL
IMPACTS OF TRANSPORTING
PRODUCTS AND MATERIALS, AND
TRANSPORTING MEMBERS OF THE
WORKFORCE

G4-EN31
TOTAL ENVIRONMENTAL
PROTECTION EXPENDITURES AND
INVESTMENTS BY TYPE

G4-EN32
NEW SUPPLIERS THAT WERE
SCREENED USING ENVIRONMENTAL
CRITERIA

G4-EN33
ENVIRONMENTAL IMPACTS IN THE
SUPPLY CHAIN AND ACTIONS TAKEN

G4-EN34
NUMBER OF GRIEVANCES ABOUT
ENVIRONMENTAL IMPACTS



MARK PFEIFER, USA

ENVIRONMENTAL

PERFORMANCE INDICATORS

ENVIRONMENTAL PERFORMANCE

DMA EN DISCLOSURE ON MANAGEMENT APPROACH EN

Agilent is committed to conducting its business in an ethical, socially responsible, and environmentally sustainable manner by reporting performance and ensuring that production and operations meet or exceed relevant environmental legislation and regulations. We operate under a company-wide Environmental, Health and Safety Management System (EHSMS) that applies to our design, development, manufacturing, distribution, and sales and service operations worldwide. Agilent has demonstrated its effectiveness in managing environmental impact by maintaining an ISO 14001 registration of our EHSMS. EHSMS is a tool to drive continual improvement in environmental performance and pursuit of sustainability. We expect our suppliers to adhere to the same standard of environmental and social responsibility that we maintain, and our Supplier Environmental and Social Responsibility Code of Conduct Policy requires suppliers to adopt sound environmental, health, and safety management practices.

[Agilent Supplier Code of Conduct Policy](#)

Agilent is committed to designing, manufacturing, and distributing environmentally responsible products. Environmental aspects are considered in the design, manufacture, distribution, use, obsolescence, disposal, recovery, and reuse of Agilent products. Our aim is to minimize environmental impact of our products and operations by conforming to applicable regulations. Agilent has developed an [Environmental Compliance Framework](#) to sustain and facilitate compliant product design, development, production, refurbishment, and

support. When a customer no longer requires an Agilent product, we have implemented several options for reuse, remanufacture, or take-back based on the product type and customer location to ensure the product is properly managed. Additional information on our environmental and social performance may be found at [Agilent's Commitment to Environment and Social Responsibility](#).

Agilent is working on improving the energy efficiency of selected products/product families compared to the predecessor models. Product families include instruments with high energy consumption. Agilent has worked on assessing energy efficiency of several types of products by using customer base metrics. By identifying energy-using features, we are able to increase energy efficiency of our products. During the past several years, Agilent has moved toward increasing product energy efficiency in several product lines. Most of the energy savings are due to two key factors: 1) The increased type and volume of tests that can be conducted, thus increasing tests per watt. 2) Enhancement of existing product features, thus bringing more measurement capabilities to the same product footprint. Agilent's concentration on handheld and portable instruments places a focus on energy efficiency: Next-generation products are using key new technology that greatly improves performance per watt of power supplied. Agilent puts significant power management design efforts into its portable products to achieve power, heat, and battery life targets. Industry and regulatory requirements on the power supplies for our portable products have also increased power supply efficiency.

Agilent aims to minimize the environmental impact of our products and operations:

- Products are designed to be highly reliable to maximize their useful life.
- Maintenance and repair services extend the useful life of Agilent products.
- Customers benefit from product upgrade, trade-in and trade-up programs.
- Reuse programs are offered for selected products, also addressing requirements from the European WEEE (waste from electrical and electronic equipment) Directive.

Protecting People and Our Environment

Environmental testing and food safety are significant applications of our products. Offering measurement capabilities in these areas is one of the many positive environmental impacts of Agilent products. Our instruments, systems, and supplies are used throughout the food production chain, including incoming inspection, new product development, quality control and assurance, and packaging. This includes applications in:

- Pesticides and mycotoxins and other contaminants and toxins
- Veterinary drugs
- Food processing and packaging
- Food authenticity
- Dietary supplements and natural compounds and additives
- Soil quality and fertilizer analysis

Agilent also provides market-leading solutions for the determination of organic and inorganic contaminants in air, water and soil as well as products that enable

ENVIRONMENTAL PERFORMANCE

the development of cleaner, more efficient and alternative fuels.

- GC and GC/MS
- LC and LC/MS
- ICP-MS
- Automation

Energy and Water Conservation Achievements

Agilent continues to implement energy and water conservation initiatives across the company. These initiatives include capital and operational improvements that range from constructing new energy-efficient facilities; decommissioning underutilized and less efficient buildings and spaces; re-commissioning existing building systems for current uses; and optimizing equipment operations.

Agilent has completed over 50 energy and water conservation projects including:

A project on the Santa Clara campus included a new modulating boiler controller, boiler plant re-piping and upgrades, which generated 4% in gas savings, an average of 453,017 therms, converted to 663,669 kWh, reducing emissions by 328 tons CO₂-equivalent annually.

Also in Santa Clara, Agilent added a recirculating system that helped the company save 493,714 gallons of water annually. At its Colorado Springs campus, Agilent improved its AHU duct pressure control (average fan speed for AHUs reduced 30-45% by reprogramming with duct static pressure control). This initiative reduced energy consumption by 1.65 million kWh annually, and emissions by 817 tons CO₂-

equivalent. Also, by implementation of the swamp cooler hooked up to the AHUs, it saved 788,400 gallons of water annually.

The Agilent Hachioji campus in Japan implemented various operational improvements, including optimizing the chilled water supply temperature and cooling tower fans operational temperature. The site changed the operation of individual HVACs depending on room temperature. These operational control initiatives reduced loading pressures of equipment and conserved 153,409kWh of electricity consumption annually, avoiding 76 tons CO₂-equivalent.

Various operational improvements were implemented at Agilent's Manesar campus in India, including reducing pump run time and reducing lighting usage. Onsite lighting and operational controls saved 101,598 kWh of electricity annually, saving 50 tons CO₂-equivalent. Also, by installing state-of-the-art aerators in the campus cafeteria, the kitchen now saves 1,017 cubic meter of water consumption annually.

In FY14, our net energy conservation (for sites included in this report) was 1.15% and water conservation was 1.08% against 2% conservation goals for both energy and water. (This data uses FY13 total energy spend as a baseline).

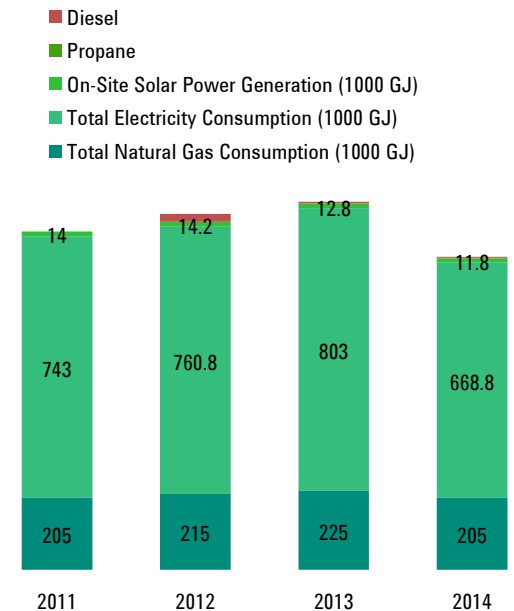
Waste Management

Agilent's FY15 waste management plan is to establish a third-party waste vendor facility review process to reduce environmental risks from hazardous waste disposal

Agilent recognizes ISO 26000 as a reference document that provides guidance on social responsibility. Agilent aligns with ISO 26000 standards as part of our social responsibility practices. As such, Agilent's environmental policies, programs, and procedures align with ISO core subjects: Environment 6.5 and Organizational Governance 6.2.

G4-EN3 ENERGY CONSUMPTION WITHIN ORGANIZATION

Worldwide Energy Consumption 2014



(The data provided for energy and water has been attested by TruCost)

TOP PERFORMER

AGILENT WAS RECOGNIZED IN ROBECOSAM SUSTAINABILITY YEARBOOK, AS THE TOP-PERFORMING COMPANY IN ITS INDUSTRY CLASS.

GRI Indicator	FY14 Agilent Data	Explanation
Total fuel consumption from renewable sources	11,800 GJ	Total energy consumption in house solar generation
Total fuel consumption from non-renewable sources		
Heating consumption	205,206 GJ	Natural Gas.
Electricity Consumption	670,200 GJ	for grid Electricity
Diesel for Electricity generation	3,161 GJ	diesel consumption for electricity at Manesar
Total Indirect Energy consumption	Solar = 11,800 GJ Grid Elec. = 670,200 GJ	
Total Direct Energy consumption	Diesel = 3,161 GJ Natural Gas = 205,000 GJ	

Notes:

1. US Energy Information Agency International Electricity Emissions Factor by Country, 1999–2002 were utilized for all non-U.S. facilities. Details are available at http://www.eia.gov/oiaf/1605/emission_factors.html
2. For US facilities, new factor for US Grid electricity. Ninth edition with year 2010 data (Version 1.0) Details available at <http://www.epa.gov/cleanenergy/energy-resources/egrid/index.html>.

3. For stationary fuel consumption (i.e. natural gas) DEFRA 2014 standards are used. Details are available at <http://www.ukconversionfactorscarbonsmart.co.uk/>.

G4-EN4 ENERGY CONSUMPTION OUTSIDE THE ORGANIZATION

Agilent energy consumption outside the company is grouped in three distinct categories:-

1. Goods and services (Includes procurement, upstream and downstream transportation and distribution. Most energy consumption in this category is captured in our freight and logistics vendor emissions reported under **G4-EN-17**.)
2. Business travel and employee commuting: Energy consumption for business travel is captured under **G4-EN-17**. Agilent plans to expand employee commuting data reporting to include other county locations where Agilent operates. For this report, under **G4-EN-17** we are only reporting US employee commuting.
3. Use of sold products and end life treatment of products: Description of our efforts to reduce energy consumption of our products is reported under **G4-EN-7**. Details about options available to our customers for end life treatment of our products are given under **G4-EN-27**.

