



SOCIAL RESPONSIBILITY PARTNERING FOR A BETTER WORLD

2015 CORPORATE CITIZENSHIP REPORT



Agilent Technologies

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A LEADER IN CORPORATE CITIZENSHIP

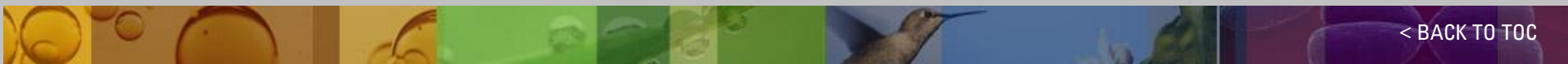
Outstanding corporate citizenship has three main components, and all are important priorities for Agilent. The first element is corporate governance - the practices that bring to life the highest standards of integrity and transparency. Our uncompromising integrity is core in all our dealings with customers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



Agilent Technologies' mission is to inspire and support discoveries that advance the quality of life. Every day we help our customers in analytical, clinical and diagnostic laboratories around the world address some of the biggest challenges facing humankind. Our customers are finding new ways to fight disease; ensure the safety of food; improve the quality of air, soil, and water; and conserve our natural resources. We are proud to support their advances with industry-leading technologies and solutions, while contributing to environmental sustainability and to the cities where we live and work. And, of course, uncompromising integrity is a foundation of all we do.

The Agilent Technologies 2015 Corporate Citizenship Report is a compilation of our progress, as we continue to find new ways to improve our corporate social responsibility.

Here are a few measures from other world-leading organizations recognizing our ongoing efforts:

- No. 43 on Forbes' 2015 list of America's Best Employers, and highest-ranked in the industry category of Healthcare Equipment & Services.
- One of the Global 100 Most Sustainable Corporations in the World for the seventh consecutive year. Companies were evaluated on performance in energy, water, carbon and waste, safety, innovation and leadership diversity.
- Industry Leader and Gold Class Sustainability Award in the Life Sciences Tools and Services category from RobecoSAM, the investment specialist focused on sustainability investing.

This year, Agilent developed a formal position statement on climate change to ensure that customers, investors and employees clearly know where we stand. We are directly involved in this critical global issue, providing innovative

environmental solutions that help customers understand and measure the impact of climate change.

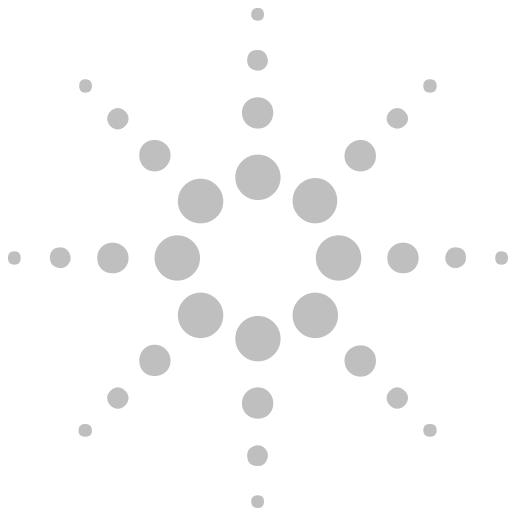
In our own operations, we continue to aggressively push forward on energy efficiency and clean and renewable energy projects that reduce greenhouse gas emissions and promote environmental responsibility. We have established a new goal for 2016 to divert 89 percent of our waste stream away from landfills.

And finally, the Agilent Technologies Foundation is making donations worldwide that educate students and others about how science can help change the world.

Corporate citizenship is a foundation of Agilent's long heritage as an industry leader. It will continue to be a consistent value as we lead our markets into the future.

A handwritten signature in black ink that reads "Mike McMullen". The signature is written in a cursive, flowing 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 [Agilent's Human Rights and Labor Policy](#).

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 2015, 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.

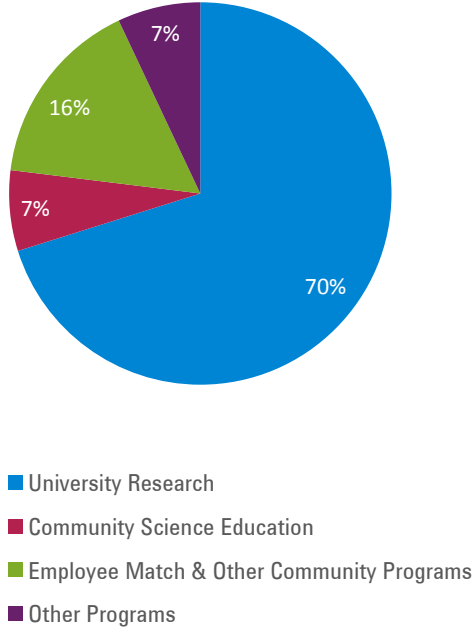
Economic

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



PHILANTHROPY

Agilent Technologies Foundation 2015 Philanthropy



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

- In 2015, Agilent provided over \$7 million in university grants and equipment, supporting science and technology research at the forefront of electronic and bio-analytic measurement technologies.
- Over \$650,000 in pre-university science-education grants supported programs reaching hundreds of thousands of students and educators worldwide.
- Through employee match programs and other community investments, Agilent and the Foundation provided \$1.6 million in donations.
- In total, through our businesses, employee programs, and the Agilent Technologies Foundation, Agilent invested more than \$10 million in philanthropic efforts in 2015.

For more information, see the [Agilent Technologies Foundation Statement FY15](#).



AWARDS AND RECOGNITION

BEST EMPLOYER

AGILENT HAS BEEN RANKED 43
ON THE FORBES LIST OF
AMERICAS BEST EMPLOYERS IN 2015

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

- Agilent has been ranked No. 43 on Forbes' list of [America's Best Employers](#) for 2015.
- For the seventh year in a row, Agilent made it to the list of Global 100 Most Sustainable Corporations in the world.
- Agilent was included in the RobecoSAM Sustainability Yearbook as a top industry leader, and received the Gold Class Sustainability Award 2016 in the [Life Sciences Tools and Services Category](#).
- Agilent made it to Newsweek's Top Green Companies Ranking in the U.S.
- Our Mulgrave, Australia site received a Bronze certification in the Waste Wise Business Efficiency Program, sponsored by the Victoria State Government.
- For the second straight year, Agilent received the Reviewers' Choice award for outstanding customer service from SelectScience.
- Agilent has been identified by CollegeGrad.com as a top Entry Level Employer in 2015 for the seventh year in a row.
- Rated Supplier on the [Chartered Institute of Purchasing and Supply Sustainability Index](#).

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

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DESCRIBE ORGANIZATION
SUPPLY CHAIN

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

G4-14
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ON PRINCIPLE ADDRESSED BY
THE ORGANIZATION

G4-15
ENDORSEMENT OF EXTERNAL
INITIATIVES

G4-16
MEMBERSHIP IN
ASSOCIATIONS AND
ORGANIZATIONS



KAIYU LU, CHINA

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 global leader in life sciences, diagnostics and applied chemical markets. The company provides laboratories worldwide with instruments, software, 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.

Key product and services platforms are listed below:

Life Sciences and Applied Markets

- Liquid Chromatography ("LC") systems and components
- Liquid Chromatography Mass Spectrometry ("LCMS") systems
- Gas Chromatography ("GC") systems and components
- Gas Chromatography Mass Spectrometry ("GCMS") systems
- Inductively Coupled Plasma Mass Spectrometry ("ICP-MS") instruments
- Atomic Absorption ("AA") instruments
- Microwave Plasma-Atomic Emission Spectrometry ("MP-AES") instruments

- Inductively Coupled Plasma Optical Emission Spectrometry ("ICP-OES") instruments
- Laboratory Software and Informatics Systems
- Laboratory Automation and Robotic Systems
- Dissolution Testing
- Vacuum Pumps and Measurement Technologies

Diagnostics and Genomics

Pathology Solutions

Product offerings to cancer diagnostics and anatomic pathology workflows. The broad portfolio of offerings includes:

- Immunohistochemistry ("IHC")
- In Situ Hybridization ("ISH")
- Hematoxylin and Eosin ("H&E") staining and special staining.

Companion Diagnostics – Collaboration with a number of major pharmaceutical companies to develop new potential pharmacodiagnosics, which may be used to identify patients most likely to benefit from a specific targeted therapy.

Genomics

Arrays for DNA mutation detection, genotyping, gene copy number determination, identification of gene rearrangements, DNA methylation profiling, gene expression profiling, as well as Next Generation Sequencing ("NGS") target enrichment.

ORGANIZATIONAL PROFILE

Nucleic Acid Solutions

Provides equipment and expertise focused on production of synthesized oligonucleotides under pharmaceutical Good Manufacturing Practices ("GMP") conditions for use as Active Pharmaceutical Ingredients ("API") in an emerging class of drugs that utilize nucleic acid molecules for disease therapy

Agilent CrossLab

Solutions range from chemistries and supplies to services and software helping to connect the entire lab, and to keep instruments fully operational and compliant with the respective industry requirements.

Consumables

GC and LC columns, sample preparation products, custom chemistries, and a large selection of laboratory instrument supplies.

Services

Startup, operational, training and compliance support, as well as asset management and consultative services that help increase customer productivity.

Please visit our website

<http://www.chem.agilent.com/EN-US/PRODUCTS-SERVICES/Pages/default.aspx> for detailed information on product and services offered by Agilent.

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 operates in more than 100 countries worldwide. Agilent's primary research and development, and manufacturing sites are in California, Colorado, Delaware and Texas in the U.S., and in Australia, China, Denmark, Germany, Italy, Japan, Malaysia, Singapore and the United Kingdom.

Information about each of our businesses appears below:

Life Sciences & Applied Markets Business: Our life sciences and applied markets business has manufacturing facilities in California and Delaware in the U.S. Outside of the U.S., we have manufacturing facilities in Germany, Malaysia, Singapore and the U.K. Our FDA registered sites are in California, Germany and Singapore.

Diagnostics and Genomics Business: Our diagnostics and genomics business has manufacturing facilities in California, Colorado and Texas in the U.S. Outside of the U.S., we have manufacturing facilities in Malaysia and Germany. Our FDA registered sites include California, Colorado, Texas and Denmark.

