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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.

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

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

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

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

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

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

A MESSAGE FROM MIKE MCMULLEN, PRESIDENT AND CEO OF AGILENT TECHNOLOGIES, INC.
Our approach to citizenship rests on a framework of values distinguished by uncompromising integrity and the highest standards of business ethics. Our values shape the way our products are designed and delivered, how our operations and supply chains are managed, and how we adapt to take on the tough social and environmental challenges of the 21st century.

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

**Trust, Respect, and Teamwork**
We treat all individuals with respect. We create an inclusive environment that fosters respect for each person’s ideas and contributions. We realize the full power of a global, diverse workforce.

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

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

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

**Accountability**
We do what we say we’ll do. We make straightforward commitments and follow through on them.
Policies

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

Human Rights and Labor Policy
Agilent conducts business with uncompromising integrity and promotes human rights within the company’s sphere of influence. Learn more at Agilent’s Human Rights and Labor Policy.

Employee Volunteerism Policy
Agilent employees may use up to four hours of company time per month, with manager approval, to work on company supported or sponsored community activities. Learn more at Agilent’s Volunteer Policy.

Employee Diversity, Inclusion, Accessibility, and Work/Life Balance
Agilent applies a range of policies, programs, and practices to promote diversity, inclusion, accessibility, and work/life balance, including:
- Nondiscrimination policy
- Accessibility policy
- Education assistance program
- Employee assistance program
- Employee network group guidelines
- Balanced approach between campus recruiting and experienced hiring
- Harassment-free work environment
- Flexible and part-time work schedules when possible

Learn more at Employee Diversity and Inclusion.

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

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

Privacy Principles
Agilent is committed to respecting and protecting the privacy and personal information of customers, employees, and partners. Learn more at Agilent Privacy Statement.

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

Anti-Corruption Policy
One of Agilent’s most important company assets is our reputation for ethical behavior, honesty, and fair dealing. Agilent’s anti-corruption policy incorporates the common elements of anti-corruption laws and regulations worldwide that apply to Agilent’s business. Learn more at Global Anti-Corruption Policy.
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.
Agilent’s philanthropic efforts, through the Agilent Technologies Foundation, focus on education and development in life sciences, thus fostering innovation and advancement in children’s education. The Foundation supports a range of pre-university-level science education programs aimed at helping students develop the critical thinking skills essential for tomorrow’s jobs. In addition, the Foundation’s match of employee giving strengthens a broad range of nonprofit programs in communities where Agilent has a presence.

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

For more information, see the Agilent Technologies Foundation Statement FY14.
Agilent received the following awards and recognition during the reporting period:

- Agilent made the Newsweek Ranking of top 10 Green US Companies for corporate sustainability
- Ranked No. 17 on the Silicon Valley Business Journal’s list of the top 50 local corporate philanthropists.
- Ranked in top 25 Forbes “Best Companies With Work Life Balance”
- Recognized as a leader in sustainability and social responsibility in 2014 making the Global 100 list
- Included in the RobecoSAM Sustainability Yearbook as a top industry leader
- Rated Supplier on the Chartered Institute of Purchasing and Supply Sustainability Index
- Agilent Japan ranked No. 9 in a non-listed company category of the CSR survey conducted by Toyo Keizai. The Toyo Keizai team rates each company’s human resources, environment and compliance/philanthropy systems and efforts and announces the results every year.
ISO 14001
AGILENT IS AN ISO 14001 CERTIFIED COMPANY FOCUSED ON REDUCTION OF ADVERSE ENVIRONMENTAL IMPACTS

G4-1
STRATEGY AND ANALYSIS STATEMENT

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

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

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

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

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

G4-3
NAME OF THE ORGANIZATION

Agilent Technologies Inc.

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

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

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

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

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

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

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

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

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

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

Read about the Agilent products and solutions that that serve the life sciences, diagnostics and applied chemical markets.

G4-5 LOCATION OF ORGANIZATION’S HEADQUARTERS

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

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

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

G4-7 NATURE OF OWNERSHIP AND LEGAL FORM

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

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

Revenue Mix by End Market

Chemical & Energy 26%
Pharma & Biotech 25%
Food 12%
Environmental & Forensic 13%
Diagnostics & Clinical 13%
Academic & Government 11%

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

G4-9 SCALE OF THE REPORTING ORGANIZATION

The company’s 12,000 employees serve customers in more than 100 countries. Agilent had net revenues of $4.0 billion in fiscal 2014. More details on Company Information.
ORGANIZATIONAL PROFILE

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

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

G4-11
EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS

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

G4-12
DESCRIBE ORGANIZATION SUPPLY CHAIN

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

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

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

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

G4-14
PRECAUTIONARY APPROACH OR PRINCIPLE ADDRESSED BY THE ORGANIZATION

Agilent’s approach to risk management is largely decentralized, supported by the belief that those closest to risk can manage it most effectively. Risk management expertise exists throughout the enterprise, with a corporate function—Agilent Global Risk Management—in place. Global Risk Management is chartered to promote prudent risk management practices through direct engagement with business units and selected infrastructure organizations, using tools and processes to facilitate global risk management practices.

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

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

- California Supply Chain Transparency Act of 2010
- Conventions of the International Labour Organization (ILO)
- Custom Trade Partnership Program Against Terrorism
- Dodd-Frank Wall Street Reform and Consumer Protection Act
- ISO 13485:2003—Medical Devices Quality Management Systems
ORGANIZATIONAL PROFILE

- 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
- OHSAS 18001:1999—Standard for occupational health and safety management systems
- Procurement Strategy Council
- United Nations Guiding Principles on Business and Human Rights
- U.S. Foreign Corrupt Practices Act and those enacted under the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions.
- US Equal Opportunity laws and accompanying regulations
- UK Bribery Act 2010

G4-16
MEMBERSHIPS IN ASSOCIATIONS (SUCH AS INDUSTRY ASSOCIATIONS) AND/OR NATIONAL /INTERNATIONAL ADVOCACY ORGANIZATIONS IN WHICH THE ORGANIZATION: HAS POSITIONS IN GOVERNANCE BODIES; PARTICIPATES IN PROJECTS OR COMMITTEES; PROVIDES SUBSTANTIVE FUNDING BEYOND ROUTINE MEMBERSHIP DUES; OR VIEWS MEMBERSHIP AS STRATEGIC

Agilent participates in trade, industry, and professional organizations that are local, national, and global. Participation helps us achieve business and citizenship goals by enabling us to work with other companies on issues that affect our industry. Memberships also keep Agilent abreast of industry trends, issues and best practices and provide a vehicle through which we can contribute to and influence public policy. Examples of these memberships:
- Bay Area Procurement Council
- Boston College Center for Corporate Citizenship
- CALCE (Center for Advanced Life Cycle Engineering)
- CAPS Research -University of Arizona
- Carbon Disclosure Project
- Confederation of Indian Industry
- Corporate Executive Board