ENVIRONMENTAL PERFORMANCE

G4-EN5 ENERGY INTENSITY

GRI Indicator	FY 2013	FY 2014	Description
Energy intensity Ratio	42.8 kwh/sqft	37 kwh/sqft	FY 2014 Total Energy = 247,818,362 FY 2014 Total Sqft = 6,692,587
Metric chosen to calculate ratio	kwh/sqft	kwh/sqft	kWh/sqft is our Intensity Metrics and is arrived at by dividing annual energy consumption by sites square footages
Types of energy included	Electricity, Natural gas, propane	Electricity, Natural gas, propane	
External energy used included	No	No	Only internal energy used is considered for energy intensity ratio

G4-EN6 REDUCTION OF ENERGY CONSUMPTION

Total reduction in energy consumption for FY 2014 was 11,692 GJ. We focused on electricity and natural gas when calculating reduction in total energy consumption. For energy reduction calculation, Agilent only considers annualized energy efficiency improvements implemented in reporting fiscal year and not prior years.

Agilent's net energy conservation (for sites included in this report) was 1.15 percent against 2% conservation

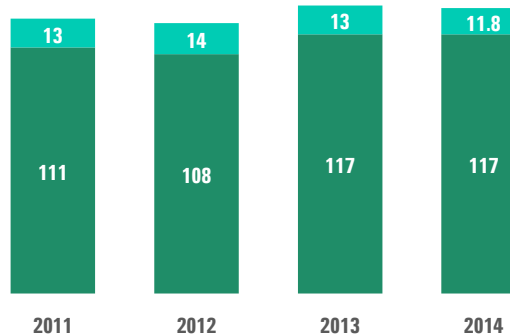
goals for energy. (Calculation is based on using FY13 total energy spend as a baseline).

Region	Total Investment Cost (\$)	Annual Cost Saving (\$)	Annual kWh Saving
Americas	128,684.00	-124,154.61	-1,643,308
APAC	359,273.03	-175,213.47	-1,403,228
EMEA	289,481.82	-45,427.26	-201,120
	777,438.85	-344,795.34	-3,247,656

Region	Energy Cost\$/KwH	# of Project Completed
Americas	0.59	8
APAC	5.07	35
EMEA	0.64	4
	6.30	47

Energy Saved by Conservation and Efficiency Improvement

- Energy Saved by Generation of Onsite Solar Power (GJ)
- Energy Saved by Increase in Energy Efficiency (GJ)



G4-EN7 REDUCTION IN ENERGY REQUIREMENTS OF PRODUCTS AND SERVICES

Agilent is working on improving the energy efficiency of selected products/product families including instruments with high energy consumption. Agilent has worked on assessing energy efficiency of several types of products by using customer based feedback and metrics. By identifying energy efficiency features, we are able to increase energy efficacy of our products. Most of the energy savings achieved so far are based on to two key factors:

- The increased type and volume of tests that can be conducted, thus increasing tests per watt.
- Enhanced existing product features, thus bringing more measurement capabilities to the same product footprint.

Agilent's concentration on handheld and portable instruments places a focus on energy efficiency: Next-generation products are using key new technology that greatly improves performance per watt of power supplied. Agilent puts significant power management design efforts into its portable products to achieve power, heat, and battery life targets. Industry and regulatory requirements on the power supplies for our portable products have also increased power supply efficiency.

ENVIRONMENTAL PERFORMANCE

G4-EN8

TOTAL WATER WITHDRAWAL BY SOURCE

Total volume of water from water utilities (1,000 m3) = 848.04

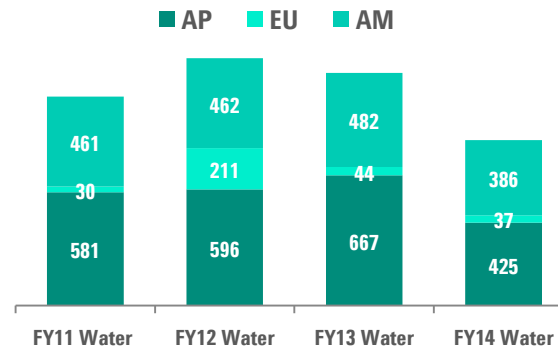
Wastewater purchased from other organizations includes 50,182 m3 of “NEWater,” purchased at the Singapore site which is reclaimed water produced by the local water board. It consists of wastewater that has gone through water-treatment processes including purification and UV technology. This amount is included in the “water withdrawn” totals below.

Water withdrawn from water utilities per region (1,000 m3):

- Asia Pacific - 425.102
- Europe - 36.544
- USA - 386.392

	AP	EU	AM	Total
FY11 Water	581	30	461	1,072
FY12 Water	596	211	462	1,269
FY13 Water	667	44	482	1,194
FY14 Water	425	37	386	848

Water Used Per Region



G4-EN9

WATER SOURCES SIGNIFICANTLY AFFECTED BY WITHDRAWAL OF WATER

Most of our manufacturing site water comes directly from the city water supply. However, the following sites draw some water from the local aquifer: Manesar, India; Torino, Italy; Hachioji, Japan; Santa Rosa, USA. Of those sites, Manesar, India is the only site considered to have a water source potentially affected by withdrawal of water. Water withdrawal at Manesar, India was 22.62 (100 m3) during FY14.

G4-EN10

PERCENTAGE AND TOTAL VOLUME OF WATER RECYCLED AND REUSED

The only site that currently uses recycled water is Santa Rosa, USA, which has an onsite wastewater treatment facility. During the reporting period, the Santa Rosa site recycled 56.79 (1,000 m3) water.

Agilent spin off its Electronics Measurement Group in 2014 and now Santa Rosa site belongs to Keysight Technologies.

G4-EN11

OPERATIONAL SITES OWNED, LEASED, MANAGED IN, OR ADJACENT TO, PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS

Not applicable. Agilent manufacturing sites are not located in protected areas or areas of high biodiversity value.

G4-EN12

DESCRIPTION OF SIGNIFICANT IMPACTS OF ACTIVITIES, PRODUCTS, AND SERVICES ON BIODIVERSITY IN PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS

Not applicable. Agilent manufacturing sites are not located in protected areas or areas of high biodiversity value.

G4-EN13

HABITATS PROTECTED OR RESTORED

Not applicable. Agilent manufacturing sites are not located in habitat-protected areas or restored areas.

RANKED #17

AGILENT HAS BEEN RANKED NO. 17 ON THE SILICON VALLEY BUSINESS JOURNAL'S LIST OF THE TOP 50 LOCAL CORPORATE PHILANTHROPISTS

G4-EN14 TOTAL NUMBER OF IUCN RED LIST SPECIES AND NATIONAL CONSERVATION LIST SPECIES WITH HABITATS IN AREAS AFFECTED BY OPERATIONS, BY LEVEL OF EXTINCTION RISK CO₂

Not applicable. Agilent manufacturing sites are not located in habitat-protected areas or restored areas.

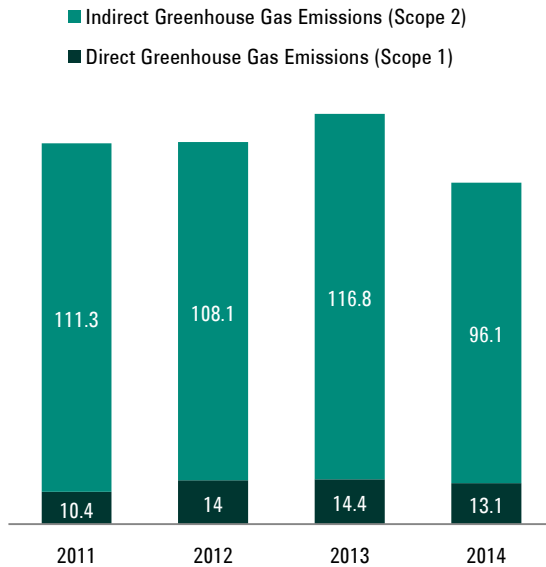
G4-EN15 TOTAL DIRECT GREENHOUSE GAS EMISSIONS BY WEIGHT

GRI Indicator	FY14 Agilent Data
Indicate the standard used, and indicate the methodology associated with the data with reference to: direct measurement; calculation based on site specific data; calculation based on default data; estimations.	<ol style="list-style-type: none"> 1. Electricity Emissions Factor by Country, 1999–2002 were utilized for all non-U.S. facilities. Details are available at http://www.eia.gov/oiaf/1605/emissions_factors.html 2. For US facilities, new factor for US Grid electricity. Ninth edition with year 2010 data (Version 1.0) Details available at http://www.epa.gov/cleanenergy/energy-resources/egrid/index.html 3. For stationary fuel consumption (i.e. natural gas) DEFRA 2014 standards are used. Details are available at http://www.ukconversionfactorscarbon.smart.co.uk/
Total Direct (Scope 1) greenhouse gas emissions in metric tons of CO ₂ equivalent.	

Worldwide (Metric Kilotons CO ₂ e)	2011	2012	2013	2014
Direct Greenhouse Gas Emissions (Scope 1)	10.4	14.0	14.4	13.1
Indirect Greenhouse Gas Emissions (Scope 2)	111.3	108.1	116.8	96.1
Total Greenhouse Gas Emissions	121.7	122.1	131.1	109.2

Worldwide (Metric Kilotons CO ₂ e)	2011	2012	2013	2014
Electricity	111.3	108.1	116.8	96.1
Natural Gas	10.4	11.0	14.0	12.8
Light Fuel Oil/Kerosene	0	3.0	0.3	0.2
Propane		0.03	0.07	0.08

TOTAL DIRECT & INDIRECT GREENHOUSE GAS METRIC KILOTON CO₂e



G4-EN16 ENERGY INDIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 2)

GRI Indicator	FY14 Agilent Data
Indicate the standard used, and indicate the methodology associated with the data with reference to: direct measurement; calculation based on site specific data; calculation based on default data; estimations.	<p>1 Electricity Emissions Factor by Country, 1999–2002 were utilized for all non-U.S. facilities. Details are available at http://www.eia.gov/oiaf/1605/emission_factors.html</p> <p>2 For US facilities, new factor for US Grid electricity. Ninth edition with year 2010 data (Version 1.0) Details available at http://www.epa.gov/cleanenergy/energy-resources/egrid/index.html</p> <p>3 For stationary fuel consumption (i.e. natural gas) DEFRA 2014 standards are used. Details are available at http://www.ukconversionfactor.scarbonsmart.co.uk/</p>
Total Scope 2 greenhouse gas emissions in metric tons of CO ₂ equivalent.	96,116

G4-EN17 OTHER RELEVANT INDIRECT GREENHOUSE GAS EMISSIONS BY WEIGHT (SCOPE 3)

GRI Indicator	FY 12 Agilent Data	FY 13 Agilent Data	FY 14 Agilent Data
Scope 3 emissions from U.S. Fleet program identified in metric tons of CO ₂	8,459	9,078	8,801
Scope 3 Emissions from Agilent employee travel identified in metric tons of CO ₂ equivalent	38,682	33,979	33,788
Scope 3 Emissions from Fedex and DHL identified in tCO ₂ and tCO ₂ e respectively	-	-	22,314 33,086
Scope 1 & Scope 2 emissions metric tons of CO ₂ equivalent	108,100	116,755	109,279