Agilent CrossLab Business: Our primary manufacturing sites for the consumables business are in California and Delaware in the U.S., and outside of the U.S. in the Netherlands and the United Kingdom. Our direct service delivery organization is regionally based, operating in 30 countries.

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)

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

Pharmaceutical and Biotech: Agilent has one of the broadest solutions portfolios of any company serving the pharmaceutical and biotech industry. Our solutions provide precise answers for every segment of the pharmaceutical industry, from disease research and drug

ORGANIZATIONAL PROFILE

discovery to drug development, manufacturing and quality control. Our start-to-finish solution set 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.

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.

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.

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.

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.

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.

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

G4-9 SCALE OF THE REPORTING ORGANIZATION

The company's 11,800 employees serve customers in more than 100 countries. Agilent had net revenues of \$4.04 billion in fiscal 2015. More details on [Company Information](#).

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 on Page 51.

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

Our order fulfillment and supply chain organization ("OFS") centralizes all order fulfillment and supply chain operations in our businesses. OFS provides resources for manufacturing, engineering and strategic sourcing to our respective businesses. In general, OFS employees are dedicated to specific businesses and the associated costs are directly allocated to those businesses

To address the potential disruption in our supply chain, we use a number of techniques, including qualifying multiple sources of supply and redesign of products for alternative components. In addition, while we generally attempt to keep our inventory at minimal levels, we do purchase incremental inventory as circumstances warrant to protect the supply chain.

ORGANIZATIONAL PROFILE

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

- In November 2014, we announced a change in organizational structure designed to better serve our customers. Our life sciences business, excluding the nucleic acid solutions division, together with the chemical analysis business combined to form a new segment called Life Sciences and Applied Markets business. Our diagnostics and genomics businesses combined with the Nucleic Acid Solutions Division, and became the Diagnostics and Genomics business. Finally, the Agilent CrossLab business was formed from the services and consumables businesses.
- On April 30, 2015 we announced that we have completed an agreement with Rigaku, a privately held scientific instrumentation company headquartered in Tokyo, to acquire Agilent's X-ray diffraction (XRD) business, a key manufacturer of single-crystal X-ray instruments for the global chemical crystallography market.
- On May 19, 2015 we announced that we have completed the acquisition of 100% of the shares of Cartagenia, a leading provider of software and services for clinical genetics and molecular pathology laboratories for €60 million. Cartagenia, provides software solutions for variant assessment and reporting of clinical genomics data from next-generation sequencing and microarrays.

- 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
- EU Waste Electrical and Electronic Equipment (WEEE) Directive 2012/19/EU
- 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

ORGANIZATIONAL PROFILE

- 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 issues and best practices and provide vehicles through which we can contribute to and influence public policy. Examples of these memberships:

- ANSI, American National Standards Institute
- Boston College Center for Corporate Citizenship
- BEC Belgian mirror standards committee to IEC
- Category and Sourcing Managers Executive (CASME)
- CALCE (Center for Advanced Life Cycle Engineering)
- Carbon Disclosure Project
- Confederation of Indian Industry
- Corporate Executive Board
- Dangerous Good Advocacy Council
- EDMA - European Diagnostic Manufacturers Association
- Engineering Advisory Board, College of Engineering, University of California, Berkeley
- European Union Committee of the American Chamber of Commerce
- Hackett Benchmarking Research
- Industry Initiatives for Science and Math Education (IISME)
- iNEMI (National Electronics Manufacturers Initiative)
- National Association of Software and Services Companies
- National Research Council of the National Academies
- Silicon Valley Leadership Group
- Stanford University Interdisciplinary Biosciences Advisory Council
- Synthetic Biology Engineering Research Center (SynBERC)
- The Information Technology Industry Council (ITI)
- TechUK Trade association
- The National Medal of Technology and Innovation Nomination Evaluation Committee
- The International Genetically Engineered Machine (iGEM) Foundation
- VDPGH German IVD Association
- Visiting Committee for Advanced Technology, National Institutes of Standards and Technology

G4-17
LIST OF ENTITIES INCLUDED IN
CONSOLIDATED FINANCIAL
STATEMENTS

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PROCESS FOR DEFINING REPORT
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LIST ALL THE MATERIAL
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SIGNIFICANT CHANGES FROM
PREVIOUS REPORTING PERIODS



MARCUS MAFFEI, USA

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

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 2015 is reported for 16 locations. These 16 locations meet the reporting criteria of ISO 14001 certified (or certified sometime during the year) or EHSMS at any time during the year or sites greater than 140,000 square feet.

ASIA PACIFIC	EUROPE	AMERICAS
Australia: Mulgrave China: Shanghai India: Manesar Singapore: Yishun	Germany: Waldbronn UK: Church Stretton Italy: Torino Netherlands: Middelburg Denmark: Glostrup	U.S.: Santa Clara, California.; Carpinteria, California.; Folsom, California.; 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.

Report content was contributed by members of Agilent Corporate Citizenship Working Group (CCWG). CCWG team meets at regular interval and discusses topics that impact Agilent Corporate Citizenship program. CCWG group consists of members from HR, Branding, Investor Relations, Corporate Relations, Agilent Foundation, EHS, Agilent LABS, Compliance, Procurement, and Global Sourcing.

We also consulted the Global Reporting Initiative ([GRI Sustainability Reporting Guidelines v4.0](#)) 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
Environmental		
Energy	All Agilent Sites >140K or ISO 14001 or EHSMS Sites, Detailed List at G4-17	
Water	All Agilent Sites >140K or ISO 14001 or EHSMS Sites, excluding Folsom, Newport, Carpinteria sites , Detailed List at G4-17	
Emissions	All Agilent Sites >140K or ISO 14001 or EHSMS Sites, Detailed List at G4-17	
Effluents and Waste	All Agilent Sites >140K or ISO 14001 or EHSMS Sites, Detailed List at G4-17	

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

MATERIAL ASPECTS	ASPECT BOUNDARIES INSIDE COMPANY	ASPECT BOUNDARIES OUTSIDE COMPANY
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	

MATERIAL ASPECTS	ASPECT BOUNDARIES INSIDE COMPANY	ASPECT BOUNDARIES OUTSIDE COMPANY
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	
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	

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

MATERIAL ASPECTS	ASPECT BOUNDARIES INSIDE COMPANY	ASPECT BOUNDARIES OUTSIDE COMPANY
Product Responsibilities		
Customer Health and Safety	All Agilent Operations	Customers
Product and Service Labeling	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 RESTATEMENTS 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.

Agilent completed the spinoff of its former electronic measurement business, Keysight Technologies, on November 1, 2014. As a result, Corporate Citizenship data for financial year 2015 (1 November 2014 - 31 October 2015) only contains information about Agilent.

As a result of the spin-off, company's list of sites in scope for this report have reduced, and criteria for selection of sites has also been modified.

New criteria for including particular site performance in Corporate Citizenship Report was also modified. As per the new reporting criteria, a site needs to be either ISO:14001 certified (at any point during the year) or have EHSMS at any time during the year or the site should be greater than 140,000 square feet.

STAKEHOLDER ENGAGEMENT

G4-24
LIST OF STAKEHOLDER GROUPS
ENGAGED BY THE
ORGANIZATION

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BASIS FOR IDENTIFICATION AND
SELECTION OF STAKEHOLDERS
WITH WHOM TO ENGAGE

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STAKEHOLDER ENGAGEMENT

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KEY TOPICS AND CONCERNS
RAISED THROUGH
STAKEHOLDER ENGAGEMENT



MARK PEFIFER, USA

REPORT PROFILE

G4-28
REPORTING PERIOD FOR
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G4-29
DATE OF MOST RECENT
PREVIOUS REPORT

G4-30
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IN-ACCORDANCE CRITERIA USED
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G4-33
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WITH REGARD TO SEEKING
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PROFILE DISCLOSURES

STAKEHOLDER ENGAGEMENT

G4-24

LIST OF STAKEHOLDER 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, non-governmental 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 Customer Satisfaction survey gathers feedback from customers on their experience interacting with Agilent through its representatives and website and also with using Agilent's products and software. Feedback from these surveys is acted upon in a number of ways. Customers who have expressed dissatisfaction with an aspect of their Agilent experience in their survey response score are quickly contacted to address the issue. Customer suggestions and feedback are also used as input into customer experience and product improvement projects. Recent improvements, for example, include a redesign of the Agilent website that resulted in significantly improved satisfaction scores around the world.
- The Agilent Leadership Survey is a semiannual survey that allows Agilent employees to provide feedback on leadership effectiveness. The Leadership Survey 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

STAKEHOLDER ENGAGEMENT

G4-26 Stakeholder Engagement Matrix		
Stakeholder Type / Stakeholder Group	Frequency of engagement	Approach
Agilent Customer Touch Point Survey	After recent transaction	<p>Customer satisfaction with a recent transaction with one of four touch points: Customer Operations Center, Contact Center, Sales, and Service</p> <p>After an interaction with Agilent, selected customers receive an email invitation with a link to the survey</p>
ACS Web Survey	After visiting Agilent website	<p>Customer satisfaction with web touch points</p> <p>Customers are invited to answer a survey after visiting the Agilent website to evaluate their satisfaction with the Agilent web site</p>
ACS Product Survey	After purchase	<p>Customer satisfaction with their Agilent product.</p> <p>Customers receive an email invitation with a link to the survey after their purchase</p>
Investor	Direct meetings	<p>Institutional investors regularly request meetings with our Chief Executive Officer (CEO) and many of them meet with him at least once a year. He and other members of the executive staff attend investor conferences where they give presentations and meet with investors one-on-one.</p> <p>Analysts that research our company and sector also have regular contact with our CEO and our Chief Financial Officer (CFO). Those analysts are in constant contact with institutional investors and act as a feedback mechanism on how the market perceives the company.</p>
Employee	On regular interval	Regular performance reviews and discussions with immediate supervisors.