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

G4-17
LIST OF ENTITIES INCLUDED IN CONSOLIDATED FINANCIAL STATEMENTS

G4-18
PROCESS FOR DEFINING REPORT CONTENT AND ASPECT BOUNDARIES

G4-19
LIST ALL THE MATERIAL ASPECTS IDENTIFIED

G4-20
ASPECT BOUNDARIES WITHIN ORGANIZATION

G4-21
ASPECT BOUNDARIES OUTSIDE ORGANIZATION

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

G4-23
SIGNIFICANT CHANGES FROM PREVIOUS REPORTING PERIODS
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-17
LIST OF ENTITIES INCLUDED IN CONSOLIDATED FINANCIAL STATEMENTS

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

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

Asia Pacific
China: Beijing, Shanghai, Chengdu
Japan: Hachioji
Malaysia: Penang
Singapore: Yishun
India: Manesar

Europe
Germany: Boeblingen, Waldbronn
UK: Oxford
Italy: Torino

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

G4-18
PROCESS FOR DEFINING REPORT CONTENT AND ASPECT BOUNDARIES

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

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

G4-19
LIST ALL THE MATERIAL ASPECTS IDENTIFIED IN THE PROCESS FOR DEFINING REPORT CONTENT

<table>
<thead>
<tr>
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<th>ASPECT BOUNDARIES OUTSIDE COMPANY</th>
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<td>Economic Performance</td>
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<td>Investors</td>
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<td>Indirect Economic Impacts</td>
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<td>Society</td>
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<td>Procurement Practices</td>
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<td>MATERIAL ASPECTS</td>
<td>ASPECT BOUNDARIES INSIDE COMPANY</td>
<td>ASPECT BOUNDARIES OUTSIDE COMPANY</td>
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<tr>
<td>Environmental</td>
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<tr>
<td>Energy</td>
<td>All Agilent Sites &gt;200K or ISO 14001 Sites, Detailed List at [G4-EN-23]</td>
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<tr>
<td>Water</td>
<td>All Agilent Sites &gt;200K and ISO 14001 Sites, Detailed List at [G4-EN-23]</td>
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<td>Emissions</td>
<td>All Agilent Sites &gt;200K and ISO 14001 Sites, Detailed List at [G4-EN-23]</td>
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<td>Effluents and Waste</td>
<td>All Agilent Sites &gt;200K and ISO 14001 Sites, Detailed List at [G4-EN-23]</td>
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<tr>
<td>Products and Services</td>
<td>All Agilent Operations</td>
<td>Customers</td>
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<td>Compliance</td>
<td>All Agilent Operations</td>
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<tr>
<td>Transport</td>
<td>Employee Business Travel, US Fleet</td>
<td>Supply Chain</td>
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<tr>
<td>Overall</td>
<td>All Agilent Operations</td>
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<tr>
<td>Supplier Environmental Assessment</td>
<td>All Agilent Operations</td>
<td>Supply Chain</td>
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<tr>
<td>Environmental Grievances Mechanisms</td>
<td>All Agilent Operations</td>
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<tr>
<td>Diversity and Equal Opportunity</td>
<td>All Agilent Operations</td>
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<tr>
<td>Equal Remuneration for Women and Men</td>
<td>All Agilent Operations</td>
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<td>Supplier Assessment for Labor Practices</td>
<td>All Agilent Operations</td>
<td>Supply Chain</td>
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<tr>
<td>Labor Practices Grievance Mechanisms</td>
<td>All Agilent Operations</td>
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<td>Human Rights</td>
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<tr>
<td>Investment</td>
<td>All Agilent Operations</td>
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<tr>
<td>Non- Discrimination</td>
<td>All Agilent Operations</td>
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<tr>
<td>Freedom of Association and Collective Bargaining</td>
<td>All Agilent Operations</td>
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<td>Child Labor</td>
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<td>Supply Chain</td>
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<tr>
<td>Forced or Compulsory Labor</td>
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<td>Security Practices</td>
<td>All Agilent Operations</td>
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<td>Indigenous Rights</td>
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<td>Assessment</td>
<td>All Agilent Operations</td>
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<td>Supplier Human Rights Assessment</td>
<td>All Agilent Operations</td>
<td>Supply Chain</td>
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<tr>
<td>Human Rights Grievances Mechanisms</td>
<td>All Agilent Operations</td>
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### IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

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

**G4-20**
FOR ALL THE MATERIAL ASPECTS, DEFINE ASPECT BOUNDARIES WITHIN ORGANIZATION

Refer to G4-19.

**G4-21**
FOR ALL THE MATERIAL ASPECTS, DEFINE ASPECT BOUNDARIES OUTSIDE ORGANIZATION

Refer to G4-19.

**G4-22**
EXPLANATION OF THE EFFECT OF ANY RE-STATEMENTS OF INFORMATION PROVIDED IN EARLIER REPORTS

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

**G4-23**
SIGNIFICANT CHANGES FROM PREVIOUS REPORTING PERIODS IN THE SCOPE AND ASPECT BOUNDARIES

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

REPORT PROFILE

G4-24 LIST OF STAKEHOLDER GROUPS ENGAGED BY THE ORGANIZATION
G4-25 BASIS FOR IDENTIFICATION AND SELECTION OF STAKEHOLDERS WITH WHOM TO ENGAGE
G4-26 APPROACHES TO STAKEHOLDER ENGAGEMENT
G4-28 REPORTING PERIOD FOR INFORMATION PROVIDED
G4-29 DATE OF MOST RECENT PREVIOUS REPORT
G4-30 REPORTING CYCLE
G4-31 CONTACT POINT FOR QUESTIONS REGARDING THE REPORT OR ITS CONTENTS
G4-32 IN-ACCORDANCE CRITERIA USED AND LOCATION OF GRI CONTENT INDEX
G4-33 POLICY AND CURRENT PRACTICE WITH REGARD TO SEEKING EXTERNAL ASSURANCE FOR THE REPORT

MAX RUMLER, GERMANY

STAKEHOLDER ENGAGEMENT

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, nongovernmental organizations and other stakeholders on common concerns.

G4-26
APPROACHES TO STAKEHOLDER ENGAGEMENT

- Agilent engages with our stakeholders through consultation, surveys, ad-hoc feedback and reviews:
  - The Agilent Leadership Survey is a semiannual survey that allows Agilent employees to provide feedback on leadership effectiveness within their workgroup. The Leadership Audit is focused on critical leadership practices that are central to executing Agilent’s business results. Audit results are compared with external best-in-class benchmarks to ensure we are performing at the top in our industry.