Employee Fleet Travel (U.S. only) (million miles) 3 Fiscal Year	2012	2013	2014
For Business (Driver-Assigned)	1,047	1,084	1,134
For Business (Pool and Group)	50	49	47
For Personal (Driver-Assigned)	0	0	0
TOTAL	1,097	1,133	1,181

ENVIRONMENTAL PERFORMANCE

Employee Air Travel (metric tons CO ₂ e)	Fiscal 2012	Fiscal 2013	Fiscal 2014
Employee Air Travel	38,682	33,979	33,788

G4-EN18 GREENHOUSE GAS EMISSIONS INTENSITY

GRI Indicator	FY 2013	FY 2014	Description
Greenhouse gas emission intensity Ratio	0.0189 mt/sqft	0.0518 mt/sqft	Metric Tons per site square footage
Metric chosen to calculate ratio	Metric Tons per site square footage	Metric Tons per site square footage	Metric Tons per site square footage is our intensity metrics and is arrived at by dividing total greenhouse gases emission by sites square footages
Types of GHG emission included	Scope 1 and Scope 2	Scope 1 and Scope 2	Scope 1 and Scope 2

G4-EN19 REDUCTION OF GREENHOUSE GAS EMISSIONS

GRI Indicators	Agilent Data
Initiatives to reduce greenhouse gas emissions, including the areas where the initiatives were implemented.	63 energy conservation projects Globally 3 on-site solar PV systems
The extent of greenhouse gas emissions reductions achieved during the reporting period as a direct result of the initiative(s) in tons of CO ₂ equivalent.	1,627
Reductions in GHG emissions by direct (Scope 1), energy indirect (Scope 2), other indirect (Scope 3) emissions.	167 MT: Total CO ₂ e avoided (MT) from Nat Gas (Scope 1) 1460 MT: Total CO ₂ e avoided (MT) from Electricity (Scope 2)

G4-EN20 EMISSIONS OF OZONE-DEPLETING SUBSTANCES

Agilent does not use, produce, import, or export Ozone Depleting Substances (ODS) prohibited under the Montreal Protocol on Substances that Deplete the Ozone Layer.

Agilent Technologies eliminated chlorofluorocarbons (CFCs), carbon tetrachloride, and 1,1,1-trichloroethane use in worldwide manufacturing processes in 1993. Agilent has also eliminated Class I ODSs in its air conditioning systems, process chillers and

environmental chambers. ODSs are banned from Agilent products. There are no Agilent products that need the ODS labeling required by 42 U.S.C. 7671j (b), (c), and (d) and 40 CFR Part 82, Subpart E. Procurement practices are in place to prevent the inadvertent reintroduction of ODSs into processes where they have been eliminated.

Agilent Technologies also has a program to conserve, recycle and prevent emissions of Class I ODSs and Class II ODSs used in Agilent owned equipment in its facilities worldwide.

G4-EN21 NOX, SOX, AND OTHER SIGNIFICANT AIR EMISSIONS BY TYPE AND WEIGHT

Currently we are unable to report on these numbers.

G4-EN22 TOTAL WATER DISCHARGE BY QUALITY AND DESTINATION

In FY14, Agilent did have water discharge from our facilities - planned and unplanned. No chemicals laden water is discharged from Agilent facilities; such water is handled as hazardous waste.

DID YOU KNOW?

BIOFUEL PRODUCERS
USE AGILENT MICROWAVE
PLASMA-ATOMIC EMISSION
SPECTROMETERS (MP-AES) TO
CERTIFY THAT THEIR PRODUCTS
MEET ENVIRONMENTAL QUALITY
STANDARDS.

G4-EN23 TOTAL WEIGHT OF WASTE BY TYPE AND DISPOSAL METHOD

The data represents waste and disposal for fiscal year 2014 (Nov 13 - Oct 14) and includes both solid and hazardous waste. Agilent's target for FY2014 was based only on solid waste diversion rates and our solid waste diversion for FY 2014 was 81.9%. This exceeded the composite company-wide target by 3%.

Hazardous Waste -- There was no target for hazardous waste. However in FY14, 52% of hazardous waste was treated, 4% was incinerated, 42% was recycled, and only 1% was landfilled.

GRI Indicator	Agilent Data
The total amount of waste (hazardous & non-hazardous) in tons by type for composting.	N/A
The total amount of waste (hazardous & non-hazardous) in metric tons by type for reuse.	Total waste reuse (metric tons) 0
The total amount of waste (hazardous & non-hazardous) in metric tons by type for recycling.	Recycle (metric tons): • Hazardous = 1178 • Non-Hazardous = 2,944
The total amount of waste (hazardous & non-hazardous) in metric tons by type for recovery.	N/A
The total amount of waste (hazardous & non-hazardous) in metric tons by type for incineration (or use as fuel).	• Waste for incineration (metrics tons) • Hazardous = 119 • Non-hazardous= 144
The total amount of waste (hazardous & non-hazardous) in metric tons by type for landfill.	Landfill (metric tons) • Hazardous = 40 • Non-hazardous = 704

GRI Indicator	Agilent Data
The total amount of waste (hazardous & non-hazardous) in metric tons by type for on-site storage.	None
The total amount of waste (hazardous & non-hazardous) in metric tons by type for other (to be specified by the reporting organization).	Total Hazardous waste (metric tons) • Treated = 1,414 • Incinerated = 119 • Land filled = 40 • Recycled = 1178 • Total = 2751 Total Non-Hazardous waste (Metric tons) • Recycled = 2,944 • Land Filled = 704 • Incinerated = 144 • Total = 3,792 Total (Hazardous + Non-Hazardous) = 6,543 (metric tons)
How the method of disposal has been determined.	Hazardous waste disposal methods—treated, incinerated, land filled & recycled. Non-hazardous waste disposal methods—recycled, land filled & incinerated.

Notes:

- Total waste produced is calculated by adding total chemical waste and total solid waste tonnage.
- This year total waste calculated was based on financial year (November 2013 – October 2014).

ENVIRONMENTAL PERFORMANCE

- Chemical waste refers to chemical materials designated for final disposition that exhibit characteristics that are hazardous or dangerous per local regulatory requirements. This includes materials that are shipped offsite for treatment, recycling, incineration, and landfill; and excludes electronic waste.
- Solid waste refers to waste that is not included in chemical waste or excess electronic equipment (e.g., garbage/trash, paper, cardboard, glass, and furniture and construction debris).
- Electronic equipment includes personal computers, computer monitors, miscellaneous electronic test and manufacturing equipment, obsolete electronic equipment, telephones, and spare or unused products from manufacturing.
- Waste from electronic equipment in FY14 was 197 metric tons, which was recycled.
- Electronic equipment—recycled: electronic equipment that is sent directly to an electronic recycler with the intent of recycling the equipment’s components, sub-components, or material (e.g., precious metals). Agilent requires that recyclers dispose of all electronic equipment, components, and subcomponents according to state and local legal requirements.

Region	Site	ISO 14001 in FY14?	>than 200K SF?	Include in CCR?
AP	China, Beijing	N	Y	Y
	China, Shanghai	Y	Y	Y
	India, Manesar	N	Y	Y
	Japan, Hachioji	Y	Y	Y
	Malaysia, Penang	Y	Y	Y
	Singapore, Yishun	Y	Y	Y
EU	Germany, Boblingen	Y	Y	Y
	Germany, Waldbronn	Y	Y	Y
	IT, Torino	Y	N	Y
	UK, Oxford	Y	N	Y
US	CA, Folsom	N	N	Y*
	CA, Santa Clara	Y	Y	Y
	CA, Santa Rosa	Y	Y	Y
	CO, Boulder	N	N	Y*
	CO, Col Springs	N	Y	Y
	DE, Little Falls	Y	Y	Y
	DE, Newport	N	N	Y*
	TX, Cedar Creek	Y	N	Y

Notes:

* U.S. Large quantity waste generator (LQG)

G4-EN24 TOTAL NUMBER AND VOLUME OF SIGNIFICANT SPILLS

In FY14, there were no significant spills.

G4-EN25

WEIGHT OF TRANSPORTED, IMPORTED, EXPORTED, OR TREATED WASTE DEEMED HAZARDOUS UNDER THE TERMS OF THE BASEL CONVENTION ANNEX I, II, III, AND VIII, AND PERCENTAGE OF TRANSPORTED WASTE SHIPPED INTERNATIONALLY.

Not applicable. Currently we do not have any trans-boundary waste shipment, under the Basel Convention.

G4-EN26

IDENTITY, SIZE, PROTECTED STATUS, AND BIODIVERSITY VALUE OF WATER BODIES AND RELATED HABITATS SIGNIFICANTLY AFFECTED BY THE REPORTING ORGANIZATION’S DISCHARGES OF WATER AND RUNOFF

No value of water bodies and related habitats are impacted by any discharges of water or runoff by Agilent’s operations.

G4-EN27

INITIATIVES TO MITIGATE ENVIRONMENTAL IMPACTS OF PRODUCTS AND SERVICES, AND EXTENT OF IMPACT MITIGATION

Agilent is working to improve the energy efficiency of selected products/product families including instruments with high energy consumption.

Agilent has assessed the energy efficiency of several types of products by using customer feedback and metrics. By identifying energy efficiency features, we are able to increase the energy efficacy of our

ENVIRONMENTAL PERFORMANCE

products. Most of the energy savings achieved so far are based on two key factors:

- The increased type and volume of tests that can be conducted, resulting in increased tests per watt.
- Enhancing existing product features to bring more measurement capabilities to the same product footprint.

Agilent's concentration on handheld and portable instruments places a focus on energy efficiency:

- Next-generation products are using new technology that greatly improves performance per watt of power supply.
- Portable products have significant design efforts in power management to achieve power, heat, and battery life targets.
- Industry and regulatory requirements related to the power supplies for Agilent's portable products have also increased power supply efficiency.

Initiatives to mitigate the most significant environmental impacts of products/service groups:

- Agilent's Supplier Code of Conduct Policy ensures compliance with Environmental, Health, Safety, and Social Responsibility (EHSSR) guidelines throughout our supply chain. Our suppliers are also accountable for ensuring that their subcontractors comply with Agilent's EHSSR guidelines, with the responsibility for taking corrective action as necessary.
- Agilent implemented due diligence practices following the EICC standard to meet requirements

of the Dodd-Frank Wall Street Reform and Consumer Protection Act commonly known as conflict minerals. Agilent met the annual reporting requirements to the Securities Exchange Commission in 2014. Agilent's Supplier Code of Conduct Policy was updated to include the expectation that "Suppliers shall take reasonable measures to ensure products, parts, components and materials supplied to Agilent are "DRC (Democratic Republic of Congo) conflict free" as that term is used under Section 1502 of the Dodd-Frank Act.