Employee	Quarterly	<p>Employee sessions are to share business updates and country-specific information, as well as to answer employee questions</p> <p>At locations around the world, quarterly sessions are conducted to provide updates on Agilent's business, country-specific updates and employee Q&A sessions</p>
Suppliers	Monthly	Agilent compliance requirements are communicated through e-mail to all newly added suppliers
Suppliers	Annual	Annual re-communication of Agilent compliance requirements for suppliers
Investor	Quarterly earnings conference calls	<p>Scheduled conference calls to discuss Agilent performance</p> <p>Each quarter, we conduct a financial results conference call that presents analysts and investors with an opportunity to ask questions and detail concerns to the CEO and CFO. Anyone can listen in to these conference calls over the Internet, although posing questions is generally restricted to professional investors and analysts.</p> <p>At our annual shareholder meeting, all attendees are presented with the opportunity to ask questions of our CEO, executive staff members and members of the Board of Directors.</p>
Investor	Shareholder meetings	The shareholder meeting is open to all shareholders and provides an opportunity to vote on proposals
Investor	Regular contact	If analysts and institutional investors are unable to meet directly with our CEO, CFO, or Treasurer then they can rely on regular contact with our Investor Relations department. The department acts as a channel for communications between Agilent and its investors.

GREEN RANKING

AGILENT IS PART OF NEWSWEEK'S TOP GREEN RANKING IN THE U.S.

G4-27

KEY TOPICS AND CONCERNS RAISED THROUGH STAKEHOLDER ENGAGEMENT

Stakeholder feedback mechanisms combine to provide Agilent with information to help improve our economic, environmental and social performance. For example, Agilent Quality reviews the questionnaires and our scores from socially responsible investment indices, to identify areas where we could further improve our performance. Similarly, Public Affairs uses the input it receives to guide our community programs, such as volunteerism and grants and Human Resources uses feedback from the employee surveys to review and modify company programs and benefits.

G4-27			Key Topics/ Concerns	
Key Topics/Concerns	Response	Employees		
Employees	Access to training material and eLearning courses created for Agilent customers	All training videos and eLearning courses created for Agilent customers are now available internally, too. Employees can access training courses using company-wide learning and development module "Learning@Agilent"		
Customers	Ability to connect, collaborate and share insights related to Agilent instruments, software and consumables	Launched a new online community where users of our instruments, software and consumables can connect, collaborate and share insights. Now customers are holding online multi-participant conversations with each other and with Agilent employees who support their applications and maintenance needs		

REPORT PROFILE

G4-28 REPORTING PERIOD FOR INFORMATION PROVIDED

Agilent's 2015 Corporate Citizenship Report is based on a combination of quantitative and qualitative data relating to our environmental and social performance during fiscal year 2015 (Nov. 1, 2014, to Oct. 31, 2015). The data is recorded on a companywide basis unless otherwise indicated.

G4-29 DATE OF MOST RECENT PREVIOUS REPORT

This is the 15th 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

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 2015 Corporate Citizenship Report, please contact us at corporate.citizenship@agilent.com.

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

Agilent's 2015 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 2015, are correct. In 2015 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/CCR_2015/CCR_2015.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.

G4-36

DETAILS ON WHETHER THE ORGANIZATION HAS APPOINTED AN EXECUTIVE-LEVEL POSITION OR POSITIONS WITH RESPONSIBILITY FOR ECONOMIC, ENVIRONMENTAL AND SOCIAL TOPICS, AND WHETHER POST HOLDERS REPORT DIRECTLY TO THE HIGHEST GOVERNANCE BODY

	POSITION OR TITLE	LEVEL FROM BOARD*
Overall Responsibility for Corporate Social Responsibility and Sustainability	Senior Director, Global Sourcing	3
Health and Safety	VP of Workplace, Services	3

	POSITION OR TITLE	LEVEL FROM BOARD
Diversity and Employment Equity	Senior Director, Human Resources	3
Community and Public Relations	Director, Corporate Relations	4
Environmental Issues	VP of Workplace services	3
Risk Management	Director, Global Security	4
Supply Chain Social Responsibility	Senior Director, Global Sourcing	3
Compliance/Ethics Issues	Chief Compliance Officer and Senior Vice President	3
Human Rights Issues	Senior Vice President Human Resources	2
Labor Issues	Employment Law Counsel	3

* The level from board is based on the assumption that CEO is level 1.

G4-38
COMPOSITION OF THE HIGHEST GOVERNANCE BODY AND ITS COMMITTEES

	MALE	FEMALE	TOTAL NUMBER
Total board members with executive functions	1		1
Total non-executive directors (excluding independent directors)			0
Total independent non-executive directors on the board	7	2	9
Total board	8	2	10

For more details related to the Board of Directors can be found in our [Proxy Statement](#) (Page 8-13).

G4-39
DETAILS ON WHETHER THE CHAIR OF THE HIGHEST GOVERNANCE BODY IS ALSO AN EXECUTIVE OFFICER (AND, IF SO, HIS OR HER FUNCTION WITHIN THE ORGANIZATION’S MANAGEMENT AND THE REASONS FOR THIS ARRANGEMENT)

Chairman is non-executive and independent. More details are available at [Board of Directors](#)

G4-45
HIGHEST GOVERNANCE BODY’S ROLE IN THE IDENTIFICATION AND MANAGEMENT OF ECONOMIC, ENVIRONMENTAL AND SOCIAL IMPACTS, RISKS, AND OPPORTUNITIES

The Board of Directors meets regularly to discuss matters relevant to Agilent’s business. The board has access to the company’s management as well as

outside legal counsel, consultants, and auditors. Members of Agilent’s management team routinely attend board and committee meetings to provide briefings on specific topics. More details are available at [Board of Directors](#)

G4-51
REMUNERATION POLICIES FOR THE HIGHEST GOVERNANCE BODY AND SENIOR EXECUTIVES FOR THE FOLLOWING TYPES OF REMUNERATION

The remuneration for Board of Directors and senior executives falls under one or more of the following categories: performance-based pay, equity-based pay bonuses, deferred or vested shares, sign-on bonuses or recruitment incentive payments, termination payments, clawbacks, and retirement benefits.

Various policies that govern Agilent board and executive compensation can be accessed from our corporate website for [Investor Relations](#)

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 mandatory annual training 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 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



KAIYU LU, CHINA

ECONOMIC PERFORMANCE

PERFORMANCE INDICATORS

ECONOMIC PERFORMANCE

DMA EC DISCLOSURE ON MANAGEMENT APPROACH EC

Economic Performance

In fiscal 2015, we launched a multi-year “Agile Agilent” program, re-engineering the company to be more efficient, nimble, and externally focused. As part of a company reorganization and restructuring, we established a new sales channel and divisional structure, which have been fully and successfully implemented.

Our actions from the “Agile Agilent” program delivered about \$40 million in gross savings. In addition, the closure of our Nuclear Magnetic Resonance business – announced at the end of fiscal 2014 – resulted in \$15 million in savings. And the Agilent Order Fulfillment organization successfully delivered \$25 million in committed savings.

The “Agile Agilent” program and order fulfillment cost savings will be key drivers behind continued non-GAAP operating margin expansion. We increased our fiscal 2015 operating margins and are well on track to achieve a 22 percent operating margin by fiscal 2017. For the full fiscal year, we generated revenues of \$4.04 billion. This represents our highest annual core revenue growth rate since fiscal 2011.

The company’s financials are reported publically on its external website at [Agilent Investor Relations](#).

Market Presence

Our analytical lab markets, which represent 84 percent of the total company, are comprised of two externally reported business segments: the Life Sciences and Applied Markets Group and the Agilent CrossLab Group. Together, these businesses serve customers in pharmaceuticals and life sciences research, as well as in applied chemical markets such as chemical and energy, food safety, environmental and forensics.

The Diagnostics and Genomics Group (DGG) is a global leader in diagnostics and genomics solutions for research and clinical laboratories. Within anatomic pathology, our Dako-branded tissue-based diagnostics are at the forefront of workflow solutions helping pathologists to accurately diagnose cancer and determine the most effective treatment for cancer patients. In fiscal 2015, two new Agilent diagnostics products received approval from the U.S. Food and Drug Administration.

The first was created in partnership with Merck & Co. This new companion diagnostic test can reveal whether a patient with advanced non-small-cell lung cancer is likely to respond to Merck’s anti-PD-1 therapy KEYTRUDA.

The second product is the first complementary diagnostic developed in collaboration with Bristol-Myers Squibb. This new test can identify PD-L1 expression levels on the surface of non-small-cell lung cancer tumor cells, and provide information on the

survival benefit with OPDIVO for patients with non-squamous, non-small-cell lung cancer.

Indirect Economic 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 has a carefully monitored and managed Philanthropic Support process as described below:

- Agilent reviews and selects the organizations that receive both company and Agilent Foundation grants. Once the grant has been provided, the Foundation monitors the organization’s use of the grant. An agreement is signed by each grantee that they will provide an interim and/or final report for the program supported.

\$4.04 BILLION

AGILENT HAD REVENUE OF
\$4.04 BILLION IN FY15

- Grantee is asked to provide a detailed description of what was accomplished by the grant, and the progress made toward achieving the goals. Besides this, grantee must ensure that activities under the grant have been conducted in conformity with the terms of the grant, report all expenditures supporting the grant, and maintain records of such expenditures to enable checking if needed.

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**

While building the foundation for Agilent's future with an unprecedented amount of change, we delivered very strong financial results, delivering increased growth and profitability. For the full fiscal year, we generated revenues of \$4.04 billion. This represents our highest annual core revenue growth rate since fiscal 2011.

For the year, we returned \$400 million to shareholders in the form of dividends and stock buybacks. We also generated \$491 million in operating cash flow. On May 28, 2015, the Agilent Board of Directors approved a share repurchase program authorizing the purchase of up to \$1.14 billion of the company's common stock through and including November 1, 2018.