- We have ongoing relationships with local, regional, and national regulators regarding operational areas such as Environmental Health and Safety (EHS); employee engagement and labor compliance, product environmental and safety compliance.

<table>
<thead>
<tr>
<th>G4-26 Stakeholder Engagement Matrix</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engagement</td>
</tr>
<tr>
<td>Agilent Customer Touch Point Survey</td>
</tr>
<tr>
<td>ACS Web Survey</td>
</tr>
</tbody>
</table>
AGILENT RECOGNIZED AS 2014 NEWSWEEK TOP 10 GREEN COMPANY FOR CORPORATE SUSTAINABILITY

TOP TEN

STAKEHOLDER ENGAGEMENT Matrix

<table>
<thead>
<tr>
<th>Stakeholder Engagement Matrix</th>
<th>Stakeholder Engagement Matrix</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACS Product Survey</td>
<td>Customer satisfaction with their Agilent product</td>
</tr>
<tr>
<td>Employee</td>
<td>Regular performance reviews and discussions with immediate supervisors</td>
</tr>
<tr>
<td>Employee</td>
<td>Employee sessions are to share business updates and country-specific information, as well as to answer employee questions</td>
</tr>
<tr>
<td>Suppliers</td>
<td>Monthly Agilent compliance requirements communication sent to all suppliers</td>
</tr>
<tr>
<td>Suppliers</td>
<td>Annual re-communication of Agilent compliance requirements for suppliers</td>
</tr>
<tr>
<td>Investors</td>
<td>Quarterly earnings conference calls</td>
</tr>
<tr>
<td>Investors</td>
<td>Shareholder meeting</td>
</tr>
<tr>
<td>Investors</td>
<td>Investor conferences</td>
</tr>
</tbody>
</table>

G4-27
KEY TOPICS AND CONCERNS RAISED THROUGH STAKEHOLDER ENGAGEMENT

For current financial year there were no stakeholder feedback that required any changes.
Agilent's 2014 Corporate Citizenship Report is based on a combination of quantitative and qualitative data relating to our environmental and social performance during fiscal year 2014 (Nov. 1, 2013, to Oct. 31, 2014). The data is recorded on a companywide basis unless otherwise indicated. (Agilent completed the spinoff of its former electronic measurement business -Keysight Technologies -on November 1, 2014. As a result, data from Keysight is only available through September 2014. We have normalized data by extrapolating nine months of data wherever complete data was not available).

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

Agilent publishes its Corporate Citizenship Report annually.

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

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

- This statement attests that DEKRA Certification can provide reasonable assurance the claims regarding environmental, health, safety and social responsibility (EHSSR), as they relate to Agilent-identified suppliers, found in this Agilent Corporate Citizenship Report 2014, are correct. In 2014 DEKRA performed audits of Agilent-identified suppliers in Malaysia, the People’s Republic of China, the Republic of China, the Philippines, Mexico and the United States. These suppliers were found to be in compliance with, or have completed corrective actions to become compliant with, Agilent’s stated EHSSR program, including but not limited to: policies regarding worker safety, environmental safety, Ozone Depleting Compounds (ODC) and that strictly forbid and prevent any and all acts of human trafficking or slavery as those terms are used in the California Transparency in Supply Chains Act of 2010, California Civil Code, section 1714.43. Additional sites were audited for compliance to Restriction of Hazardous Substances Directive (RoHS) 2002/95/EC.

- The Agilent Technologies Foundation financial information has also been attested by an independent auditor: Nichols, Rick and Company.


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 on our Investor Relations website.

G4-56
ORGANIZATION’S VALUES, PRINCIPLES, STANDARDS AND NORMS OF BEHAVIOR SUCH AS CODES OF CONDUCT AND CODES OF ETHICS.

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

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

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

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

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

PERFORMANCE INDICATORS

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

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

As a separate company, Agilent generated revenues of $4.0 billion in fiscal year with an operating margin of 18.8% of revenue in fiscal 2014.

For more information on Agilent’s markets, go to Company Information.

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

Agilent recognizes ISO 26000 as a reference document that provides guidance on social responsibility. Agilent aligns with ISO 26000 standards as part of our social responsibility practices. As such, Agilent’s economic-related practices and processes align with ISO core subjects: Organizational Governance 6.2 and Fair Operating Practices 6.8 and Community Involvement and Development 6.8.
$4 BILLION
AGILENT HAD REVENUE OF $4 BILLION IN FY14

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

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

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

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

Please refer to Agilent 2014 Annual Report retirement plans and post retirement pension plans section.

G4-EC4
SIGNIFICANT FINANCIAL ASSISTANCE RECEIVED FROM GOVERNMENT

Please refer to Agilent 2014 Annual Report for details.

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

Agilent provides competitive levels of compensation above minimum wage requirements.

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

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

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

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

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

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

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

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

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

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

Agilent’s philanthropic efforts, through the Agilent Technologies Foundation, focus on education and development in life sciences, thus fostering innovation and advancement in children’s education. The Foundation supports a range of pre-university-level science education programs aimed at helping students develop the critical thinking skills essential for tomorrow’s jobs.

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

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

For more information, go to Community Relations.

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

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

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 NOx, SOx, AND OTHER SIGNIFICANT AIR EMISSIONS
G4-EN22 TOTAL WATER DISCHARGE BY QUALITY AND DESTINATION
G4-EN23 TOTAL WEIGHT OF WASTE BY TYPE AND DISPOSAL METHOD
G4-EN24 TOTAL NUMBER AND VOLUME OF SIGNIFICANT SPILLS
G4-EN25 WEIGHT OF TRANSPORTED, IMPORTED, EXPORTED, OR TREATED WASTE
G4-EN26 IDENTITY, SIZE, PROTECTED STATUS, AND BIODIVERSITY VALUE OF WATER BODIES
G4-EN27 INITIATIVES TO MITIGATE ENVIRONMENTAL IMPACTS OF PRODUCTS AND SERVICES
G4-EN28 PERCENTAGE OF PRODUCTS SOLD AND PACKAGING MATERIALS RECLAIMED
G4-EN29 SIGNIFICANT FINES FOR NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS
G4-EN30 SIGNIFICANT ENVIRONMENTAL IMPACTS OF TRANSPORTING PRODUCTS AND MATERIALS, AND TRANSPORTING MEMBERS OF THE WORKFORCE
G4-EN31 TOTAL ENVIRONMENTAL PROTECTION EXPENDITURES AND INVESTMENTS BY TYPE
G4-EN32 NEW SUPPLIERS THAT WERE SCREENED USING ENVIRONMENTAL CRITERIA
G4-EN33 ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN
G4-EN34 NUMBER OF GRIEVANCES ABOUT ENVIRONMENTAL IMPACTS

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

**Agilent Supplier Code of Conduct Policy**

Agilent is committed to designing, manufacturing, and distributing environmentally responsible products. Environmental aspects are considered in the design, manufacture, distribution, use, obsolescence, disposal, recovery, and reuse of Agilent products. Our aim is to minimize environmental impact of our products and operations by conforming to applicable regulations. Agilent has developed an [Environmental Compliance Framework](#) to sustain and facilitate compliant product design, development, production, refurbishment, and support. When a customer no longer requires an Agilent product, we have implemented several options for reuse, remanufacture, or take-back based on the product type and customer location to ensure the product is properly managed. Additional information on our environmental and social performance may be found at [Agilent’s Commitment to Environment and Social Responsibility](#).