- Agilent continued its robust communication of its General Specification for the Environment (GSE) with its strategic suppliers. This effort enables Agilent and its suppliers to comply with major environmental regulations on material use, product packaging and labeling. Agilent's two strategies to drive restricted-substance elimination are:
 - Communication of our GSE restrictions to our product designers and suppliers
 - Verification that selected suppliers meet Agilent's GSE requirements

G4-EN28 PERCENTAGE OF PRODUCTS SOLD AND THEIR PACKAGING MATERIALS THAT ARE RECLAIMED BY CATEGORY

- Agilent's Remarketing Solutions Division is dedicated to recovering older instruments for the purpose of resale. For a certain segment of our customers (start-ups, academics, etc.), these pre-owned instruments offer a competitively priced

alternative to buying a new instrument. As a company, we are using fewer environmental resources to manufacture new products to meet this customer demand. [For more detail, see Premium Refurbished Instruments.](#)

- Agilent offers a variety of trade-in programs specifically designed to help customers safely dispose of or recycle used instrumentation. The program is currently deployed in several countries, with expansion of these programs being considered wherever possible.

G4-EN29 MONETARY VALUE OF SIGNIFICANT FINES AND TOTAL NUMBER OF NON-MONETARY SANCTIONS FOR NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS

In FY14, Agilent reported a total of 28 alleged regulation compliance violations. However, two incident resulted in a monetary fine at 2 EMG sites: Santa Rosa and Loveland locations totaling \$120K. Agilent spun off its Electronics Measurement Group in 2014 and these two sites are now Keysight Technologies locations.

G4-EN30 SIGNIFICANT ENVIRONMENTAL IMPACTS OF TRANSPORTING PRODUCTS AND OTHER GOODS AND MATERIALS FOR THE ORGANIZATION'S OPERATIONS, AND TRANSPORTING MEMBERS OF THE WORKFORCE

Agilent is working with leading global freight and logistics companies to minimize the environmental impact of transporting goods and services. In FY14,

ENVIRONMENTAL PERFORMANCE

we reported our greenhouse gases emissions from freight and logistics providers.

World Wide logistics Initiatives - Green Logistics

In the United States, Agilent changed its heavyweight shipment method (greater than 65 kgs) from air transportation to Less-Than-Truckload (LTL) trucking services. LTL shipments allow Agilent control over packaging. As a result, we replaced paper bag packaging with balloon bags for a more sustainable approach. To increase our recycling efforts, all cardboard packaging is now recycled.

In Europe, several European air freight shipping lanes were switched to road freight shipping to reduce environmental impact. This change is an ongoing initiative. A European focus on reducing packaging for low end weight has resulted in a decrease of carton usage by 70% for 0.5 Kg shipments. Also, there was a considerable reduction in dry ice usage (CO²) for both inbound and outbound shipments.

In Asia Pacific, Agilent switched from air to LTL trucking services at its Penang operations. In Japan, “reuse and recycle” efforts focused on cushioning materials, pallets, blue ice and tri-wall carton boxes. At our Singapore operations, air transportation was switched to ocean mode for transport as part of our “Green Logistics” initiative. Various initiatives to reduce the carbon footprint of our logistics were undertaken in China. These efforts included switching from air transportation to truck hauling, replacing paper bags with balloon bags, reducing the use of dry ice, and reusing and recycling gel packs.

To reduce negative environmental impacts due to employee business travel and commuting for work, Agilent utilizes telepresence conference facilities in 30 locations worldwide. In addition, Agilent is focusing on enhancing our data reporting on employee fleet greenhouse gas emissions in the coming year. Some Agilent sites provide pollution control checks for employee vehicles at regular intervals. Agilent also offers flexible work arrangements where employees can work from home and utilize online conference and meeting services to limit travel requirements.

G4-EN31 TOTAL ENVIRONMENTAL PROTECTION EXPENDITURES AND INVESTMENTS BY TYPE

Currently we are unable to report this number. Agilent will investigate a process to obtain this information for 2015 reporting.

G4-EN32 PERCENTAGE OF NEW SUPPLIERS THAT WERE SCREENED USING ENVIRONMENTAL CRITERIA

Agilent has multiple communication platforms for informing suppliers of the company's supply chain environmental requirements. We also conduct compliance surveys with our preferred, strategic and core suppliers to verify adherence to our expectations. In addition to this process, Agilent works with an external agency to conduct on-site supplier site surveys in high-risk supplier locations. All required corrective actions identified during an onsite audit are monitored and reviewed by the external agency before providing closure on the corrective action.

G4-EN33 SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN

Agilent conducted 30 on-site surveys with help of external agency in FY14. In addition to the on-site survey program, Agilent launched new supplier compliance program in April 2014 to ensure greater environmental compliance within our supply chain. for our preferred, key, strategic and core suppliers.

G4-EN34 NUMBER OF GRIEVANCES ABOUT ENVIRONMENTAL IMPACTS FILED, ADDRESSED, AND RESOLVED THROUGH FORMAL GRIEVANCE MECHANISMS

For FY14, there were no grievances raised.

DMA EC
DISCLOSURE ON
MANAGEMENT APPROACH LA

G4-LA1
RATES OF NEW HIRES AND
EMPLOYEE TURNOVER

G4-LA2
BENEFITS FOR FULL-TIME
EMPLOYEES

G4-LA3
RETURN TO WORK AND
RETENTION RATES AFTER
PARENTAL LEAVE

G4-LA4
MINIMUM NOTICE PERIODS
REGARDING OPERATIONAL
CHANGES

G4-LA5
HEALTH AND SAFETY
COMMITTEES

G4-LA6
INJURY, DISEASES, LOST
DAYS, ABSENTEEISM, AND
FATALITIES

G4-LA7
WORKERS WITH HIGH
INCIDENCE OR HIGH RISK OF
DISEASES RELATED TO THEIR
OCCUPATION

G4-LA8
HEALTH AND SAFETY TOPICS
COVERED IN FORMAL
AGREEMENTS WITH TRADE
UNIONS

G4-LA9
EMPLOYEE TRAINING

G4-LA10
PROGRAMS FOR SKILLS
MANAGEMENT AND LIFELONG
LEARNING

G4-LA11
PERFORMANCE REVIEWS

G4-LA12
COMPOSITION OF
GOVERNANCE BODIES AND
BREAKDOWN OF EMPLOYEES
PER EMPLOYEE CATEGORY

G4-LA13
RATIO OF BASIC SALARY OF
WOMEN TO MEN

G4-LA14
NEW SUPPLIERS THAT WERE
SCREENED USING LABOR
PRACTICES CRITERIA

G4-LA16
GRIEVANCES ABOUT LABOR

SOCIAL: LABOR PRACTICES AND DECENT WORK INDICATORS



KAIYU LU, CHINA

PERFORMANCE INDICATORS

SOCIAL: LABOR PRACTICES AND DECENT WORK INDICATOR

DMA LA DISCLOSURE ON MANAGEMENT APPROACH LA

Agilent conducts its business with uncompromising integrity and promotes human rights within the company's sphere of influence. See [Agilent's Human Rights and Labor Policy](#).

Agilent is positioned to become a leader in innovation, creativity, problem-solving, and organizational flexibility. As a company, we must be able to address work/life balance challenges and leverage diverse perspectives, talents, and teams to meet this global challenge. The work force demographics are changing in most countries and the competition to attract and retain top talent is increasing. Global competitiveness will not be achieved merely by designing, manufacturing, marketing, and selling superior products. Agilent strives to develop and apply excellent global people skills around the world.

We are in tune with the changing global economic marketplace and work to ensure that our policies and practices support our core beliefs and values, our guiding principles, and our goals to make Agilent the best place to work for every employee. The company policies and practices support global diversity and inclusion and work/life success.

[Agilent Culture](#)
[Agilent Diversity and Work/Life Balance](#)
[Agilent Employer Awards](#)

Agilent recognizes ISO 26000 as a reference document that provides guidance on social responsibility. Agilent aligns with ISO 26000 standards as part of our social responsibility practices. As such, Agilent's Labor and Employee policies and processes align with ISO core subjects: Organizational Governance 6.2, Human Rights 6.3, and Labor Practices 6.4.

G4-LA1 TOTAL NUMBER AND RATES OF NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER BY AGE GROUP, GENDER, AND REGION

Hiring top talent around the globe helps to ensure that Agilent maintains its leadership as the world's premier measurement company.

Total number of new employee hires entering employment during the reporting period broken down by gender.

Total New Employee Hires Entering Employment	# Male/Female	% Male/Female
2,053	1,170/883	56.99%/43.01%

Rate of new employee hires entering employment during the reporting period broken down by gender. Rate is ratio as % of category's headcount.

New Employee Hires by Gender	Percentage
Male	10.90%
Female	15.52%

Total number and rate of new employee hires entering employment during the reporting period broken down by age group.

New Employee Hires	Number	% of Total
Under 30 years of age	1149	49.37%
Between 30–50 years of age	800	8.31%
Greater than 50 years of age	106	2.3%
Total Number	2,053	

Note: "Two hires did not indicate their gender."

Total number and rate of new employee hires entering employment during the reporting period broken down by region.

Region	Total Number	% of Total	Rate
Americas	577	28.08%	10.09%
Asia Pacific	1014	49.34%	14.24%
Europe	464	22.58%	12.95%
Total Number	2,055	100%	37.28%

SOCIAL: LABOR PRACTICES AND DECENT WORK INDICATOR

Total number of employees leaving employment during the reporting period broken down by gender.

Total Number Employee Leaving by Gender	# Male/Female	% Male/Female
1,371	847/524	61.78%/38.22%

Rate of employees leaving employment during the reporting period broken down by gender.

Rate of Employees Leaving by Gender	Male/Female
Turnover Rate	7.89%/9.21%

Rate of employees leaving employment during the reporting period broken down by age group.

Rate of Employees Leaving by Age Group	Number	Rate
Rate under 30 years of age	314	13.49%
Rate 30–50 years of age	665	6.91%
Rate Over 50 years of age	392	8.50%
Total Number	1,371	

Total number of employees leaving employment during the reporting period broken down by region.

Region	Total Number	% of Total
Americas	491	35.81%
Asia Pacific	542	39.53%
Europe	338	24.65%
Total Number	1,371	100%

Rate of employees leaving employment during the reporting period.