For more information, go to the [Agilent 2015 Annual Report](#)

G4-EC2

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

Risk Category	Description	Impact Description	Financial Implications
Regulatory	Emission reporting obligations	We have considered the impact of current and proposed US EPA CO2 regulations. Currently, Agilent falls below the threshold requirement that would obligate us toward a major mitigation or financial remediation. Increased reporting obligations would create additional financial expense for Agilent.	Increased operational cost
Regulatory	Cap and trade schemes	Since April 2010 Agilent's Hachioji site in Japan has been under the Tokyo Cap and Trade scheme. Non-compliance with the scheme will result in a fine. The first compliance period finished in March 2014 and a second compliance period is already planned for 2015-2019. In the first year we have emitted less than 20% of our emissions allowance.	Reduction/disruption in production capacity
Physical	Change in mean (average) precipitation	Increased precipitation and extreme weather events pose a risk to Agilent by disrupting business activities in many areas, including transportation of goods and services, physical impact to our office and manufacturing locations, and disruption to our customers. In addition, our employees have exposure to the same risks.	Increased operational cost
Physical	Sea level rise	Flooding of Agilent owned or leased offices, manufacturing facilities and/or warehouses.	Reduction/disruption in production capacity

Opportunity Category	Description	Impact Description	Financial Implications
Regulatory	Air pollution limits	As air pollution limits and other forms of regulations drive the energy consumer market in the direction of more renewable energy, Agilent will have an opportunity to provide measurement equipment to the renewable energy market as well as instruments the "smart grid" needs to support a more distributed electrical generation network. Additionally, Agilent manufactures equipment to accurately measure air pollution and monitor air.	Increased demand for existing products/services leading to incremental sales opportunity
Reputation	Reputation	As an environmentally aware company acting proactively to minimize its contribution to climate change, Agilent sees consumer and customer awareness of our corporate environmental stewardship as an opportunity and a way to differentiate itself from our competitors.	Increased demand for existing products/services leading to incremental sales opportunity

ECONOMIC PERFORMANCE

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 \$15 million, \$30 million, \$30 million to our U.S. defined benefit plans in each of 2015, 2014, and 2013, respectively.
- We contributed \$25 million, \$72 million and \$89 million to our non-U.S. defined benefit plans in 2015, 2014, and 2013, respectively.
- We contributed less than \$1 million to our U.S. post-retirement benefit plans in 2015 and \$1 million in both 2014 and 2013.
- Our non-U.S. defined benefit plans are generally funded ratably throughout the year.
- Total contributions in 2015 were \$40 million or 61 percent less than 2014.
- Total contributions in 2014 were \$103 million or 14 percent more than 2013.

Please refer to [Agilent 2015 Annual Report](#) "retirement plans and post retirement pension plans" section starting at page 64.

G4-EC4 SIGNIFICANT FINANCIAL ASSISTANCE RECEIVED FROM GOVERNMENT

Please refer to [Agilent 2015 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 under-represented 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 2015, through our businesses, employee programs, and foundation, our philanthropic efforts totaled over \$10 million. Agilent provided over \$7 million in university grants and equipment supporting science and technology research at the forefront of electronic and bio-analytic measurement technologies. In addition, over \$650,000 in pre-university science-education grants supported programs reaching hundreds of thousands of students and educators worldwide.

Through employee match programs and other community investments, Agilent and the Foundation provided \$1.6 million in donations

Because of our long-standing 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 continues to have a positive economic impact in the communities where we operate by enhancing skill and knowledge among students, academicians, and the professional community. Agilent's philanthropic efforts, through the Agilent Technologies Foundation, focus on education and development in life sciences. The Foundation supports a range of community and pre-university-level science education programs aimed at helping students develop the critical thinking skills essential for tomorrow's jobs.

ECONOMIC PERFORMANCE

One example of such a global program is the **Agilent After School (AAS) Hands-on Science Kit Program**.

The heart of the Agilent After School program is a series of 24 science experiment kits intended for hands-on use by children ages 9-13. The kits help students learn physics, biology, earth sciences, chemistry, and more—and they have been designed as a complete “program in a box.” The kits also include measurement devices and biographies of key inventors or scientists to add context to the science. Agilent’s program was designed to be implemented in afterschool venues, such as science clubs, community centers, libraries and other settings outside the classroom, and while AAS supports international, federal and state science standards, they don’t compete with a teacher’s curriculum.

AAS kits contain all the materials needed for students to do real-world experiments in which they build and learn about electronic-circuit games, clean water engineering, solar cars and thumb pianos (Kalimbas) – just to name a few. Agilent employees manage and implement this program, working with and mentoring the students. The program is being implemented in 17 countries and touches 35,000 students around the world each year.

Another example of encouraging scientific thinking in students is Agilent’s participation in the Penang International Science Fair, an annual event attended by more than 10,000 members of the public. The fair was organized by the Penang Science Cluster, an industry-led initiative set up in collaboration with the Penang state government. Agilent was one of the key technology sponsors of the fair, and nearly 80 employee volunteers from Agilent’s Penang site participated. Agilent volunteers designed a special set of games that allowed school-age children to learn

about Agilent and its technologies through fun and play.

At a global level, we partner with many organizations, 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.

One such global initiative focuses on encouraging women toward the field of science. Through grants to **The Association for Women in Science (AWIS)**, the program champions the interest of women in Science, Technology, Engineering, and Mathematics (STEM). Role models, mentoring, and educational opportunities are offered to the next generation of individuals in STEM. Educational programs are offered live as well as recorded, which can be accessed worldwide at a time that is convenient for the participant.

Agilent’s scientists and technical staff collaborate with academics on path-breaking research and discoveries. 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

In addition, the Foundation’s match of employee giving strengthens a broad range of non-profit programs in communities where Agilent has a presence.

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-EN2
PERCENTAGE OF MATERIALS
USED THAT ARE RECYCLED
INPUT MATERIALS

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



SUNIL NAIR, INDIA

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 companywide 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 requires suppliers to adopt sound environmental, health, and safety management practices.

For supplier environmental and social responsibility expectations, view [Agilent Supplier Code of Conduct Policy](#).

Agilent's commitment to the environment and sustainability continued in FY15 through employee engagement and awareness activities on Earth Day and World Environmental Day. Agilent's [Santa Clara](#) site offered household electronic-waste recycling drop-off for employees, [Singapore](#) site organized a garage sale bazaar to promote recycling and a tour of a local power station plant, [Hachioji \(Japan\)](#) employees participated in a tree-planting ceremony at Takao-no-Mori, [China](#)

employees at all sites participated in a countrywide handmade-art competition using scrap and recycled materials and [India](#) employee volunteers planted trees and took part in energy-saving and paper-reduction activities.

In September 2015, Agilent Technologies Penang passed the Green Office audit assessment from the Penang Green Council. The Green Office Project is a program to help offices adopt sustainability principles including, waste reduction, recycling, energy conservation, water conservation, paper usage, indoor air quality, and employee engagement.

Additional information on our environmental and social performance may be found at [Agilent's Commitment to Environment and Social Responsibility](#).

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.

Energy and Water

Agilent continues to focus on opportunities to reduce energy and water consumption (normalized by space and headcount). Improvements to operational efficiency include the implementation of energy and water-related projects and a continued focus on utility usage awareness. Agilent has completed over 20 energy and water conservation projects at its major sites leading to a potential annual energy saving of about 750 MWh.

Energy use is determined to be Agilent's most significant environmental aspect, consuming approximately 510,000 GJ in FY15 (this amounts to about 59,000 MT of greenhouse gases). Consumption is primarily from the use of electricity (indirect) and gas or fuel oil for heating or on-site electricity generation (direct). Energy consumption is tracked quarterly against targets, and appropriate adjustments are implemented as necessary. Energy consumption is normalized by the operating footprint (in sq. ft.) and now recently, also by headcount.

At its Singapore site, Agilent replaced much of the lighting with more efficient types leading to a saving of about 100 MWh. Similarly, in Boulder, Colorado in the U.S., lighting replacement effected a reduction of a further 475 MWh. Nine projects in the Shanghai office should see reductions in the order of 100 MWh. The Little Falls facility also engaged the opportunity for lighting replacement with projected savings of about 30 MWh.

Globally, these reductions and the continued use of solar photovoltaic generation has effected a net reduction of about 470 MT of Greenhouse Gas Emissions.

In FY15, our net energy reduction target of 1% against FY14 baseline was missed, with an actual increase of about 2%. Much of this increase was attributed to unfavorable seasonal variations and when factored using recognized Degree Day Analysis, reducing this 'real' increase by 1% (overall, an increase of about 1% was still recorded). The other adverse impact on the normalized energy consumption was an increase in production rates at many of our key sites, a factor not considered in the FY15 analysis and so headcount will

ENVIRONMENTAL PERFORMANCE

also be considered for future reporting. No one normalizing method perfectly represents changing operational conditions that impact energy use, but when used together in FY16 there will be a more balanced view of the overall progress against the FY14 baseline and target

Water use has been identified as one of Agilent's globally significant environmental aspects. Targets to monitor and reduce water usage, where possible, are tracked on a quarterly basis and reported to senior management. The FY15 water conservation efforts have achieved a 2% reduction against the 2% target and is on track to meet the 20% reduction over the 10-year program.

Besides the targeted programs, Agilent also responded to local situations, such as the California drought. Despite there being no specific use reduction targets for commercial and industrial users, Agilent implemented Best Management Practices (BMPs) by looking at how we irrigate our outdoor ornamental landscapes for potential savings, and encouraged employees to do their best to conserve water toward local California conservation standards. Agilent's Folsom site implemented a cleaning system for its production baths used in GC column manufacturing, saving 44,000 gallons a year. The site uses recirculated water in its pond outside the lobby and is installing a drip system for trees and a smart water controller that factors in weather conditions.

Waste

Agilent's FY15 waste management plan achieved its targets to:

- Consolidate the data collection processes since the Agilent/Keysight separation.
- Reduce waste disposal liability through a structured audit program for hazardous waste vendors.

Agilent has set up a waste diversion goal of 89% and zero chemical waste to landfills for 2016.

Agilent's Mulgrave site in Australia received a Bronze certification in the Waste Wise Business efficiency program, sponsored by the Victoria state government.

Products and Services

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 and to also proactively implement more sustainable practices in material selection and use.

Agilent has developed an [Environmental Compliance Framework](#) to sustain and facilitate compliant product design, development, production, refurbishment, and support.

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. When a customer no longer requires an Agilent product, we have implemented several options for reuse, re-manufacture, or take-back based on the product type and customer location to ensure the product is properly managed.
- Reuse programs are offered for selected products, also addressing requirements from the European WEEE (Waste from Electrical and Electronic Equipment) Directive.