Agilent is working on improving the energy efficiency of selected products/product families compared to the predecessor models. Product families include instruments with high energy consumption. Agilent has worked on assessing energy efficiency of several types of products by using customer base metrics. By identifying energy-using features, we are able to increase energy efficiency of our products. During the past several years, Agilent has moved toward increasing product energy efficiency in several product lines. Most of the energy savings are due to two key factors: 1) The increased type and volume of tests that can be conducted, thus increasing tests per watt. 2) Enhancement of existing product features, thus bringing more measurement capabilities to the same product footprint.

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

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

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

the development of cleaner, more efficient and alternative fuels.

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

Energy and Water Conservation Achievements

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

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

A project on the Santa Clara campus included a new modulating boiler controller, boiler plant re-piping and upgrades, which generated 4% in gas savings, an average of 453,017 therms, converted to 663,669 kWh, reducing emissions by 328 tons CO$_2$-equivalent annually.

Also in Santa Clara, Agilent added a recirculating system that helped the company save 493,714 gallons of water annually. At its Colorado Springs campus, Agilent improved its AHU duct pressure control (average fan speed for AHUs reduced 30-45% by reprogramming with duct static pressure control). This initiative reduced energy consumption by 1.65 million kWh annually, and emissions by 817 tons CO$_2$-equivalent. Also, by implementation of the swamp cooler hooked up to the AHUs, it saved 788,400 gallons of water annually.

The Agilent Hachioji campus in Japan implemented various operational improvements, including optimizing the chilled water supply temperature and cooling tower fans operational temperature. The site changed the operation of individual HVACs depending on room temperature. These operational control initiatives reduced loading pressures of equipment and conserved 153,409 kWh of electricity consumption annually, avoiding 76 tons CO$_2$-equivalent.

Various operational improvements were implemented at Agilent’s Manesar campus in India, including reducing pump run time and reducing lighting usage. Onsite lighting and operational controls saved 101,588 kWh of electricity annually, saving 50 tons CO$_2$-equivalent. Also, by installing state-of-the-art aerators in the campus cafeteria, the kitchen now saves 1,017 cubic meter of water consumption annually.

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

Waste Management

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

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

G4-EN3
ENERGY CONSUMPTION WITHIN ORGANIZATION

<table>
<thead>
<tr>
<th>Year</th>
<th>Diesel</th>
<th>Propane</th>
<th>On-Site Solar Power Generation (1000 GJ)</th>
<th>Total Electricity Consumption (1000 GJ)</th>
<th>Total Natural Gas Consumption (1000 GJ)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>205</td>
<td>215</td>
<td>743</td>
<td>803</td>
<td>668.8</td>
</tr>
<tr>
<td>2012</td>
<td>215</td>
<td>225</td>
<td>760.8</td>
<td>803</td>
<td>668.8</td>
</tr>
<tr>
<td>2013</td>
<td>225</td>
<td>205</td>
<td>803</td>
<td>803</td>
<td>668.8</td>
</tr>
<tr>
<td>2014</td>
<td>205</td>
<td>205</td>
<td>803</td>
<td>803</td>
<td>668.8</td>
</tr>
</tbody>
</table>

(The data provided for energy and water has been attested by TruCost)
TOP PERFORMER
AGILENT WAS RECOGNIZED IN ROBECOSAM SUSTAINABILITY YEARBOOK, AS THE TOP-PERFORMING COMPANY IN ITS INDUSTRY CLASS.

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

Notes:
2. For stationary fuel consumption (i.e. natural gas) DEFRA 2014 standards are used. Details are available at [http://www.ukconversionfactorscarbonsmart.co.uk/](http://www.ukconversionfactorscarbonsmart.co.uk/).

G4-EN4
ENERGY CONSUMPTION OUTSIDE THE ORGANIZATION

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

1. Goods and services (Includes procurement, upstream and downstream transportation and distribution. Most energy consumption in this category is captured in our freight and logistics vendor emissions reported under G4-EN-17.

2. Business travel and employee commuting: Energy consumption for business travel is captured under G4-EN-17. Agilent plans to expand employee commuting data reporting to include other county locations where Agilent operates. For this report, under G4-EN-17 we are only reporting US employee commuting.

3. Use of sold products and end life treatment of products: Description of our efforts to reduce energy consumption of our products is reported under G4-EN-7. Details about options available to our customers for end life treatment of our products are given under G4-EN-27.
ENVIRONMENTAL PERFORMANCE

G4-EN5
ENERGY INTENSITY

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

G4-EN6
REDUCTION OF ENERGY CONSUMPTION

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

Agilent’s net energy conservation (for sites included in this report) was 1.15 percent against 2% conservation goals for energy. (Calculation is based on using FY13 total energy spend as a baseline).

G4-EN7
REDUCTION IN ENERGY REQUIREMENTS OF PRODUCTS AND SERVICES

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

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

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

**G4-EN8**

**TOTAL WATER WITHDRAWAL BY SOURCE**

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

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

Water withdrawn from water utilities per region (1,000 m³):
- Asia Pacific - 425.102
- Europe - 36.544
- USA - 386.392

<table>
<thead>
<tr>
<th></th>
<th>AP</th>
<th>EU</th>
<th>AM</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY11 Water</td>
<td>581</td>
<td>30</td>
<td>461</td>
<td>1,072</td>
</tr>
<tr>
<td>FY12 Water</td>
<td>596</td>
<td>211</td>
<td>462</td>
<td>1,269</td>
</tr>
<tr>
<td>FY13 Water</td>
<td>667</td>
<td>44</td>
<td>482</td>
<td>1,194</td>
</tr>
<tr>
<td>FY14 Water</td>
<td>425</td>
<td>37</td>
<td>386</td>
<td>848</td>
</tr>
</tbody>
</table>