Region	Rate
Americas	8.58%
Asia Pacific	7.61%
Europe	9.43%

The total number of employees broken down by type of employment contract and gender.

Employee Contract Type	Total Number	% Male/Female	Number Male/Female
Full-time	21,391	66.28%/33.72%	14,179/7,212
Part-time	507	26.63%/73.37%	135/372

The total number of employees broken down by employment type, supervised worker and gender.

Employee Category	Total Number	% Male/Female	Number Male/Female
ICA	4,867	50.57%/49.43%	2,461/2,406
ICB	14,283	68.40%/31.60%	9,770/4,513
PM	2,286	75.81%/24.19%	1,733/553
Sr. Mgmt/ Executives	462	75.76%/24.24%	350/112

The total workforce broken down by region and gender by regions

Region	Total Number	Number Male/Female	% Male/Female
Americas	7,626	5,218/2,408	68.42%/31.58%
Asia Pacific	9,494	5,882/3,612	61.95%/38.05%
Europe	4,778	3,214/1,564	67.27%/32.73%

4 HOURS A MONTH

AGILENT PROVIDES EMPLOYEES UP TO FOUR HOURS A MONTH OF PAID TIME OFF FOR VOLUNTEER WORK

G4-LA2 BENEFITS PROVIDED TO FULL-TIME EMPLOYEES THAT ARE NOT PROVIDED TO TEMPORARY OR PART-TIME EMPLOYEES, BY MAJOR OPERATIONS

Agilent aims to deliver a rewards portfolio that is competitive with high technology and life science companies, representative of the industries and markets within which Agilent operates.

Our rewards are offered to eligible employees and comply with local legal requirements. Our Total Pay program includes base pay; variable pay, such as the Agilent Results Bonus and Individual Performance Bonus; and sales incentive compensation. Pay is differentiated based on company and individual performance. Benefits such as health and welfare benefits, retirement plans, and time off provide a foundation to support employee well-being and financial security.

Equity programs align employee and shareholder interests. Programs include an Employee Stock Purchase Plan and long-term incentives such as restricted stock units.

G4-LA3 RETURN TO WORK AND RETENTION RATES AFTER PARENTAL LEAVE, BY GENDER

Agilent offers parental leave benefits and provides a broad range of programs and activities to help employees manage commitments in their work and personal life.

By offering programs that can be used to address a wide range of needs, Agilent hopes to provide employees with the flexibility and opportunity to select and use services and solutions that they prefer.

- **Flexible Work Arrangements:** Some Agilent employees use alternatives to traditional Monday-through-Friday work arrangements. These include part-time, telecommuting, job-shares, and variable work schedules.
- **Flexibility Practices:** Agilent is proud of its heritage of providing flexible work hours for employees. Agilent's Flexible Time Off (FTO) program lets employees use paid time off for vacation, personal business, and illness.
- **Dependent Care Resource and Referral:** Agilent provides a variety of resource and referral services for employees who have dependent care responsibilities for children, elders, people with disabilities, and others. Our goal is to help employees handle dependent care responsibilities so they can achieve their business objectives while they are at work. Centralized programs and information aim to provide support to all of Agilent. Local entities may choose to make additional dependent care investments in locations where community-based services are inadequate and business objectives are impacted.
- **MagellanAssist (U.S.):** Agilent offers data sheets—available worldwide—providing information on a broad range of work/life challenges plus consulting and written materials.

SOCIAL: LABOR PRACTICES AND DECENT WORK INDICATOR

- **Mother’s Room:** Some Agilent facilities offer a “mother’s room” to support new moms returning to work, and the nursing needs of their babies.
- **Quiet Room:** Some Agilent facilities offer a “quiet room” to support employees who need a break, respite, or quiet time.

DID YOU KNOW?

RESEARCHERS IN UNIVERSITY OF CALIFORNIA, DAVIS ARE USING AGILENT TECHNOLOGY, INCLUDING CUSTOM CHIPS AND MASS SPECTROMETERS, TO ANALYZE THE COMPONENTS OF HUMAN MILK AND GAIN A BETTER UNDERSTANDING OF THEIR VARIOUS FUNCTIONS

G4-LA4 MINIMUM NOTICE PERIOD(S) REGARDING SIGNIFICANT OPERATIONAL CHANGES, INCLUDING WHETHER IT IS SPECIFIED IN COLLECTIVE AGREEMENTS

Agilent meets all applicable laws, regulations, and standards where we do business.

G4-LA5 PERCENTAGE OF TOTAL WORKFORCE REPRESENTED IN FORMAL JOINT MANAGEMENT-WORKER HEALTH AND SAFETY COMMITTEES THAT HELP MONITOR AND ADVISE ON OCCUPATIONAL HEALTH AND SAFETY PROGRAMS

Health and Safety committees are an integral part of EHS processes at our sites and help drive continuous improvement in support of Agilent’s ISO certifications and Environmental, Health, and Safety Management System.

G4-LA6 TYPE OF INJURY, RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS, AND ABSENTEEISM, AND NUMBER OF WORK-RELATED FATALITIES BY REGION AND GENDER

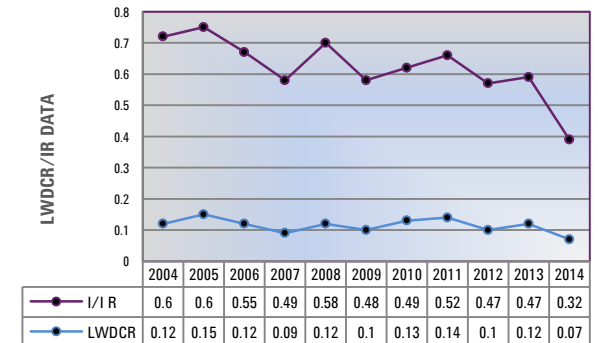
In Agilent’s Environmental Health and Safety function, we believe that people who feel good, do good. EHS programs are committed to creating safe work environments, providing training, and engaging our employees in health-promotion activities so that they can work injury- and illness-free.

Agilent EHS records and investigates work-related injuries and illnesses to identify root causes and apply appropriate corrective and preventive actions. Agilent’s recordkeeping process aligns with the U.S. OSHA Injury/Illness Recordkeeping regulations and reports on Occupational Recordable (IR) and Lost Work Day Case (LWDCR) rates. Both metrics (IR and LWDCR) have remained relatively stable over the past five years and continue to benchmark favorably relative to Agilent competitors and industry leaders.

Agilent Occupational (IR) Rate Globally 2014 – 0.32; Regionally AM - 0.66; AP - 0.00; EU - 0.11.

Agilent Occupational (LWDCR) Rate Globally 2014 - 0.07; Regionally AM - 0.15; AP - 0.00; EU - 0.08.

Agilent Global LWDCR Data 2002-2014



G4-LA7 WORKERS WITH HIGH INCIDENCE OR HIGH RISK OF DISEASES RELATED TO THEIR OCCUPATION

Agilent provides a number of programs and educational opportunities aimed at managing serious diseases and medical situations for employees as well as family and community members. Agilent EHS standards maintain employee exposure levels for harmful agents in the workplace well below regulatory requirements. Agilent Workplace Services has both Emergency Action and Disaster Recovery Plans that address serious medical events or disease outbreaks (e.g., pandemic events).

The Agilent Human Resources and Benefits organizations provide comprehensive health care plans to employee and family members to assist in managing their personal medical needs. These plans include counseling services and risk-based health coaching

G4-LA8 HEALTH AND SAFETY TOPICS COVERED IN FORMAL AGREEMENTS WITH TRADE UNIONS

As required at a country level, Health and Safety topics are included for discussion with local worker councils or trade unions.

G4-LA9 AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE BY GENDER AND BY EMPLOYEE CATEGORY

To encourage learning occurring anywhere, anytime for our globally distributed workforce, we continue to make

self-paced e-learning available 24 hours a day/seven days a week. In addition, we offer training resources in classroom, exam, on-the-job, and blended learning environments. In 2014, approximately 94% of our Agilent* employees took advantage our training resources (with over 111,000 instances of training, 95,000 were self-paced online courses). Some of the major development programs offered via self-paced e-learning are our annual Standards of Business Conduct program and our beSecure series focusing on security and risk awareness. Other major programs include our Environment, Safety, and Compliance series; our Product and Technology series for our customer-facing employees; and our Employee Safety & Security Orientation training. In 2014 Agilent launched our *Development Now* online portal - a resource center of videos, guided activities, and professional development resources. This unique training platform allows employees and managers to build leadership skills that align with their daily work and Agilent's expectations.

NOTE: 2014 training data represents the percentage of current Agilent employees that accessed training resources. This does not include training that may have been accessed by Keysight employees.

G4-LA10 PROGRAMS FOR SKILLS MANAGEMENT AND LIFELONG LEARNING THAT SUPPORT THE CONTINUED EMPLOYABILITY OF EMPLOYEES AND ASSIST THEM IN MANAGING CAREER ENDINGS

Agilent understands that the collective skills of our employees are critical to our success. Toward that end,

Agilent is deeply committed to providing an environment where employees can expand their knowledge, develop new skills, and contribute their best work. Research has suggested that the most valuable development occurs when learning is applied on the job, solving real business problems. The following three approaches to employee development are used effectively at Agilent and are provided based on business need:

- **Work Assignments:** Challenging jobs, special assignments, project initiatives, and job rotations.
- **Learning from Others:** Coaching, mentoring, and networking with internal and external people with experience or expertise.
- **Training:** Specific technical and business skill development provided internally by Agilent or externally by qualified educational institutions via a classroom, online, or self-study format.

G4-LA11 PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS BY GENDER

One hundred percent of Agilent employees receive regular performance reviews.

SOCIAL: LABOR PRACTICES AND DECENT WORK INDICATOR

G4-LA12 COMPOSITION OF GOVERNANCE BODIES AND BREAKDOWN OF EMPLOYEES PER EMPLOYEE CATEGORY ACCORDING TO GENDER, AGE GROUP, MINORITY GROUP MEMBERSHIP, AND OTHER INDICATORS OF DIVERSITY

Total number of employees.

Total Number	% Male/Female	# Male/Female
21,898	65.37%/34.63%	14,314/7,584

Percentage of employees by gender.

Employee Gender	% of Total
Male	65.35%
Female	34.63%

The percentage of employees by age group (under 30; 30–50; over 50).

Total Number	% of Total	% Male/Female by Age Group
% Under 30 years of age	14.12%	59.14%/40.83%
% 30-50 years of age	58.06%	63.14%/36.83%
% over 50 years of age	27.85%	73.11%/26.89%
Total Number 21,898		65.35%/34.63%

Percentage of individuals within the organization's governance bodies by gender and age.