ENVIRONMENTAL PERFORMANCE

Key FY15 achievements related to our products include:

- New and existing product conversions to be ROHS compliant.
- Reduced energy consumption of the next generation GC products.

Agilent contributes to the environment and sustainability not only by reducing the impact of its own products, but also by using its products to measure, analyze and mitigate the impact of chemicals in the environment. Agilent instruments can perform more than 800 different analytical applications and tests related to the environment. Other examples of such contribution are listed below:

- **Detecting Pollutants in Water:** Agilent is working closely with customers to better identify and address the problem of pharmaceuticals and personal-care products like perfumes and cosmetics being present in water and the environment. We released an application note (based on collaborative work of Agilent application chemists, the U.S. Environmental Protection Agency, and Vogon Laboratory Services), describing the detection of these pollutants—commonly referred to as PPCPs—in water at parts-per-trillion levels using the Agilent 6495 Triple Quadrupole Mass Spectrometer.
- **Making Children’s Toys Safer:** Phthalates are plasticizers used by manufacturers to make plastics more flexible, durable and softer. The U.S. Consumer Product Safety Commission limits their use in toys and child-care products. With Agilent FTIR analyzers and exclusive calibrated methods,

laboratories can rapidly screen large numbers of parts and objects for phthalate content with little or no sample preparation. With the portable [Agilent 4500 Series FTIR](#) and the newly developed [4500 Polymer ID Package](#), labs can determine the chemical composition of a polymer in seconds.

- **Keeping Dioxins Out of Food:** Agilent has developed a new method for dioxin analysis. Dioxins and dioxin-like compounds have been linked to developmental problems, immune system damage and cancer. These toxic compounds can be released into the environment during industrial processes such as metallurgy, cement production, pesticide manufacturing and waste incineration. Regulations in Europe, the United States and other countries require that food samples be tested to detect dioxins and dioxin-like compounds at very low levels.
- **Combatting Dangers of Lead Poisoning:** Exposure to lead can be toxic to humans. There is no known "safe threshold" of lead in the body, where it will not cause harm. Using Agilent equipment, U.S. researchers have developed a method for detecting heavy metals in urine by collecting metal-bound nanoparticles, and researchers in China have developed a novel method for measuring trace amounts of lead in environmental water and vegetable samples.

G4-EN2 PERCENTAGE OF MATERIALS USED THAT ARE RECYCLED INPUT MATERIALS.

Recycled materials are not used in Agilent products.

G4-EN3 ENERGY CONSUMPTION WITHIN ORGANIZATION

Worldwide Energy Consumption (unit GJ)	2012	2013	2014	2015
Diesel		4,900	3,161	3,850
Propane	1,100	1,100	1,100	1,100
Solar	650	12,800	11,800	5,050
Electricity	743,000	803,000	670,200	356,110
Natural Gas	205,000	225,000	205,206	146,320
Total	949,750	1,046,800	891,467	512,430

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

GRI Indicator	FY15 Agilent Data	Explanation
Total Fuel Consumption from Renewable Sources	5,050 GJ	Total energy consumption in-house solar generation
Total Fuel Consumption from Non-Renewable Sources	507,380 GJ	

ENVIRONMENTAL PERFORMANCE

GRI Indicator	FY15 Agilent Data	Explanation
Heating Consumption	146,320 GJ	Natural gas
Electricity Consumption	356,110 GJ	For grid electricity
Diesel for Electricity Generation	3,850 GJ	Diesel consumption for electricity at Manesar
Propane Consumption	1,100 GJ	Total direct energy consumption for propane
Total Indirect Energy Consumption	Solar = 5,050 GJ Grid Elec. = 356,110 GJ	
Total Direct Energy Consumption	Diesel = 3,850 GJ Natural Gas = 146,320 GJ Propane = 1,100 GJ	

Notes:

1. U.S. 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 U.S. facilities, EPA eGRID2012 Subregion map and Subregion GHG output emission rates for CO2, CH4 and N2O, released August 2015 <http://www.epa.gov/energy/egrid-2012-subregion-ghg-output-emission-rates>

3. For stationary fuel consumption (i.e. natural gas) DEFRA 2015 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 country locations where Agilent operates. For this report, under **G4-EN-17** we are only reporting U.S. employee commuting.
3. Use of sold products and end-of-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**.

G4-EN5 ENERGY INTENSITY

GRI Indicator	FY13	FY14	FY15
Energy Intensity Ratio	42.8 kwh/sqft	37 kwh/sqft	37 kwh/sqft
Kilowatt hour (kwh)		2,47,818,362	129,171,983
Square feet (sqft)		6,692,587	3,486,241
Metric Chosen to Calculate Ratio	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		
External Energy-Used Included	No		

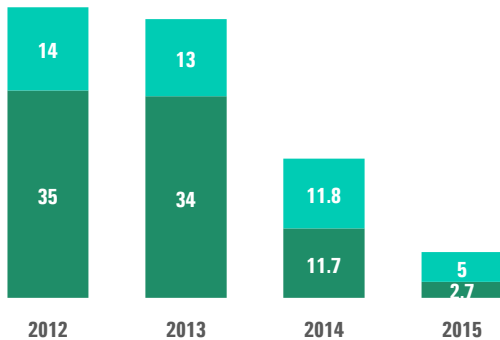
ENVIRONMENTAL PERFORMANCE

G4-EN6 REDUCTION OF ENERGY CONSUMPTION

Total reduction in energy consumption for FY15 was 2,700 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. Annualized reductions are theoretical based on the predicted reduction in electricity usage as a direct result of energy saving projects in FY15.

Energy Saved by Conservation and Efficiency Improvement

- Energy saved by generation of onsite solar power (1000 GJ)
- Energy saved by increase in energy efficiency (1000 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 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.

G4-EN8 TOTAL WATER WITHDRAWAL BY SOURCE

Total volume of water from water utilities (1,000 m3) = 358.8

Wastewater purchased from other organizations includes 52,950 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):

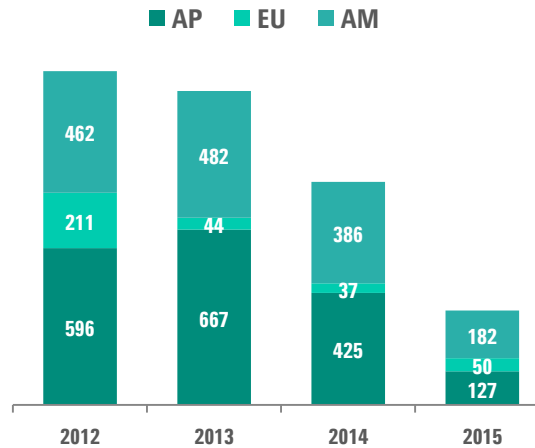
- Asia Pacific - 127
- Europe - 50
- USA - 182

	AP	EU	AM	Total
2012	596	211	462	1,269
2013	667	44	482	1,194
2014	425	37	386	848
2015	127	50	182	359

WATER CONSERVATION

MET 2% REDUCTION GOAL FOR 2015.
ON TRACK TO MEET 20% REDUCTION
BY 2024.

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). Of those sites, Manesar withdrew about 11,000 cubic meters and Torino withdrew about 160,000 cubic meters in FY15, making this a global total groundwater withdrawal of about 171,000 cubic meters.

G4-EN10 PERCENTAGE AND TOTAL VOLUME OF WATER RECYCLED AND REUSED

No significant water recycling has been noted for FY15.

The only site that currently uses recycled water is Santa Rosa, USA, (now Keysight) which has an onsite wastewater treatment facility. During the FY14 reporting period, the Santa Rosa site recycled 56.79 (1,000 m3) water.

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.

ENVIRONMENTAL PERFORMANCE

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.

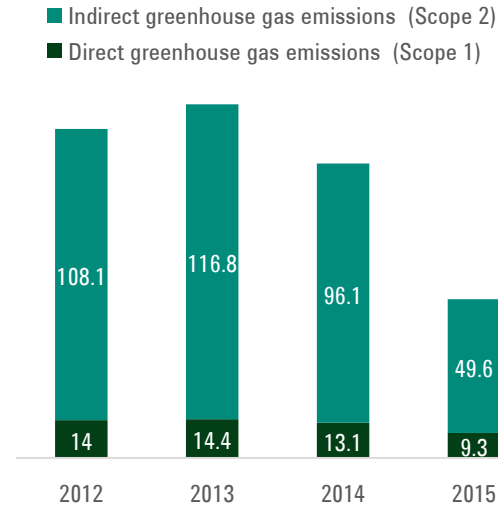
G4-EN15

TOTAL DIRECT GREENHOUSE GAS EMISSIONS BY WEIGHT

GRI Indicator	FY15 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.	Refer to EN3 notes
Total Direct (Scope 1) greenhouse gas emissions in metric tons of CO ₂ equivalent.	9,321

Worldwide (Metric Kilotons CO ₂ e)	2012	2013	2014	2015
Direct Greenhouse Gas Emissions (Scope 1)	14.0	14.4	13.1	9.3
Indirect Greenhouse Gas Emissions (Scope 2)	108.1	116.8	96.1	49.6
Total Greenhouse Gas Emissions	122.1	131.1	109.2	58.9

Total Direct & Indirect Greenhouse Gas Metric Kiloton CO₂e



G4-EN16

ENERGY INDIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 2)

GRI Indicator	FY15 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.	Refer to EN3 notes
Total Scope 2 greenhouse gas emissions in metric tons of CO ₂ equivalent.	49,644

G4-EN17

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

GRI Indicator	FY13 Agilent Data	FY14 Agilent Data	FY15 Agilent Data
Scope 3 emissions from U.S. Fleet program identified in metric tons of CO ₂	9,078	8,801	6,862
Scope 3 Emissions from Agilent employee business travel identified in metric tons of CO ₂ equivalent	38,979	33,788	21,131
Scope 3 Emissions FedEx tCO ₂		22,314	15,829
DHL tCO ₂ e		33,086	32,343
KWE tCO ₂		-	12,355
Scope 1 & Scope 2 emissions metric tons of CO ₂ equivalent	116,755	109,279	58,965

Employee Fleet Travel (U.S. only) (million miles) 3 Fiscal Years	FY13	FY14	FY15
For Business (Driver-Assigned)	1,084	1,134	840
For Business (Pool and Group)	49	47	12
For Personal (Driver-Assigned)	0	0	0
TOTAL	1,133	1,181	852

ENVIRONMENTAL PERFORMANCE

G4-EN18 GREENHOUSE GAS EMISSIONS INTENSITY

GRI Indicator	FY14	FY15	Description
Greenhouse gas emission intensity ratio	0.0133 mt/sqft	0.0169 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.	20 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.	720
Reductions in GHG emissions by direct (Scope 1), energy indirect (Scope 2), other indirect (Scope 3) emissions.	250 MT: CO ₂ e avoided (MT) from Electricity (Scope 2) 470 MT: from 3 on-site solar PV systems

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 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 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

Agilent has only started to report direct NO_x emissions in FY15. Total NO_x emissions in FY15 was 1262 MT. We do not track SO_x, Hazardous air pollutants (HAP), Volatile organic compound (VOC) emissions.