**G4-EN9**

**WATER SOURCES SIGNIFICANTLY AFFECTED BY WITHDRAWAL OF WATER**

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

**G4-EN10**

**PERCENTAGE AND TOTAL VOLUME OF WATER RECYCLED AND REUSED**

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

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

**G4-EN11**

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

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

**G4-EN12**

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

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

**G4-EN13**

**HABITATS PROTECTED OR RESTORED**

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

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

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

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

G4-EN15
TOTAL DIRECT GREENHOUSE GAS EMISSIONS BY WEIGHT

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>FY14 Agilent Data</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>3. For stationary fuel consumption (i.e. natural gas) DEFRA 2014 standards are used. Details are available at <a href="http://www.ukconversionfactorscarbonsmart.co.uk/">http://www.ukconversionfactorscarbonsmart.co.uk/</a></td>
</tr>
<tr>
<td></td>
<td>Total Direct (Scope 1) greenhouse gas emissions in metric tons of CO₂ equivalent.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Worldwide (Metric Kilotons CO₂e)</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct Greenhouse Gas Emissions (Scope 1)</td>
<td>10.4</td>
<td>14.0</td>
<td>14.4</td>
<td>13.1</td>
</tr>
<tr>
<td>Indirect Greenhouse Gas Emissions (Scope 2)</td>
<td>111.3</td>
<td>108.1</td>
<td>116.8</td>
<td>96.1</td>
</tr>
<tr>
<td>Total Greenhouse Gas Emissions</td>
<td>121.7</td>
<td>122.1</td>
<td>131.1</td>
<td>109.2</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Worldwide (Metric Kilotons CO₂)</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Electricity</td>
<td>111.3</td>
<td>108.1</td>
<td>116.8</td>
<td>96.1</td>
</tr>
<tr>
<td>Natural Gas</td>
<td>10.4</td>
<td>11.0</td>
<td>14.0</td>
<td>12.8</td>
</tr>
<tr>
<td>Light Fuel Oil/Kerosene</td>
<td>0</td>
<td>3.0</td>
<td>0.3</td>
<td>0.2</td>
</tr>
<tr>
<td>Propane</td>
<td>0.03</td>
<td>0.07</td>
<td>0.08</td>
<td></td>
</tr>
</tbody>
</table>
ENVIRONMENTAL PERFORMANCE

TOTAL DIRECT & INDIRECT GREENHOUSE GAS METRIC KILOTON CO₂e

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>FY14 Agilent Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Electricity Emissions Factor by Country, 1999–2002 were utilized for all non-U.S. facilities. Details are available at <a href="http://www.eia.gov/oiaf/1605/emission_factors.html">http://www.eia.gov/oiaf/1605/emission_factors.html</a></td>
<td></td>
</tr>
<tr>
<td>3 For stationary fuel consumption (i.e. natural gas) DEFRA 2014 standards are used. Details are available at <a href="http://www.ukconversionfactorscarbonsmart.co.uk/">http://www.ukconversionfactorscarbonsmart.co.uk/</a></td>
<td></td>
</tr>
<tr>
<td>4 Total Scope 2 greenhouse gas emissions in metric tons of CO₂ equivalent.</td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>FY12 Agilent Data</th>
<th>FY13 Agilent Data</th>
<th>FY14 Agilent Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scope 3 emissions from U.S. Fleet program identified in metric tons of CO₂</td>
<td>8,459</td>
<td>9,078</td>
<td>8,801</td>
</tr>
<tr>
<td>Scope 3 Emissions from Agilent employee travel identified in metric tons of CO₂ equivalent</td>
<td>38,682</td>
<td>33,979</td>
<td>33,788</td>
</tr>
<tr>
<td>Scope 3 Emissions from FedEx and DHL identified in tCO₂ and tCO₂e respectively</td>
<td>-</td>
<td>-</td>
<td>22,314</td>
</tr>
<tr>
<td>Scope 1 &amp; Scope 2 emissions metric tons of CO₂ equivalent</td>
<td>108,100</td>
<td>116,755</td>
<td>109,279</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Employee Fleet Travel (U.S. only) (million miles)</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>For Business (Driver-Assigned)</td>
<td>1,047</td>
<td>1,084</td>
<td>1,134</td>
</tr>
<tr>
<td>For Business (Pool and Group)</td>
<td>50</td>
<td>49</td>
<td>47</td>
</tr>
<tr>
<td>For Personal (Driver-Assigned)</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>TOTAL</td>
<td>1,097</td>
<td>1,133</td>
<td>1,181</td>
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</tbody>
</table>
ENVIRONMENTAL PERFORMANCE

G4-EN18
GREENHOUSE GAS EMISSIONS INTENSITY

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>FY 2013</th>
<th>FY 2014</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Greenhouse gas emission intensity Ratio</td>
<td>0.0189 mt/sqft</td>
<td>0.0518 mt/sqft</td>
<td>Metric Tons per site square footage</td>
</tr>
<tr>
<td>Metric chosen to calculate ratio</td>
<td>Metric Tons per site square footage</td>
<td>Metric Tons per site square footage</td>
<td>Metric Tons per site square footage is our intensity metrics and is arrived at by dividing total greenhouse gases emission by sites square footages</td>
</tr>
</tbody>
</table>

| 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

<table>
<thead>
<tr>
<th>GRI Indicators</th>
<th>Agilent Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>Initiatives to reduce greenhouse gas emissions, including the areas where the initiatives were implemented.</td>
<td>63 energy conservation projects Globally 3 on-site solar PV systems</td>
</tr>
<tr>
<td>The extent of greenhouse gas emissions reductions achieved during the reporting period as a direct result of the initiative(s) in tons of CO₂ equivalent.</td>
<td>1,627</td>
</tr>
<tr>
<td>Reductions in GHG emissions by direct (Scope 1), energy indirect (Scope 2), other indirect (Scope 3) emissions.</td>
<td>167 MT: Total CO₂ avoided (MT) from Nat Gas (Scope 1) 1460 MT: Total CO₂ avoided (MT) from Electricity (Scope 2)</td>
</tr>
</tbody>
</table>

G4-EN20
EMISSIONS OF OZONE-DEPLETING SUBSTANCES

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

Agilent Technologies eliminated chlorofluorocarbons (CFCs), carbon tetrachloride, and 1,1,1-trichloroethane use in worldwide manufacturing processes in 1993. Agilent has also eliminated Class I ODSs in its air conditioning systems, process chillers and environmental chambers. ODSs are banned from Agilent products. There are no Agilent products that need the ODS labeling required by 42 U.S.C. 7671j (b), (c), and (d) and 40 CFR Part 82, Subpart E. Procurement practices are in place to prevent the inadvertent reintroduction of ODSs into processes where they have been eliminated.

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

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

Currently we are unable to report on these numbers.

G4-EN22
TOTAL WATER DISCHARGE BY QUALITY AND DESTINATION

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

DID YOU KNOW?