Executives and Senior Management	% of Total
Male/Female	75.41%/24.59%
Under 30 years of age	0%
Between 30-50 years of age	36.89%
Greater than 50 years of age	63.11%

G4-LA13 RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN BY EMPLOYEE CATEGORY, BY SIGNIFICANT LOCATIONS OF OPERATION

The following data indicates the salary ratio of men to women by employee category. The ratios shown were calculated by determining the comparative ratio (compa-ratio) of men and women in each employee category and dividing the average compa-ratio for men by the average compa-ratio for women. Compa-ratio indicates an individual's pay position versus the mid-point of the pay range for their job. Using compa-ratio enables us to compare pay position across varying types of jobs and markets. Within Agilent, three major employee categories are Individual Contributor A (ICA; typically non-exempt), Individual Contributor B (ICB; typically exempt), and People Manager (PM).

Employee Category	Ratio of Average Compa-Ratio Men/Women
ICA	1.00
ICB	0.99
PM	1.02
Senior Management	1.02

G4-LA14 PERCENTAGE OF NEW SUPPLIERS THAT WERE SCREENED USING LABOR PRACTICES CRITERIA

Agilent has multiple programs to monitor supplier compliance to Agilent's labor requirements. Agilent three tier program includes communicating Agilent labor requirements to all suppliers; conducting compliance surveys with our preferred, strategic and core suppliers; and working with external agency to conduct on-site supplier site surveys at high risk supplier locations. Any resulting corrective actions are monitored and reviewed by external agency before final sign off.

G4-LA16 NUMBER OF GRIEVANCES ABOUT LABOR PRACTICES FILED, ADDRESSED, AND RESOLVED THROUGH FORMAL GRIEVANCE MECHANISMS

This information is Agilent confidential.

DMA EC
DISCLOSURE ON MANAGEMENT
APPROACH HR

G4-HR1
INVESTMENT AGREEMENTS AND
CONTRACTS THAT INCLUDE
HUMAN RIGHTS CLAUSES

G4-HR2
HOURS OF EMPLOYEE TRAINING
ON POLICIES AND PROCEDURES
CONCERNING HUMAN RIGHTS

G4-HR3
NUMBER OF INCIDENTS OF
DISCRIMINATION

G4-HR4
SUPPLIERS WITH SIGNIFICANT
RISKS FOR THE RIGHT TO EXERCISE
FREEDOM OF ASSOCIATION AND
COLLECTIVE BARGAINING

G4-HR5
SUPPLIERS WITH SIGNIFICANT
RISK FOR INCIDENTS OF CHILD
LABOR

G4-HR6
SUPPLIERS WITH SIGNIFICANT
RISK OF FORCED OR COMPULSORY
LABOR

G4-HR7
SECURITY PERSONNEL TRAINED IN
HUMAN RIGHTS ISSUES

G4-HR8
INCIDENTS OF VIOLATIONS
INVOLVING RIGHTS OF
INDIGENOUS PEOPLE

G4-HR9
OPERATIONS SUBJECT TO HUMAN
RIGHTS REVIEWS AND
ASSESSMENTS

G4-HR10
NEW SUPPLIERS THAT WERE
SCREENED USING HUMAN RIGHTS
CRITERIA

G4-HR11
HUMAN RIGHTS IMPACTS IN THE
SUPPLY CHAIN

G4-HR12
GRIEVANCES RELATED TO HUMAN
RIGHTS



CHIARA REGGIO, ITALY

SOCIAL: HUMAN RIGHTS

PERFORMANCE INDICATORS

DMA HR
DISCLOSURE ON MANAGEMENT APPROACH HR

Agilent was an early adopter of ISO 26000 and subscribes to guidance on the seven core components for Corporate Social Responsibility.

Social Responsibility: Seven Core Subjects



Agilent is proud of its record of uncompromising integrity and the measures it takes to uphold the highest standards of conduct among its employees, business partners, and suppliers around human rights.

Agilent conducts its business with uncompromising integrity and promotes human rights within the

company’s sphere of influence. The company publically displays [Human Rights and Labor Policy](#).

Our commitment to Human Rights extends through our supply chain. Agilent expects its suppliers to adhere to a high standard of environmental and social responsibility values, as outlined in our Policy. The policy requires suppliers to adopt sound environmental, health, and safety management practices and incorporates eight International Labor Organization (ILO) Conventions that have been identified as fundamental to the rights of human beings at work. Agilent has programs in place to monitor and verify our suppliers’ conformance with the Supplier Code of Conduct Policy.

Agilent Technologies Human Rights and Labor Policy:

Agilent acknowledges and respects the fundamental principles contained in the Universal Declaration of Human Rights. Our core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Our policies and practices require Agilent to conduct its business with uncompromising integrity and to promote human rights within the company’s sphere of influence.

Freely-Chosen Employment: Agilent supports the elimination of all forms of forced, bonded, or involuntary prison labor.

No Child Labor: Agilent condemns all forms of exploitation of children. Agilent will not recruit child labor and supports the elimination of exploitive child labor.

Minimum Wages: Agilent will compensate our employees with wages and benefits that meet or exceed the legally required minimum.

Working Hours: Agilent will not require employees to work more than the maximum hours of daily labor set by local laws.

No Discrimination: Agilent supports and upholds the elimination of discriminatory practices with respect to employment and occupation, and promotes and embraces diversity in all aspects of its business operations. Our policies prohibit discrimination based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity, religion, or disability.

No Harsh or Inhumane Treatment: Agilent prohibits physical abuse, harassment, or the threat of either. Agilent will provide a safe and healthy working environment for all of its employees.

Freedom of Association: Agilent respects the rights of employees to organize in labor unions in accordance with local laws and established practice, if desired.

Ethical Business Conduct: Agilent’s Standards of Business Conduct requires that business be conducted with honesty, and reflects high ethical standards that are the basis for achieving our goals. The standards establish clear guidelines for how we do business and establish accountability. All employees are expected to comply with these standards.

Agilent Technologies Supplier Environmental and Social Responsibility Code of Conduct Product: Agilent’s suppliers are required to support and promote the fundamental human rights referenced in this document.

[Agilent Supplier Code of Conduct Policy](#)

\$12 MILLION
THROUGH OUR BUSINESSES, EMPLOYEE
PROGRAMS AND FOUNDATION,
AGILENT'S PHILANTHROPIC
EFFORTS TOTALED
OVER \$12 MILLION IN FY14

Agilent recognizes ISO 26000 as a reference document that provides guidance on social responsibility. Agilent aligns with ISO 26000 standards as part of our social responsibility practices. As such, Agilent's Human Rights policies and practices align with ISO core subjects: Human rights 6.3 and Labor Practices 6.4 and Fair Operating Practices 6.6

**G4-HR1
PERCENTAGE AND TOTAL NUMBER OF SIGNIFICANT INVESTMENT AGREEMENTS AND CONTRACTS THAT INCLUDE HUMAN RIGHTS CLAUSES OR THAT HAVE UNDERGONE HUMAN RIGHTS SCREENING.**

One hundred percent of Agilent's purchase order agreements include human rights clauses and require that suppliers comply with Agilent's Supplier Code of Conduct Policy.

**G4-HR2
TOTAL HOURS OF EMPLOYEE TRAINING ON POLICIES AND PROCEDURES CONCERNING ASPECTS OF HUMAN RIGHTS THAT ARE RELEVANT TO OPERATIONS, INCLUDING THE PERCENTAGE OF EMPLOYEES TRAINED**

All Agilent employees participate in the annual required training in the Standards of Business Conduct which outlines expectations for dealing with customers, suppliers, and conduct in the workplace.

All procurement professionals, as part of Standards of Business Conduct training, are requested to take additional online training on Environmental, Health, Safety, and Social Responsibility which covers Human Rights.

**G4-HR3
TOTAL NUMBER OF INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN**

This information is confidential.

**G4-HR4
OPERATIONS AND SIGNIFICANT SUPPLIERS IDENTIFIED IN WHICH THE RIGHT TO EXERCISE FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING MAY BE AT SIGNIFICANT RISK, AND ACTIONS TAKEN TO SUPPORT THESE RIGHTS**

Agilent is unaware of any operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be at risk. Agilent endorses the concept and right to exercise freedom of association as Agilent subscribes to UN Declaration of Human Rights and complies with the California Transparency Act in Supply Chains Act of 2010 (CTISCA).

[Agilent Human Rights and Labor Policy](#)

[Agilent Supplier Code of Conduct Policy](#)

[Agilent CTISCA Statement](#)

**G4-HR5
OPERATIONS AND SIGNIFICANT SUPPLIERS IDENTIFIED AS HAVING SIGNIFICANT RISK FOR INCIDENTS OF CHILD LABOR, AND MEASURES TAKEN TO CONTRIBUTE TO THE ELIMINATION OF CHILD LABOR**

Agilent is unaware of any operations or suppliers identified as having significant risk for incidents of child labor.

Agilent has established a Supplier Code of Conduct Policy. In addition, Agilent also requires supplier compliance to human rights throughout their operations (including but not limited to the operations of their own suppliers and any permitted sub-contractors) in accordance with the UN Guiding Principles on Business and Human Rights (the “UN Guiding Principles”).

Agilent Environmental Expectations

Agilent conducts random onsite surveys of suppliers for compliance with Agilent’s Supplier Code of Conduct Policy. In cases where there are issues with adherence to Agilent’s supplier expectations, corrective actions are implemented and monitored by Agilent’s third party auditor DEKRA. All corrective actions were completed in FY14.

**G4-HR6
OPERATIONS AND SIGNIFICANT SUPPLIERS IDENTIFIED AS HAVING SIGNIFICANT RISK FOR INCIDENTS OF FORCED OR COMPULSORY LABOR, AND MEASURES TO CONTRIBUTE TO THE ELIMINATION OF ALL FORMS OF FORCED OR COMPULSORY LABOR**

Agilent is unaware of any operations and significant suppliers having a significant risk for incidents of forced or compulsory labor.

Agilent has an established Supplier Environmental, Health, Safety and Social Responsibility program as well as a Supplier Code of Conduct Policy which applies to all suppliers. In addition, Agilent complies with the California Transparency in Supply Chains Act of 2010, Conventions 105 and 111 of International Labor Organization and the Dodd- Frank Wall Street Reform and Consumer Protection Act.