G4-EN22 TOTAL WATER DISCHARGE BY QUALITY AND DESTINATION

Water discharge is not tracked separately and is almost directly linked to the site water consumption. Some sites do have small waste treatment facilities where waste water is discharged and subject to strict compliance expectations. More concentrated aqueous wastes are collected separately and disposed appropriately as hazardous wastes.

WASTE MANAGEMENT BRONZE CERTIFICATION

AGILENT'S MULGRAVE (AUSTRALIA) SITE
RECEIVED BRONZE CERTIFICATION
IN WASTE WISE BUSINESS
EFFICIENCY PROGRAM

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

The data is based on fiscal year (November 2014 – October 2015) and include both solid and hazardous waste. Agilent's solid waste diversion for FY15 was 87%. This exceeded the company-wide solid waste diversion for FY14 by 5%. Waste data is also attested by independent third party Trucost. Attestation statement is available in section G4-33 on page 27.

Hazardous Waste -- There was no target for hazardous waste. However, in FY15, 50% of hazardous waste was treated, 10% was incinerated, 39% was recycled, and only 1% was landfilled.

Notes:

1. Total waste produced is calculated by adding total chemical waste and total solid waste tonnage. Total waste calculated based on fiscal year (November 2014 – October 2015).
2. Chemical waste refers to chemical materials designated for final disposition that exhibit characteristics that are hazardous or dangerous per local regulatory requirements. This refers to materials that are shipped offsite for treatment, recycling, incineration, and landfill; and excludes electronic waste.
3. 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).

GRI Indicator	Agilent Data
The total amount of waste (hazardous & non-hazardous) in tons by type for composting.	Hazardous = 0 Non-Hazardous = 172
The total amount of waste (hazardous & non-hazardous) in metric tons by type for reuse.	0
The total amount of waste (hazardous & non-hazardous) in metric tons by type for recycling.	Recycle (metric tons): • Hazardous = 1,249 • Non-Hazardous = 1,599
The total amount of waste (hazardous & non-hazardous) in metric tons by type for recovery.	0
The total amount of waste (hazardous & non-hazardous) in metric tons by type for incineration (or use as fuel).	Incineration (metrics tons) • Hazardous = 334 • Non-hazardous = 241
The total amount of waste (hazardous & non-hazardous) in metric tons by type for landfill.	Landfill (metric tons) • Hazardous = 6 • Non-hazardous = 263
The total amount of waste (hazardous & non-hazardous) treated in metric ton	Treated (metric tons) • Hazardous = 1,601 • Non-hazardous = 0
The total amount of waste (hazardous & non-hazardous) in metric tons by type for on-site storage.	0

ENVIRONMENTAL PERFORMANCE

GRI Indicator	Agilent Data
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) <ul style="list-style-type: none"> • Treated = 1,601 • Incinerated = 334 • Land filled = 6 • Recycled = 1,244 • Total = 3,186
	Total Non-Hazardous waste (Metric tons) <ul style="list-style-type: none"> • Composting = 172 • Recycled = 1,669 • Land Filled = 263 • Incinerated = 241 • Total = 2,344
	Total (Hazardous + Non-Hazardous) = 5,530 (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 2014 – October 2015).
- 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).

G4-EN24 TOTAL NUMBER AND VOLUME OF SIGNIFICANT SPILLS

In FY15, 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 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.

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

- 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 of the U.S. Securities and 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'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.

ENVIRONMENTAL PERFORMANCE

- Agilent continued 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 FY15, Agilent reported only one alleged environmental regulatory compliance violation. A monetary fine was imposed following an inspection at our Shanghai site.

	FY13	FY14	FY15
Total Significant Fines (\$)	0	350	315
Number of Environmental Fines Paid by Company	0	1	1
Non- Monetary Sanctions	2	0	0

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 FY15, we reported our greenhouse gases emissions from freight and logistics providers.

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 future 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. All Agilent purchase orders contain a reference to the Environmental Health and Safety Policy. 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.

ENVIRONMENTAL PERFORMANCE

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

Agilent conducted 19 on-site surveys with the help of an external agency in FY15. All corrective actions were completed before being signed off by a third-party external agency. In addition to the on-site survey program, Agilent launched a new supplier compliance program in April 2015 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 FY15, there were no grievances raised.



DMA LA
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

ELAINE CHRIST, USA

[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 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](#)

Occupational Health and Safety

Agilent Technologies operates under a company-wide environmental, health and safety management system (EHSMS) that applies to Agilent design, development, manufacturing, distribution, and sales and service operations worldwide. The purpose of Agilent's EHSMS is to implement the Environmental Health and Safety Policy. The EHSMS provides a framework for Agilent's business operations to make decisions regarding their environmental and Occupational Health and Safety (OHS) activities in response to changing internal and external factors. The EHSMS is supported by key processes focused on planning, implementation and operation, checking and corrective action, and management review.

Agilent reviews its OHS aspects annually. Each region conducts their own local reviews and these are consolidated into a Global OHS aspects and impacts register. Those OHS aspects that attain the highest (risk) scores are either assigned objectives and targets for the current year or, if they are business fundamentals, will have associated programs established to ensure compliance and implementation of risk-based management approaches. Performance related to these objectives and programs are monitored and reported to senior management at least quarterly, and are identified in quarterly business reviews. Formal Management Reviews are held twice annually to report current OHS performance to senior management. Any deviations from target are noted, and corrective actions or changes to strategies are identified for approval.

Training and Education

At Agilent, employees develop individually and collectively to enhance their skills and knowledge, to achieve current business objectives, and prepare for the challenge of future business objectives. Development is a key lever to achieve the organizational capability that Agilent needs for current and future growth and success.

Employee development at Agilent is a collaborative process between a manager and an employee. Agilent managers are accountable for assessing employee performance on behalf of the company and supporting the development of employees over time.

The following three approaches to employee development are used at Agilent, and are provided based on business need. It is most effective to choose a blend of learning approaches that feature employees learning while doing their day-to-day jobs.

- **Work Assignments:** Challenging jobs, special assignments, project initiatives, and job rotations. Every work assignment is a potential development experience.
- **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.

SOCIAL: LABOR PRACTICES AND DECENT WORK INDICATOR

Agilent aligns with ISO 26000 standards and guidance 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

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
1,558	886/672	56.86%/43.13%

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

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	11.66%
Female	14.8%

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	763	40.1%
Between 30–50 years of age	683	9.76%
Greater than 50 years of age	114	3.52%
Total Number	1,560	

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	506	32.44%	11.76%
Asia Pacific	623	39.93%	13.86%
Europe	431	27.63%	12.87%
Total Number	1,560	100%	38.49%

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

Total Number Employee Leaving by Gender	# Male/Female	% Male/Female
1,267	728/539	57.46%/42.54%

Note: "One employee did not indicate the gender."

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

Rate of Employees Leaving by Gender	Male/Female
Turnover Rate	9.58%/11.89%

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	408	21.92%
Rate 30–50 years of age	627	8.96%
Rate Over 50 years of age	233	7.13%
Total Number	1,268	

TOP ENTRY-LEVEL EMPLOYER

AGILENT HAS BEEN IDENTIFIED BY COLLEGEGRAD.COM AS A TOP ENTRY-LEVEL EMPLOYER IN 2015 FOR THE SEVENTH YEAR IN A ROW

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

Region	Total Number	% of Total
Americas	375	29.57%
Asia Pacific	462	36.44%
Europe	431	33.99%
Total Number	1,268	100%

Rate of employees leaving employment during the reporting period.

Region	Rate
Americas	8.74%
Asia Pacific	10.29%
Europe	12.87%

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	11,794	63.82%/36.18%	7527/4267
Part-time	335	20.60%/79.40%	69/266

The total workforce broken down by region and gender by regions

Region	Total Number	Number Male/Female	% Male/Female
Americas	4,291	2,673/1,618	68.42%/31.58%
Asia Pacific	4,490	2,813/1,677	62.65%/37.35%
Europe	3,348	2,110/1,238	63.02%/36.98%

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

Generally, part-time employees who meet minimum requirements for benefits eligibility are eligible for the same benefits as full-time employees. Benefits and eligibility requirements will vary by country.

Agilent aims to deliver a rewards portfolio that is competitive with life sciences, diagnostics and applied markets companies, representative of the diverse 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

SOCIAL: LABOR PRACTICES AND DECENT WORK INDICATOR

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. Though we are currently not tracking return to work at a global level, however, we address a wide range of needs through the following programs. 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.
- **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.

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

4 HOURS A MONTH

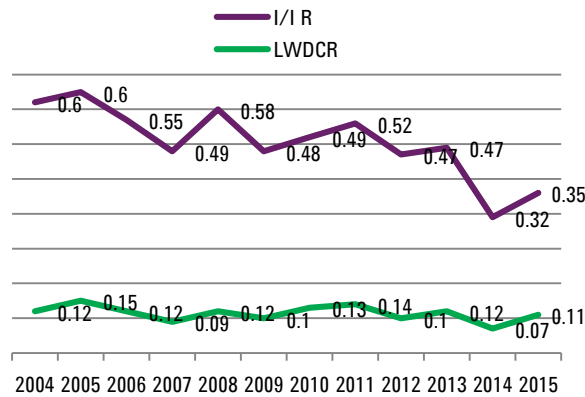
AGILENT PROVIDES EMPLOYEES UP TO FOUR HOURS A MONTH OF PAID TIME OFF FOR VOLUNTEER WORK

continue to benchmark favorably relative to Agilent competitors and industry leaders.