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

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

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

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

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

How the method of disposal has been determined.

| Hazardous waste disposal methods—treated, incinerated, land filled & recycled.  
Non-hazardous waste disposal methods—recycled, land filled & incinerated. |

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

- Chemical waste refers to chemical materials designated for final disposition that exhibit characteristics that are hazardous or dangerous per local regulatory requirements. This includes materials that are shipped offsite for treatment, recycling, incineration, and landfill; and excludes electronic waste.

- Solid waste refers to waste that is not included in chemical waste or excess electronic equipment (e.g., garbage/trash, paper, cardboard, glass, and furniture and construction debris).

- Electronic equipment includes personal computers, computer monitors, miscellaneous electronic test and manufacturing equipment, obsolete electronic equipment, telephones, and spare or unused products from manufacturing.

- Waste from electronic equipment in FY14 was 197 metric tons, which was recycled.

- Electronic equipment—recycled: electronic equipment that is sent directly to an electronic recycler with the intent of recycling the equipment’s components, sub-components, or material (e.g., precious metals). Agilent requires that recyclers dispose of all electronic equipment, components, and subcomponents according to state and local legal requirements.

### Notes:
* U.S. Large quantity waste generator (LQG)

#### G4-EN24
**TOTAL NUMBER AND VOLUME OF SIGNIFICANT SPILLS**

In FY14, there were no significant spills.

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

**G4-EN25**
**WEIGHT OF TRANSPORTED, IMPORTED, EXPORTED, OR TREATED WASTE DEEMED HAZARDOUS UNDER THE TERMS OF THE BASEL CONVENTION ANNEX I, II, III, AND VIII, AND PERCENTAGE OF TRANSPORTED WASTE SHIPPED INTERNATIONALLY.**

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

**G4-EN26**
**IDENTITY, SIZE, PROTECTED STATUS, AND BIODIVERSITY VALUE OF WATER BODIES AND RELATED HABITATS SIGNIFICANTLY AFFECTED BY THE REPORTING ORGANIZATION’S DISCHARGES OF WATER AND RUNOFF**

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

**G4-EN27**
**INITIATIVES TO MITIGATE ENVIRONMENTAL IMPACTS OF PRODUCTS AND SERVICES, AND EXTENT OF IMPACT MITIGATION**

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

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

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

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

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

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

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

- Agilent’s Supplier Code of Conduct Policy ensures compliance with Environmental, Health, Safety, and Social Responsibility (EHSSR) guidelines throughout our supply chain. Our suppliers are also accountable for ensuring that their subcontractors comply with Agilent’s EHSSR guidelines, with the responsibility for taking corrective action as necessary.
- Agilent implemented due diligence practices following the EICC standard to meet requirements of the Dodd-Frank Wall Street Reform and Consumer Protection Act commonly known as conflict minerals. Agilent met the annual reporting requirements to the Securities Exchange Commission in 2014. Agilent’s Supplier Code of Conduct Policy was updated to include the expectation that “Suppliers shall take reasonable measures to ensure products, parts, components and materials supplied to Agilent are “DRC (Democratic Republic of Congo) conflict free” as that term is used under Section 1502 of the Dodd-Frank Act.
- Agilent continued its robust communication of its General Specification for the Environment (GSE) with its strategic suppliers. This effort enables Agilent and its suppliers to comply with major environmental regulations on material use, product packaging and labeling. Agilent’s two strategies to drive restricted-substance elimination are:
  - Communication of our GSE restrictions to our product designers and suppliers
  - Verification that selected suppliers meet Agilent’s GSE requirements

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

- Agilent’s Remarketing Solutions Division is dedicated to recovering older instruments for the purpose of resale. For a certain segment of our customers (start-ups, academics, etc.), these pre-owned instruments offer a competitively priced alternative to buying a new instrument. As a company, we are using fewer environmental resources to manufacture new products to meet this customer demand. For more detail, see Premium Refurbished Instruments.
- Agilent offers a variety of trade-in programs specifically designed to help customers safely dispose of or recycle used instrumentation. The program is currently deployed in several countries, with expansion of these programs being considered wherever possible.

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

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

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

Agilent is working with leading global freight and logistics companies to minimize the environmental impact of transporting goods and services. In FY14,
we reported our greenhouse gases emissions from freight and logistics providers.

**World Wide logistics Initiatives - Green Logistics**

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

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

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

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

**G4-EN31**

**TOTAL ENVIRONMENTAL PROTECTION EXPENDITURES AND INVESTMENTS BY TYPE**

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

**G4-EN32**

**PERCENTAGE OF NEW SUPPLIERS THAT WERE SCREENED USING ENVIRONMENTAL CRITERIA**

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

**G4-EN33**

**SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN**

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

**G4-EN34**

**NUMBER OF GRIEVANCES ABOUT ENVIRONMENTAL IMPACTS FILED, ADDRESSED, AND RESOLVED THROUGH FORMAL GRIEVANCE MECHANISMS**

For FY14, there were no grievances raised.
<table>
<thead>
<tr>
<th>G4-LA1</th>
<th>RATES OF NEW HIRES AND EMPLOYEE TURNOVER</th>
</tr>
</thead>
<tbody>
<tr>
<td>G4-LA2</td>
<td>BENEFITS FOR FULL-TIME EMPLOYEES</td>
</tr>
<tr>
<td>G4-LA3</td>
<td>RETURN TO WORK AND RETENTION RATES AFTER PARENTAL LEAVE</td>
</tr>
<tr>
<td>G4-LA4</td>
<td>MINIMUM NOTICE PERIODS REGARDING OPERATIONAL CHANGES</td>
</tr>
<tr>
<td>G4-LA5</td>
<td>HEALTH AND SAFETY COMMITTEES</td>
</tr>
<tr>
<td>G4-LA6</td>
<td>INJURY, DISEASES, LOST DAYS, ABSENTEEISM, AND FATALITIES</td>
</tr>
<tr>
<td>G4-LA7</td>
<td>WORKERS WITH HIGH INCIDENCE OR HIGH RISK OF DISEASES RELATED TO THEIR OCCUPATION</td>
</tr>
<tr>
<td>G4-LA8</td>
<td>HEALTH AND SAFETY TOPICS COVERED IN FORMAL AGREEMENTS WITH TRADE UNIONS</td>
</tr>
<tr>
<td>G4-LA9</td>
<td>EMPLOYEE TRAINING</td>
</tr>
<tr>
<td>G4-LA10</td>
<td>PROGRAMS FOR SKILLS MANAGEMENT AND LIFELONG LEARNING</td>
</tr>
<tr>
<td>G4-LA11</td>
<td>PERFORMANCE REVIEWS</td>
</tr>
<tr>
<td>G4-LA12</td>
<td>COMPOSITION OF GOVERNANCE BODIES AND BREAKDOWN OF EMPLOYEES PER EMPLOYEE CATEGORY</td>
</tr>
<tr>
<td>G4-LA13</td>
<td>RATIO OF BASIC SALARY OF WOMEN TO MEN</td>
</tr>
<tr>
<td>G4-LA14</td>
<td>NEW SUPPLIERS THAT WERE SCREENED USING LABOR PRACTICES CRITERIA</td>
</tr>
<tr>
<td>G4-LA16</td>
<td>GRIEVANCES ABOUT LABOR</td>
</tr>
</tbody>
</table>

**PERFORMANCE INDICATORS**

**SOCIAL: LABOR PRACTICES AND DECENT WORK INDICATORS**

KAIYU LU, CHINA
Agilent conducts its business with uncompromising integrity and promotes human rights within the company’s sphere of influence. See Agilent's Human Rights and Labor Policy.