Agilent CTISCA Statement

Agilent also requires supplier compliance to human rights throughout their operations (including but not limited to the operations of their own suppliers and any permitted sub-contractors) in accordance with the UN Guiding Principles on Business and Human Rights (the “UN Guiding Principles”). Agilent conducts random onsite surveys of suppliers for compliance with Agilent’s Supplier Code of Conduct Policy. In cases where there are issues with adherence to Agilent’s supplier expectations, corrective actions are implemented and monitored by Agilent’s third party auditor DEKRA. All corrective actions were completed in FY14.

**G4-HR7
PERCENTAGE OF SECURITY PERSONNEL TRAINED IN THE ORGANIZATION’S POLICIES OR PROCEDURES CONCERNING ASPECTS OF HUMAN RIGHTS THAT ARE RELEVANT TO OPERATIONS**

Agilent has outsourced its security to a globally renowned company in this field. This external company trains its employees in human rights issues, especially in the area

of use of force, and also addresses this subject in its security officer handbook.

**G4-HR8
TOTAL NUMBER OF INCIDENTS OF VIOLATIONS INVOLVING RIGHTS OF INDIGENOUS PEOPLE AND ACTION TAKEN**

There were no violations of rights of indigenous people.

**G4-HR9
PERCENTAGE AND TOTAL NUMBER OF OPERATIONS THAT HAVE BEEN SUBJECT TO HUMAN RIGHTS REVIEWS AND/OR IMPACT ASSESSMENTS**

Agilent is unaware of any operations that have been subjected to human rights reviews or impact assessments.

**G4-HR10
PERCENTAGE OF NEW SUPPLIERS THAT WERE SCREENED USING HUMAN RIGHTS CRITERIA**

One hundred percent of Agilent’s supplier contracts include a reference to Third Party Audits. Agilent has the right to audit all suppliers for compliance with the Agilent Supplier Code of Conduct Policy. We employ an independent third party to audit and evaluate our suppliers’ compliance with our Supplier Code of Conduct Policy , including monitoring each supplier’s compliance with all applicable labor laws governing forced labor, slavery, and human trafficking, as set forth in The California Transparency in Supply Chains Act of 2010. Agilent also requires that its suppliers comply with human rights obligations throughout their operations (including but not limited to the operations of their own suppliers and any permitted sub-contractors) in accordance with

SOCIAL: HUMAN RIGHTS

the UN Guiding Principles on Business and Human Rights (the “UN Guiding Principles”).

Accountability Standards on Human Rights: Agilent has a zero tolerance policy for violations.

[Agilent CTISCA Statement](#)

Agilent has an established Supplier Environmental, Health, Safety, and Social Responsibility (EHSSR) program as well as a Supplier Code of Conduct Policy which applies to all suppliers.

[Agilent’s Supplier Code of Conduct Policy](#)

Agilent conducts random onsite surveys of suppliers for compliance with Agilent’s Supplier Code of Conduct Policy. In cases where there are issues with adherence to Agilent’s supplier expectations, corrective actions are implemented and monitored by Agilent’s third-party auditor DEKRA. In 2014 DEKRA performed 30 onsite audits of Agilent-identified suppliers in Malaysia, China, South Korea, Mexico, and the United States. These sites were found to be in compliance with, or have been provided corrective actions to become compliant with, Agilent’s stated EHSSR program.

All corrective actions were completed in FY14.

G4-HR11 SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE HUMAN RIGHTS IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN

Agilent is unaware of any actual and potential negative human rights impact in our supply chain.

G4-HR12 NUMBER OF GRIEVANCES RELATED TO HUMAN RIGHTS FILED, ADDRESSED, AND RESOLVED THROUGH FORMAL GRIEVANCE MECHANISMS

This information is confidential.



LUCA GODINA, GERMANY

DMA EC
DISCLOSURE ON
MANAGEMENT
APPROACH SO

G4-S01
OPERATIONS WITH
IMPLEMENTED LOCAL
COMMUNITY
ENGAGEMENT, IMPACT
ASSESSMENTS, AND
DEVELOPMENT
PROGRAMS

G4-S02
OPERATIONS WITH
SIGNIFICANT IMPACTS
ON LOCAL
COMMUNITIES

G4-S03
BUSINESS UNITS
ANALYZED FOR RISKS
RELATED TO
CORRUPTION

G4-S04
COMMUNICATION
AND TRAINING ON
ANTI-CORRUPTION
POLICIES AND
PROCEDURES

G4-S05
ACTIONS TAKEN IN
RESPONSE TO
INCIDENTS OF
CORRUPTION

G4-S06
CONTRIBUTIONS TO
POLITICAL PARTIES

G4-S07
TOTAL NUMBER OF
LEGAL ACTIONS FOR
ANTI-COMPETITIVE
BEHAVIOR AND THEIR
OUTCOMES

G4-S08
MONETARY VALUE OF
SIGNIFICANT FINES

SOCIAL: SOCIETY

PERFORMANCE INDICATORS

**DMA S0
DISCLOSURE ON MANAGEMENT APPROACH**

Agilent’s policies, values, organization, and business management systems apply across all our global businesses. They are designed to:

- Reduce our negative impacts on the environment
- Protect the occupational health and safety interests of our employees
- Ensure customer requirements are met
- Enhance our value to our communities
- Ensure the highest levels of quality in our products and services
- Increase our competitiveness
- Create a consistent approach across business groups, where applicable
- Meet the expectations of our stakeholders
- Conduct business in an ethical manner

Agilent considers external charters, principles, and guidelines that have been developed through multi-stakeholder processes to guide our business activities. We also participate in a variety of intra- and cross-industry forums to address emerging issues, develop industry-wide approaches to social and environmental challenges, and cooperate with governments, non-

governmental organizations (NGOs), and other stakeholders on common concerns. As part of our Corporate Citizen Objectives, Agilent strives to be an economic, intellectual, and social asset to each nation and community where we conduct business. Agilent has been consciously and strongly committed to community involvement through many initiatives—Agilent Technologies Foundation, Agilent Giving, and other signature programs aimed at giving back to the community.

Agilent in Communities

Agilent recognizes ISO 26000 as a reference document that provides guidance on social responsibility. Agilent aligns with ISO 26000 standards as part of our social responsibility practices. As such, Agilent’s Social and Community initiatives align with ISO core subjects: Organizational Governance 6.2, Fair Operating Practices 6.6, and Community Involvement and Development 6.8.

**G4-S01
PERCENTAGE OF OPERATIONS WITH IMPLEMENTED LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS, AND DEVELOPMENT PROGRAMS**

Volunteerism is a key element of our core values and the cornerstone of our corporate citizenship efforts. Agilent’s annual Giving Campaign allows employees more choices in their non-profit support. As a result, contributions were made in areas ranging from

environment and conservation to education and literacy to arts and culture. One hundred percent of the Agilent sites participating in the giving campaign held community outreach programs.

All Agilent communities supported the annual Engineers Week, with a focus on girls in engineering. We provided support in hosting events and serving as organizers and presenters. Our worldwide communities are not only sites with large employee populations but also individuals in field locations.

**G4-S02
OPERATIONS WITH SIGNIFICANT POTENTIAL OR ACTUAL NEGATIVE IMPACTS ON LOCAL COMMUNITIES**

Agilent did not experience any new event that significantly affected Agilent’s local communities.

**G4-S03
PERCENTAGE AND TOTAL NUMBER OF BUSINESS UNITS ANALYZED FOR RISKS RELATED TO CORRUPTION**

100 percent of all Agilent business units were analyzed for risks related to corruption during the reporting period.

100%

ALL AGILENT BUSINESS UNITS ARE ANALYZED FOR RISKS RELATED TO CORRUPTION

**G4-S04
COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES**

100 percent of management and non-management employees were required to receive anti-corruption training during the reporting period.

**G4-S05
ACTIONS TAKEN IN RESPONSE TO INCIDENTS OF CORRUPTION**

Agilent has a formal process for investigating and resolving allegations of corruption should they occur.

**G4-S06
TOTAL VALUE OF FINANCIAL AND IN-KIND CONTRIBUTIONS TO POLITICAL PARTIES, POLITICIANS, AND RELATED INSTITUTIONS BY COUNTRY**

Agilent contributes to dialogue and decision-making on public policies affecting the company, our employees, and our operations. Specific questions about our political activities can be submitted via contact_us@agilent.com.

**G4-S07
TOTAL NUMBER OF LEGAL ACTIONS FOR ANTI-COMPETITIVE BEHAVIOR, ANTITRUST, AND MONOPOLY PRACTICES AND THEIR OUTCOMES**

Agilent policy forbids anti-competitive behavior, antitrust, and monopoly practices.

**G4-S08
MONETARY VALUE OF SIGNIFICANT FINES AND TOTAL NUMBER OF NON-MONETARY SANCTIONS FOR NON-COMPLIANCE WITH LAWS AND REGULATIONS**

Agilent has not received any significant fines associated to product non-compliance nor has Agilent been sanctioned for product non-compliance. In addition, Agilent has no dispute resolutions.

DMA EC
DISCLOSURE ON
MANAGEMENT APPROACH PR

G4-PR1
PRODUCT AND SERVICES
HEALTH AND SAFETY IMPACTS

G4-PR2
NON-COMPLIANCE WITH
REGULATIONS AND
VOLUNTARY CODES
CONCERNING HEALTH AND
SAFETY IMPACTS

G4-PR3
TYPE OF PRODUCT AND SERVICE
INFORMATION REQUIRED BY
PROCEDURES

G4-PR4
TOTAL NUMBER OF INCIDENTS
OF NON-COMPLIANCE
CONCERNING PRODUCT
INFORMATION AND LABELING

G4-PR5
PRACTICES RELATED TO
CUSTOMER SATISFACTION

G4-PR6
SALE OF BANNED OR DISPUTED
PRODUCTS

G4-PR7
TOTAL NUMBER OF INCIDENTS OF
NON-COMPLIANCE CONCERNING
MARKETING COMMUNICATIONS

G4-PR8
TOTAL NUMBER OF SUBSTANTIAL
COMPLAINTS REGARDING
BREACHES OF CUSTOMER PRIVACY

G4-PR9
MONETARY VALUE OF
SIGNIFICANT FINES FOR NON-
COMPLIANCE CONCERNING
PRODUCTS AND SERVICES

SOCIAL: PRODUCT RESPONSIBILITIES

CHAO LIU, CHINA

PERFORMANCE INDICATORS

< BACK TO TOC

SOCIAL: PRODUCT RESPONSIBILITIES

DMA PR DISCLOSURE ON MANAGEMENT APPROACH PR

Agilent's Business Management System (BMS) is designed to support our business groups, so that Agilent products, services, and interactions consistently and effectively meet customer expectations and applicable regulatory requirements, and provide a mechanism for continual improvement.