Agilent Occupational (IR) Rate Globally 2015 – 0.35; Regionally AM - 0.89; AP - 0.04; EU - 0.14.

Agilent Occupational (LWDCR) Rate Globally 2015 – 0.11; Regionally AM - 0.18; AP - 0.04; EU - 0.11.

Agilent Global LWDCR Data 2004-2015



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. Local and global formal agreement exists with trade unions that cover health and safety topics.

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

Training at Agilent takes several forms – face to face classroom experiences, on-the-job learning, virtual classroom events and self-paced e-learning, to name a few.

The training and development programs offered at Agilent are many, including New Employee Orientation, Leadership Development, Product and Technology Training, Employee Safety and Security, Legal and Ethical concerns, and Standards of Business Conduct. Employees also have access to training material and

SOCIAL: LABOR PRACTICES AND DECENT WORK INDICATOR

eLearning courses created for Agilent customers. To encourage learning occurring anywhere, anytime for our globally distributed workforce, we continue to make self-paced e-learning available in many of these topics 24 hours a day/seven days a week.

In 2015, approximately 93% of our Agilent employees took advantage our training resources (with over 77,500 instances of training, including over 67,000 self-paced online courses).

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

Agilent Technologies understands that the collective skills of our employees is our corporate capability and therefore critical to our success. Toward that end, Agilent is committed to providing an environment where employees can expand their knowledge, develop new skills, and contribute their best work.

One example is 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 and career skills that align with their daily work and Agilent's expectations.

Another example is our Educational Assistance program through which the company may provide employees with financial assistance for education relevant to meeting our business needs. Specifically, Educational Assistance

helps employees take external academic classes or complete an Agilent-relevant academic degree program.

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

One hundred percent of Agilent employees receive regular performance reviews.

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
11,794	7527/4267

Percentage of employees by gender.

Employee Gender	% of Total
Male	63.82%
Female	36.18%

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

Total Number	% of Total
% Under 30 years of age	15.34%
% 30-50 years of age	57.71%
% over 50 years of age	26.95%
Total Number 11,794	

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

Executives and Senior Management	% of Total
Male/Female	80%/20%
Under 30 years of age	0%
Between 30-50 years of age	0%
Greater than 50 years of age	100%

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

SOCIAL: LABOR PRACTICES AND DECENT WORK INDICATOR

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	0.99
ICB	0.99
PM	0.99
Senior Management	1.03

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's three-tier program includes communicating Agilent labor requirements to all suppliers; conducting compliance surveys with our preferred, strategic and core suppliers; and working with an external agency to conduct on-site supplier site surveys at select 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 confidential.





DMA HR
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

SOCIAL: HUMAN RIGHTS

CHIARA REGGIO, ITALY

PERFORMANCE INDICATORS

[< BACK TO TOC](#)

**DMA HR
DISCLOSURE ON MANAGEMENT APPROACH HR**

Enable Agilent to attract, engage, develop and reward the best talent to be #1 in analytical labs and targeted diagnostics segments. Deliver a rewards portfolio that is competitive with life sciences, diagnostics and applied markets companies, representative of the diverse industries and markets within which Agilent operates. Agilent is committed to creating a diverse work environment and is proud to be an equal opportunity employer.

Management Approach

- **Our People:** We seek and employ the most talented workforce to help us achieve amazing results. As a global company, Agilent enjoys the diversity of cultural and individual perspectives held by our employees. Much of Agilent's success is rooted in the diversity of its people and the commitment of those people to inclusion. Our employees' different backgrounds are valued by both customers and employees.
- **Our Values and Culture:** Our values and culture makes Agilent a place where we want to spend our time. You can see and feel our values in the workplace. Agilent's six values are the core foundation of our company - innovation and contribution, uncompromising integrity, trust respect and teamwork, speed, focus, and accountability. Our values are the basis for every decision we make and every action we take, no matter where we are located.

- **Development Opportunities:** As part of the next generation of innovators and business leaders, our employees deliver solutions to keep Agilent and the laboratories we serve at the top of their game.
- **Work-life Balance:** Agilent gives employees the space to enjoy life, their families and friendships. Flexible time off, flexible schedules, telecommuting and company-sponsored activities are some of the ways we help keep inspiration coming.
- **We make the world a safer and healthier place:** Our employees are inspiring discoveries for a better world.

Agilent as an Employer – Awards & Recognitions

- Agilent's Leadership Survey is conducted twice a year to focus on improving leadership practices necessary to achieve business objectives, and to measure the level of engagement of the Agilent team.
- Fortune 500 employer.
- Named to Forbes list of Top 50 Best Employers in America.
- Named to Business Insider's list of The 25 Best Tech Companies to work for in America.
- Recognized by Chemical & Engineering News as a best place to work in the U.S.

Agilent's HR Policy provides guidelines on ethical HR practices for our employees and forbids any form of Discrimination, Child Labor, and Forced or Compulsory Labor. In addition, it defines acceptable practices related to Freedom of Association and Collective Bargaining. We also extend the same practices and compliance expectations to our suppliers through the Supplier Code of Conduct Policy, to drive ethical behavior.

For more information, view [Agilent Supplier Code of Conduct Policy](#).

Agilent conducts its business with uncompromising integrity and promotes human rights within the company's sphere of influence. 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.

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

BEST PLACE TO WORK

AGILENT WAS NAMED TO BUSINESS INSIDER'S LIST OF THE 25 BEST TECH COMPANIES TO WORK FOR IN AMERICA

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

**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 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 the UN Declaration of Human Rights and complies with the California Transparency Act in Supply Chains Act (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 requires supplier compliance to human rights regulations 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 has established a Supplier Code of Conduct Policy to list expectations regarding adherence to labor laws and regulations.

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 FY15.

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

For more information, see [Agilent Supplier Expectations](#).

**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 Supply Chain Transparency Act of 2010, Conventions 105 and 111 of International Labor Organization and the Dodd-Frank Wall Street Reform and Consumer Protection Act.

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 FY15.

[Agilent CTISCA Statement](#)

**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 the UN Guiding Principles on Business and Human Rights (the “UN Guiding Principles”). Agilent has a zero tolerance policy for violations.

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 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 2015 DEKRA performed 19 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 FY15.

**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.





MARK PFEIFER, USA

DMA S0
DISCLOSURE ON
MANAGEMENT
APPROACH S0

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

G4-S011
NUMBER OF
GRIEVANCES ABOUT
IMPACTS ON SOCIETY
FILED, ADDRESSED,
AND RESOLVED
THROUGH FORMAL
GRIEVANCE
MECHANISMS

SOCIAL: SOCIETY

PERFORMANCE INDICATORS

DMA SO DISCLOSURE ON MANAGEMENT APPROACH

Agilent's policies, values, organization, and 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 Citizenship 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 Campaign, and other signature programs aimed at giving back to the community.

For more information: [Agilent in Communities](#)

Anti-Corruption

Agilent does business directly or indirectly in over 120 countries around the globe, each of which has its own unique laws, customs, and business practices. Agilent requires its employees and business partners in all geographies to conduct their affairs with uncompromising integrity and will not tolerate corrupt activities of any kind. Agilent prohibits promising, offering, giving to, or receiving from, any individual anything of value or personal benefit with the expectation of receiving a favor, a grant of business, or any other business advantage in return. Such actions

are sometimes referred to as bribes, kickbacks, or quid pro quos.

Agilent is committed to complying with:

- The laws and regulations of each country where Agilent conducts business;
- The laws and regulations of the United States, including the Foreign Corrupt Practices Act;
- Other international anti-corruption laws and regulations, including the U.K. Bribery Act of 2010 and the OECD Anti-Bribery Convention, to which 38 countries are signatories;
- Agilent's Standards of Business Conduct; and
- Agilent's policies and procedures.

Our commitment incorporates the common elements of anti-corruption laws and regulations worldwide that apply to Agilent's business. Agilent managers are responsible for promoting awareness of, and enforcing compliance with our Global Anti-corruption policy among their reports at all levels, and do not actively or passively authorize or ignore corrupt activities in their organization.

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

100%

ALL AGILENT BUSINESS UNITS ARE ANALYZED FOR RISKS RELATED TO CORRUPTION

Community initiatives align with ISO core subjects: Organizational Governance 6.2, Fair Operating Practices 6.6, and Community Involvement and Development 6.8.

Anti-Competitive Behavior

Agilent is committed to competing vigorously and fairly in all markets in which we do business. We place the highest importance on maintaining compliance with competition laws globally. To achieve this goal, all Agilent employees must adhere to some very important principles when interacting with competitors, resellers, customers and government employees.

In dealing with any government investigators, employees are instructed to follow the below guidelines:

- If government investigators contact or visit an Agilent site, never resist or obstruct the investigation or adopt a defensive attitude. Immediately contact the most senior site manager, the country general manager, and a representative of the Legal Department.
- If you choose to speak with government investigators, always speak truthfully and completely. Never conceal, destroy or remove any documents or other information to avoid detection during an investigation.

Every Agilent employee is required to read and understand Agilent’s Antitrust and Competition Law Compliance Manual and comply with applicable competition laws. Employees are trained through both computer-based and live trainings on competition law on an annual basis and as needed. Employees are trained to report any evidence of misconduct directly to the Legal Department or via the Compliance Hotline.

Compliance

Our compliance and ethics program has its roots in our Standards of Business Conduct, which has governed employee behavior since Agilent was part of HP. Our commitment to ethics and compliance begins at the highest levels of the company. The program is managed by the Chief Compliance Officer (CCO), who reports directly to the General Counsel and has a reporting relationship to the Audit & Finance Committee of the Board of Directors. The CCO is supported by a team of direct reports located in all major regions in which Agilent does business, as well as a business compliance liaison network embedded in business operations.