Agilent is positioned to become a leader in innovation, creativity, problem-solving, and organizational flexibility. As a company, we must be able to address work/life balance challenges and leverage diverse perspectives, talents, and teams to meet this global challenge. The workforce 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.


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

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

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

<table>
<thead>
<tr>
<th>New Employee Hires by Gender</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>10.90%</td>
</tr>
<tr>
<td>Female</td>
<td>15.52%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Total New Employee Hires Entering Employment</th>
<th># Male/Female</th>
<th>% Male/Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>2,053</td>
<td>1,170/883</td>
<td>56.99%/43.01%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>New Employee Hires</th>
<th>Number</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 30 years of age</td>
<td>1149</td>
<td>49.37%</td>
</tr>
<tr>
<td>Between 30–50 years of age</td>
<td>800</td>
<td>8.31%</td>
</tr>
<tr>
<td>Greater than 50 years of age</td>
<td>106</td>
<td>2.3%</td>
</tr>
<tr>
<td>Total Number</td>
<td>2,053</td>
<td>100%</td>
</tr>
</tbody>
</table>

Note: “Two hires did not indicate their gender.”

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

<table>
<thead>
<tr>
<th>Region</th>
<th>Total Number</th>
<th>% of Total</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Americas</td>
<td>577</td>
<td>28.08%</td>
<td>10.09%</td>
</tr>
<tr>
<td>Asia Pacific</td>
<td>1014</td>
<td>49.34%</td>
<td>14.24%</td>
</tr>
<tr>
<td>Europe</td>
<td>464</td>
<td>22.58%</td>
<td>12.95%</td>
</tr>
<tr>
<td>Total Number</td>
<td>2,055</td>
<td>100%</td>
<td>37.28%</td>
</tr>
</tbody>
</table>
SOCIAL: LABOR PRACTICES AND DECENT WORK INDICATOR

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

<table>
<thead>
<tr>
<th>Total Number</th>
<th>Male/Female</th>
<th>% Male/Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,371</td>
<td>847/524</td>
<td>61.78%/38.22%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Rate of Employees Leaving by Gender</th>
<th>Male/Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Turnover Rate</td>
<td>7.89%/9.21%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Rate of Employees Leaving by Age Group</th>
<th>Number</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rate under 30 years of age</td>
<td>314</td>
<td>13.49%</td>
</tr>
<tr>
<td>Rate 30-50 years of age</td>
<td>665</td>
<td>6.91%</td>
</tr>
<tr>
<td>Rate Over 50 years of age</td>
<td>392</td>
<td>8.50%</td>
</tr>
<tr>
<td>Total Number</td>
<td>1,371</td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Region</th>
<th>Total Number</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Americas</td>
<td>491</td>
<td>35.81%</td>
</tr>
<tr>
<td>Asia Pacific</td>
<td>542</td>
<td>39.53%</td>
</tr>
<tr>
<td>Europe</td>
<td>338</td>
<td>24.65%</td>
</tr>
<tr>
<td>Total Number</td>
<td>1,371</td>
<td>100%</td>
</tr>
</tbody>
</table>

Rate of employees leaving employment during the reporting period.

<table>
<thead>
<tr>
<th>Region</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Americas</td>
<td>8.58%</td>
</tr>
<tr>
<td>Asia Pacific</td>
<td>7.61%</td>
</tr>
<tr>
<td>Europe</td>
<td>9.43%</td>
</tr>
</tbody>
</table>

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

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

The total workforce broken down by region and gender by regions.

<table>
<thead>
<tr>
<th>Region</th>
<th>Total Number</th>
<th>Number Male/Female</th>
<th>% Male/Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Americas</td>
<td>7,626</td>
<td>5,218/2,408</td>
<td>68.42%/31.58%</td>
</tr>
<tr>
<td>Asia Pacific</td>
<td>9494</td>
<td>5,882/3,612</td>
<td>61.95%/38.05%</td>
</tr>
<tr>
<td>Europe</td>
<td>4,778</td>
<td>3,214/1,564</td>
<td>67.27%/32.73%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Employee Contract Type</th>
<th>Total Number</th>
<th>% Male/Female</th>
<th>Number Male/Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time</td>
<td>21,391</td>
<td>66.28%/33.72%</td>
<td>14,179/7,212</td>
</tr>
<tr>
<td>Part-time</td>
<td>507</td>
<td>26.63%/73.37%</td>
<td>135/372</td>
</tr>
</tbody>
</table>
4 HOURS A MONTH
AGILENT PROVIDES EMPLOYEES UP TO FOUR HOURS A MONTH OF PAID TIME OFF FOR VOLUNTEER WORK

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

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

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

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

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

- **Flexible Work Arrangements**: Some Agilent employees use alternatives to traditional Monday-through-Friday work arrangements. These include part-time, telecommuting, job-shares, and variable work schedules.

- **Flexibility Practices**: Agilent is proud of its heritage of providing flexible work hours for employees. Agilent’s Flexible Time Off (FTO) program lets employees use paid time off for vacation, personal business, and illness.

- **Dependent Care Resource and Referral**: Agilent offers data sheets—available worldwide—providing information on a broad range of work/life challenges plus consulting and written materials.

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.

- **MagellanAssist (U.S.)**: Agilent offers data sheets—available worldwide—providing information on a broad range of work/life challenges plus consulting and written materials.
SOCIAL: LABOR PRACTICES AND DECENT WORK INDICATOR

- **Mother’s Room**: Some Agilent facilities offer a “mother’s room” to support new moms returning to work, and the nursing needs of their babies.

- **Quiet Room**: Some Agilent facilities offer a “quiet room” to support employees who need a break, respite, or quiet time.

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**DID YOU KNOW?**

Researchers in University of California, Davis are using Agilent technology, including custom chips and mass spectrometers, to analyze the components of human milk and gain a better understanding of their various functions.

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**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.

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**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.

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**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.