The Agilent BMS provides a framework from which business groups and operations can make decisions appropriate to their specific business, customer, and geographic needs while ensuring that applicable minimum standards are met, and describes the minimum standards and the required processes for the business groups' business management systems that are designed to conform to ISO 9001:2008. Each business group maintains a business management system to illustrate its specific required processes for meeting customer expectations and, where applicable, other standards such as ISO14001, ISO/IEC 17025, AS 9100, ISO 13485, or TL 9000. Agilent's infrastructure organizations provide centrally managed, business critical services, and operate as internal service suppliers to the business groups.

Ensuring that our products and services are safe before they go to market is just one part of our responsibility to customers. We also make certain that customers have easy access to the information they want or need about those products and services. Please refer to the [Agilent Quality Policy](#).

Agilent is firmly committed to technology leadership, having long invested heavily in research and development. Our breadth of disciplines and technologies enable unique and breakthrough advancements that often transcend traditional boundaries.

Agilent recognizes ISO 26000 as a reference document that provides guidance on social responsibility. Agilent aligns with ISO 26000 standards as part of our social responsibility practices. As such, Agilent's Product Responsibility processes align with ISO core subjects: Organizational Governance 6.2, Fair Operating Practices 6.6, and Consumer Issues 6.7.

G4-PR1 PERCENTAGE OF SIGNIFICANT PRODUCT AND SERVICE CATEGORIES FOR WHICH HEALTH AND SAFETY IMPACTS ARE ASSESSED FOR IMPROVEMENT

Agilent's quality and environmental policies mandate we provide products and services that meet legal and regulatory requirements, including applicable environmental, health, and safety standards. Agilent is committed to a continuous improvement of the environmental aspects and impacts of our products as demonstrated by Agilent's ISO 14001 certificate, which is regularly audited by an external party.

G4-PR2 TOTAL NUMBER OF INCIDENTS OF NON-COMPLIANCE WITH REGULATIONS AND VOLUNTARY CODES CONCERNING HEALTH AND SAFETY IMPACTS AND SERVICES DURING THEIR LIFE CYCLE BY TYPE OF OUTCOMES

Agilent did not receive any regulatory non-compliance notices for the reporting period.

G4-PR3 TYPE OF PRODUCT AND SERVICE INFORMATION REQUIRED BY PROCEDURES AND PERCENTAGE OF SIGNIFICANT PRODUCTS AND SERVICES SUBJECT TO SUCH INFORMATION REQUIREMENTS

Agilent complies with required labeling for substance identification in our products in accordance with required regulations, and safe use guidance for products produced by Agilent. Ninety percent of Agilent products and services are covered and assessed for compliance with these guidelines. Annually Agilent communicates materials specifications through the "General Specifications for Environment" to its suppliers to inform them of banned chemicals/materials that should not be included in material/parts/products bought by Agilent to ensure compliance with global regulations and minimize the environmental impact of its products and operations. Agilent also provides Material Safety Data Sheets with Agilent and third-party-provided chemicals supplied standalone or with products for safe use. Agilent and OEM products and battery labels include a waste container symbol for help in proper disposal. The company also operates an end-of-life customer returns system. In addition, Agilent provides end-of-life management options where legally required. Reuse programs are offered for selected Agilent products. The programs address the requirements posed by the European WEEE (Waste from Electrical & Electronic Equipment) Directive. Please see [Agilent's Take Back Program](#)

3 YEARS IN A ROW

AGILENT'S SPECTROPHOTOMETERS
RECEIVED THE "R&D AWARDS" – THE
BENCHMARK OF EXCELLENCE

G4-PR4 TOTAL NUMBER OF INCIDENTS OF NON-COMPLIANCE WITH REGULATIONS AND VOLUNTARY CODES CONCERNING PRODUCT AND SERVICE INFORMATION AND LABELING, BY TYPE OF OUTCOMES

Agilent had no incidents of non-compliance regarding products or non-compliance issues regarding labeling. In addition, Agilent did not have any non-compliance incidents for product-related claims during the reporting period.

G4-PR5 PRACTICES RELATED TO CUSTOMER SATISFACTION, INCLUDING RESULTS OF SURVEYS MEASURING CUSTOMER SATISFACTION

Through our Agilent Customer Satisfaction program, we survey customers who interact with various touch-points across our businesses and regions, and we provide continual updates to our Management. In addition, our Agilent Market Survey provides a measure of our customers' loyalty compared with the loyalty of our competitors' customers. The results are used to identify opportunities for growth and areas where additional business investments are warranted.

Agilent is associated with trust, safety, and success due to its heritage, breadth of high-quality products, and long-standing reputation.

G4-PR6 SALE OF BANNED OR DISPUTED PRODUCTS

Agilent did not ban or have any disputed products during the reporting period.

G4-PR7 TOTAL NUMBER OF INCIDENTS OF NON-COMPLIANCE WITH REGULATIONS AND VOLUNTARY CODES CONCERNING MARKETING COMMUNICATIONS, INCLUDING ADVERTISING, PROMOTION AND SPONSORSHIP BY TYPE OF OUTCOMES

Agilent had no incidents of non-compliance during the reporting period.

G4-PR8 TOTAL NUMBER OF SUBSTANTIAL COMPLAINTS REGARDING BREACHES OF CUSTOMER PRIVACY AND LOSSES OF DATA

Agilent is unaware of any complaints regarding breaches of customer privacy and loss of data. To demonstrate the importance of customer privacy, Agilent has entered into three voluntary data privacy programs: the U.S.-EU Safe Harbor, U.S.-Swiss Safe Harbor and TRUSTe. For more information, please see:

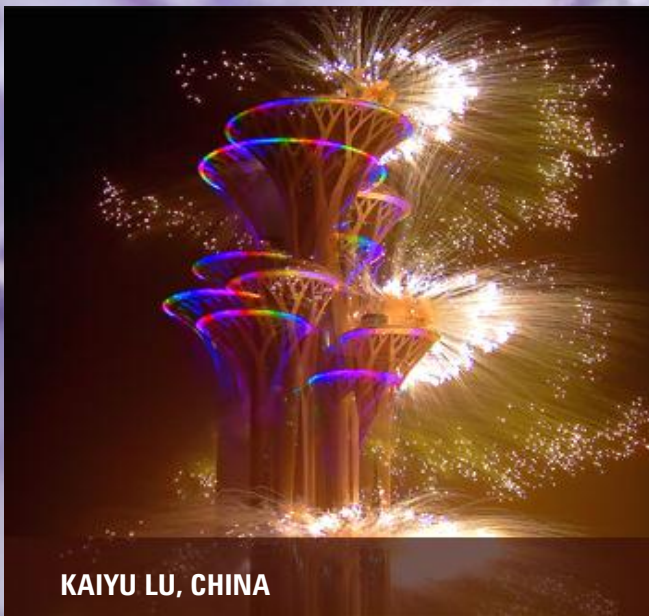
[Agilent Customer Privacy Statement.](#)

G4-PR9 MONETARY VALUE OF SIGNIFICANT FINES FOR NON- COMPLIANCE WITH LAWS AND REGULATIONS CONCERNING THE PROVISION AND USE OF PRODUCTS AND SERVICES

Agilent had no incidents of non-compliance regarding product, labeling, or non-compliance incidents for product related claims during the reporting period.



GLOSSARY AND ACRONYMS



KAIYU LU, CHINA

GLOSSARY AND ACRONYMS

Agilent After School A hands-on science program targeted at children from the ages of 9 to 13 years and supported by Agilent employee volunteers.

BMS - Business Management System

CO₂ Carbon dioxide. A gaseous by-product of energy generation and energy use that is known to contribute to global warming.

EHS Environmental, health, and safety.

EHSMS Environmental, health, and safety management system.

ESR Environmental and Social Responsibility.

Fiscal year - November 1 to October 31.

FTC Federal Trade Commission

Greenhouse gases For the purpose of this report, greenhouse gases are the six gases listed in the Kyoto Protocol: carbon dioxide (CO₂); methane (CH₄); nitrous oxide (N₂O); hydro fluorocarbons (HFCs); perfluorocarbons (PFCs); and sulphur hexafluoride (SF₆).

Gigajoule 1 gigajoule = 277.78 kilowatt-hour.

GRI Global Reporting Initiative. An independent global institution that is developing a generally accepted framework for sustainability reporting. For more information go to www.globalreporting.org.

GSE Agilent General Specification for the Environment at www.agilent.com/environment/GSE.pdf. Agilent's general requirements for restricting or prohibiting certain substances in products manufactured for or delivered to Agilent.

ILO International Labour Organization. For more information, go to www.ilo.org/global/index.htm.

Injury/illness rate The calculation for the injury/illness rate is based on the number of recordable occupational injury/illness cases multiplied by 200,000 then divided by the hours worked for the same time period in which the injuries occurred. For example, if you had two injuries in a quarter and 50,000 hours worked, then the calculation would be: $2 \times 200,000 / 50,000 = 8.0$ injury/illness rate.

ISO 14001 An international standard issued by the International Organization for Standardization (ISO) relating to environmental management systems.

ISO 26000 A voluntary international standard providing guidance on social responsibility.

Kiloton 1 kiloton = 1,000 metric tons.
1 kiloton = 1,000,000 kilograms.

Lost-workday case Recordable cases involving lost workdays beyond date of injury (more serious injury/illness).

Lost-workday case rate The lost-workday case rate provides information on the number of occupational lost-workday injury/illness cases multiplied by 200,000, then divided by the hours worked for the same time period in which the injuries occurred. For example, if you had one lost-workday injury/illness case in a quarter and 50,000 hours worked, then the calculation would be: $1 \times 200,000 / 50,000 = 4.0$ lost-workday case rate.

LTL Less-Than-Truckload

Megawatt hour 1 megawatt hour = 1,000 kilowatt hours.

ODS Ozone Depleting Substances

Recordable injury/illness case Occupational injury/illness involving medical treatment beyond first aid. Diagnosed occupational illness, or workdays lost beyond date of injury.

RoHS Restriction of Hazardous Substances

CONTACT US

Agilent Technologies Inc.
5301 Stevens Creek Blvd
Santa Clara, CA 95051
United States
www.agilent.com

SHARE YOUR THOUGHTS

We welcome input about Agilent's
Corporate Citizenship efforts or the
Corporate Citizenship Report 2014 at
corporate.citizenship@agilent.com

© Agilent Technologies Inc. 2015

DOWNLOAD

To download this report and
previous reports, please visit
www.agilent.com/go/sustainability

May 1, 2015

5991-5870EN



EBERHARD OBREITER, GERMANY

CONTACT US



Agilent Technologies