Under the leadership of the Chief Compliance Officer, the Global Compliance Department:

- Coordinates and tracks Standards of Business Conduct certification activities,
- Facilitates a full curriculum of online ethics and compliance training,

\$10 MILLION
 THROUGH OUR BUSINESSES, EMPLOYEE
 PROGRAMS AND FOUNDATION,
 AGILENT'S PHILANTHROPIC
 EFFORTS TOTALED OVER
 \$10 MILLION IN FY15

- Maintains the Compliance Hotline that assists employees and other stakeholders with reporting complaints and asking questions,
- Coordinates investigations of allegations of suspected misconduct, and
- Supports our compliance liaison partners within each business and geography to ensure employees are aware of, and comply with our Standards of Business Conduct and other Agilent policies.

**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 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](#).

The annual **Agilent Giving Campaign** provides employees the opportunity to support a broad range of eligible non-profit organizations in their communities in the areas of health and human services, arts and culture, education and literacy, environment and conservation, and family and civic betterment. The Giving Campaign is implemented in Canada, China, Denmark, England, Hong Kong, India, Japan, Scotland,

Spain, Taiwan and the United States. Agilent employees make their communities a better place to live and work through the generous contributions made during the Giving Campaign. The Agilent Technologies Foundation matches employee contributions dollar-for-dollar, doubling the employee donation and allowing the Foundation to invest and support our employees' preferred charities.

Besides the Giving Campaign, the Agilent Technologies Foundation supports other initiatives to enhance, enrich and support the communities in which Agilent operates. In 2015, the Agilent Technologies Foundation provided grants to:

Dairy Association of China (DAC)

The purpose of the DCA Grant is to establish a dairy technology laboratory and training center within the DCA to be available to all dairy farmers in China with the objective of increasing dairy product safety for all consumers. The program will include the development of quality testing, safety standards and training to address the entire range of dairy safety from production through distribution.

Japan Science Foundation (JSF)

The purpose of the JSF Grant is to support science and technology in Japan. The program supported by the Agilent Technologies Foundation, sends a national team of high school students to the International Biology Olympiad. Students are challenged to expand their talent and to promote their career as a scientist. The Biology Olympiad is focused on biology as a

SOCIAL: SOCIETY

valuable subject for study, and its importance for the society in many aspects.

Children's Discovery Museum (CDM), California, USA

The purpose of the CDM Grant is to design and build an outdoor science park that sparks children's curiosity. The park will help children develop important science skills like investigating, categorizing, exploring and testing ideas and assumptions. The park will highlight both the natural and human-made worlds, and how we leverage natural resources to adapt to our changing world. Adults can engage in learning about strategies for conservation, from the solar panel installation to the rain catchment system, both demonstrating residential applications. Native and drought tolerant plants will be used for the landscaping to create a "rain garden" to slow down water to the storm drain. This will help adults develop strategies to manage drought at home. Over 325,000 people annually are expected to experience this exhibit.

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

Agilent did not experience any new event that had a negative impact on Agilent's local communities.

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

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

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. In addition to this, 100 percent of our business partners or distributors were trained on anti-corruption policies and procedures.

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 www.agilent.com/go/contactus.

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

In this current reporting period, there was no legal action for antitrust and anti-competitive behavior.

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 with product non-compliance nor has Agilent been sanctioned for product non-compliance. In addition, Agilent has no dispute resolutions.

G4-S011 NUMBER OF GRIEVANCES ABOUT IMPACTS ON SOCIETY FILED, ADDRESSED, AND RESOLVED THROUGH FORMAL GRIEVANCE MECHANISMS

In the current reporting period, there was no grievance filed by internal or external stakeholders for impact on society.



DMA PR
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



RONALD FELEUS, NETHERLANDS

SOCIAL: PRODUCT RESPONSIBILITIES

PERFORMANCE INDICATORS

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

OUTSTANDING CUSTOMER SERVICE
 FOR THE SECOND STRAIGHT YEAR, AGILENT
 RECEIVED THE REVIEWERS' CHOICE
 AWARD FOR OUTSTANDING
 CUSTOMER SERVICE FROM
 SELECT SCIENCE

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](#).

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 the **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, the 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. Our products are the top driver of customer loyalty, therefore making the **Agilent Product Survey (APS)** an integral part of the customer satisfaction program. APS measures customer satisfaction with all major Agilent products and software under multiple satisfaction parameters or drivers (See a few examples below.)

PRODUCT SATISFACTION DRIVERS	SOFTWARE SATISFACTION DRIVERS
<ul style="list-style-type: none"> Reliable performance and results Good value for the price Easy to use Helps save customer's time Contains leading edge technology Has user manuals and documentation 	<ul style="list-style-type: none"> Easy data analysis, reporting and workflow designing Software issues are resolved quickly Upgrades or patches are available when needed Able to function without crashes or service interruptions

APS is a global survey evaluating product performance in the U.S., Australia, China, France, Germany, India, Ireland, Italy, Japan, New Zealand, Russia, Singapore, Thailand, and the U.K. The results are provided to quality managers across divisions, and are thoroughly evaluated to identify specific problem areas to address, and to tailor future product improvements.

G4-PR6
SALE OF BANNED OR DISPUTED PRODUCTS

Our brand is shaped by every experience customers, partners, shareholders, and constituents have with Agilent. Every action we take ensures that these experiences consistently build and reinforce Agilent's

TWO NEW DIAGNOSTICS PRODUCTS RECEIVE U.S. FDA APPROVAL

AGILENT DEVELOPED COMPANION &
COMPLEMENTARY DIAGNOSTIC
TESTS FOR PATIENTS WITH
NON-SMALL-CELL LUNG
CANCER. (MORE DETAILS
ON PAGE 31)

brand. Our internal Brand Identity System has a rigorous process for claim substantiation and is aligned with Federal Trade Commission and legal guidelines.

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

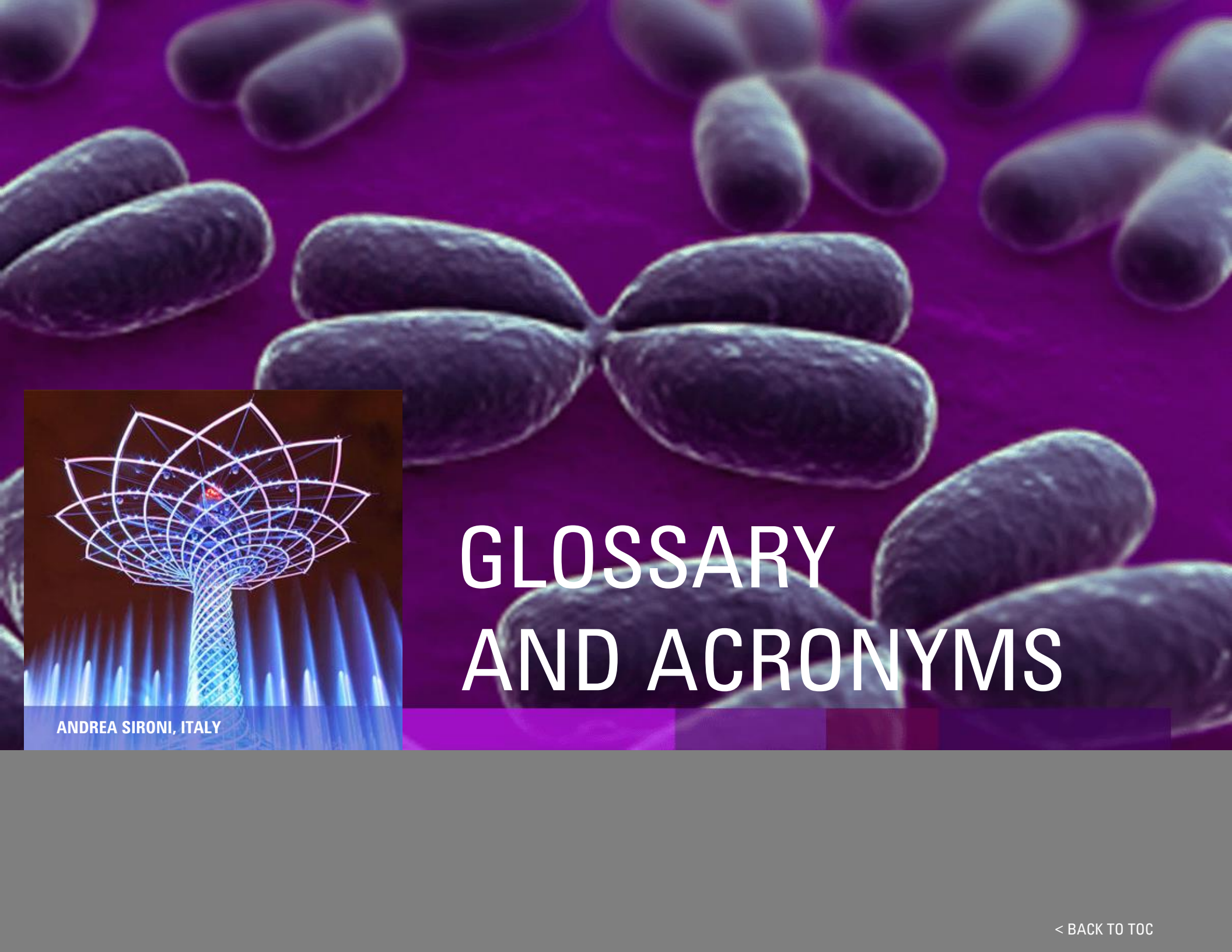
Agilent is unaware of any complaints regarding breaches of customer privacy and loss of data. Agilent has received TRUSTe's Privacy Seal signifying that our practices have been reviewed for compliance with the TRUSTe program requirements, including transparency, accountability and choice in collecting and using individuals personal information.

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.





ANDREA SIRONI, ITALY

GLOSSARY AND ACRONYMS

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.

BMP Best Management Practices

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.

EHSSR Environment Health, Safety and Social Responsibility

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.

HAP Hazardous Air Pollutants

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

VOC Volatile Organic Compound

WEEE Waste from Electrical and Electronic Equipment

DOWNLOAD

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

SHARE YOUR THOUGHTS

We welcome input about Agilent's Corporate Citizenship efforts or the Corporate Citizenship Report 2015 at corporate.citizenship@agilent.com

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