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

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

**Agilent Occupational (LWDCR) Rate Globally 2014 - 0.07; Regionally AM - 0.15; AP - 0.00; EU - 0.08.**
G4-LA7
WORKERS WITH HIGH INCIDENCE OR HIGH RISK OF DISEASES RELATED TO THEIR OCCUPATION

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

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

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

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

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

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

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

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

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

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

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

One hundred percent of Agilent employees receive regular performance reviews.
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.

<table>
<thead>
<tr>
<th>Total Number</th>
<th>% Male/Female</th>
<th># Male/Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>21,898</td>
<td>65.37%/34.63%</td>
<td>14,314/7,584</td>
</tr>
</tbody>
</table>

Percentage of employees by gender.

<table>
<thead>
<tr>
<th>Employee Gender</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>65.35%</td>
</tr>
<tr>
<td>Female</td>
<td>34.63%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Total Number</th>
<th>% of Total</th>
<th>% Male/Female by Age Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>% Under 30 years of age</td>
<td>14.12%</td>
<td>59.14%/40.83%</td>
</tr>
<tr>
<td>% 30-50 years of age</td>
<td>58.06%</td>
<td>63.14%/36.83%</td>
</tr>
<tr>
<td>% over 50 years of age</td>
<td>27.85%</td>
<td>73.11%/26.89%</td>
</tr>
<tr>
<td>Total Number 21,898</td>
<td></td>
<td>65.35%/34.63%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>% of Total</th>
<th>Male/Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executives and Senior Management</td>
<td>75.41%/24.59%</td>
</tr>
<tr>
<td>Under 30 years of age</td>
<td>0%</td>
</tr>
<tr>
<td>Between 30-50 years of age</td>
<td>36.89%</td>
</tr>
<tr>
<td>Greater than 50 years of age</td>
<td>63.11%</td>
</tr>
</tbody>
</table>

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

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

<table>
<thead>
<tr>
<th>Employee Category</th>
<th>Ratio of Average Compa-Ratio Men/Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>ICA</td>
<td>1.00</td>
</tr>
<tr>
<td>ICB</td>
<td>0.99</td>
</tr>
<tr>
<td>PM</td>
<td>1.02</td>
</tr>
<tr>
<td>Senior Management</td>
<td>1.02</td>
</tr>
</tbody>
</table>

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

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

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

This information is Agilent confidential.
PERFORMANCE INDICATORS

SOCIAL: HUMAN RIGHTS

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

DMA EC
DISCLOSURE ON MANAGEMENT APPROACH HR

CHIARA REGGIO, ITALY

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

Social Responsibility: Seven Core Subjects

- **6.8 Community Involvement & Development**
- **6.3 Human Rights**
- **6.7 Consumer Issues**
- **6.2 Organizational Governance**
- **6.4 Labor Practices**
- **6.6 Fair Operating Practices**
- **6.5 The Environment**

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

Agilent conducts its business with uncompromising integrity and promotes human rights within the company’s sphere of influence. The company publically displays Human Rights and Labor Policy.

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

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

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

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

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

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

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

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

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

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

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

**Agilent Supplier Code of Conduct Policy**

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

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

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

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

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

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

This information is confidential.

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

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

Agilent Human Rights and Labor Policy
Agilent Supplier Code of Conduct Policy
Agilent CTISCA Statement
Agilent is unaware of any operations or suppliers identified as having significant risk for incidents of child labor.

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

Agilent Environmental Expectations

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

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

Agilent 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 Agilent’s 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...
PERFORMANCE INDICATORS

Social: Human Rights

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

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

**Agilent CTISCA Statement**

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

**Agilent’s Supplier Code of Conduct Policy**

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

All corrective actions were completed in FY14.

**G4-HR11**

**SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE HUMAN RIGHTS IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN**

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

**G4-HR12**

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

This information is confidential.
PERFORMANCE INDICATORS

SOCIAL: SOCIETY

LUCA GODINA, GERMANY

G4-SO1
OPERATIONS WITH IMPLEMENTED LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS, AND DEVELOPMENT PROGRAMS

G4-SO2
OPERATIONS WITH SIGNIFICANT IMPACTS ON LOCAL COMMUNITIES

G4-SO3
BUSINESS UNITS ANALYZED FOR RISKS RELATED TO CORRUPTION

G4-SO4
COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES

G4-SO5
ACTIONS TAKEN IN RESPONSE TO INCIDENTS OF CORRUPTION

G4-SO6
CONTRIBUTIONS TO POLITICAL PARTIES

G4-SO7
TOTAL NUMBER OF LEGAL ACTIONS FOR ANTI-COMPETITIVE BEHAVIOR AND THEIR OUTCOMES

G4-SO8
MONETARY VALUE OF SIGNIFICANT FINES

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

MONETARY VALUE OF SIGNIFICANT FINES

< BACK TO TOC
DMA SO DISCLOSURE ON MANAGEMENT APPROACH

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

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

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

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

Agilent in Communities

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

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

Volunteerism is a key element of our core values and the cornerstone of our corporate citizenship efforts. Agilent’s annual Giving Campaign allows employees more choices in their non-profit support. As a result, contributions were made in areas ranging from environment and conservation to education and literacy to arts and culture. One hundred percent of the Agilent sites participating in the giving campaign held community outreach programs.

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

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

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

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

100 percent of all Agilent business units were analyzed for risks related to corruption during the reporting period.
100% ALL AGILENT BUSINESS UNITS ARE ANALYZED FOR RISKS RELATED TO CORRUPTION

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

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

G4-S05 ACTIONS TAKEN IN RESPONSE TO INCIDENTS OF CORRUPTION

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

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

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

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

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

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

Agilent has not received any significant fines associated to product non-compliance nor has Agilent been sanctioned for product non-compliance. In addition, Agilent has no dispute resolutions.
Agilent’s Business Management System (BMS) is designed to support our business groups, so that Agilent products, services, and interactions consistently and effectively meet customer expectations and applicable regulatory requirements, and provide a mechanism for continual improvement.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

G4-PR6
SALE OF BANNED OR DISPUTED PRODUCTS

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

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

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

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

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

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

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

3 YEARS IN A ROW

AGILENT’S SPECTROPHOTOMETERS RECEIVED THE “R&D AWARDS” – THE BENCHMARK OF EXCELLENCE
GLOSSARY AND ACRONYMS

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

**BMS** - Business Management System

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

**EHS** Environmental, health, and safety.

**EHSMS** Environmental, health, and safety management system.

**ESR** Environmental and Social Responsibility.

**Fiscal year** - November 1 to October 31.

**FTC** Federal Trade Commission

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

**Gigajoule** 1 gigajoule = 277.78 kilowatt-hour.

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

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

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

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

**Grievance** A complaint or claim of injury or illness, or a complaint of workdays lost beyond date of injury (more serious injury/illness).