

## **AGILENT AUSTRALIA: MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT (FY24)**

### **INTRODUCTION**

Agilent Technologies Australia Pty Limited (“Agilent Australia”) is the reporting entity for this submission. The Australia Modern Slavery Act provides consumers with information regarding manufacturers’ and retailers’ efforts to address the issue of slavery and human trafficking. Agilent Australia is fully committed to combatting slavery and human trafficking, both in Australia and in its worldwide operations.

### **ORGANISATION STRUCTURE**

Agilent Australia is located in Mulgrave, Victoria, Australia, with a registered address of 679-703 Springvale Road, Mulgrave, Victoria 3170. Agilent Australia’s company number (ABN) is 29 088 510 605. Under the current corporate structure, there is one entity under Agilent Australia: Agilent Technologies Australia (M) Pty Limited (ABN 67 004 559 540) (“ATAM”).

Agilent Australia, including ATAM, has 364 employees. Agilent Australia generated revenues of approximately AUD 153 million in fiscal year 2023 (“FY24”).

The ultimate parent company of Agilent Australia is Agilent Technologies, Inc. (“Agilent”), which has its head office in Santa Clara, California, USA. Agilent employs about 18,000 people worldwide and operates in more than 100 countries. Agilent’s stock is traded on the New York Stock Exchange under the ticker symbol “A.” Agilent generated revenues of \$6.51 billion in FY24. Agilent’s efforts to combat slavery and human trafficking pre-date the introduction of the Modern Slavery Act 2015, as Agilent has also taken steps to ensure compliance with the California Transparency in Supply Chains Act 2010.

### **OUR BUSINESS**

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 them the highest confidence in our solutions.

Agilent’s business is organised into the following business units:

- Life Sciences and Diagnostics Group (LDG): Our LDG business provides application-focused solutions that include instruments and software that enable customers to identify, quantify and analyze the physical and biological properties of substances and products, as well as enable customers in the clinical and life sciences research areas to interrogate samples at the molecular and cellular level. This includes our Liquid Phase, Genomics, Pathology, Companion Diagnostic, AMPD, Biomolecular and Cell Analysis divisions.
- Applied Markets Group (AMG): Our AMG business is comprised of our Gas Phase, Spectroscopy, Vacuum and Certified Preowned divisions.
- Agilent Crosslab Group (ACG): Our ACG business spans the entire laboratory with its extensive consumables, software and services portfolio, which is designed to improve customer outcomes. The



majority of the portfolio is vendor neutral, meaning Agilent can serve and supply customers regardless of their instrument purchase choices. Solutions range from chemistries and supplies to services and software helping to connect the entire laboratory.

Agilent Australia's main operations involve research and development, manufacturing, and sale of Agilent products and services.

#### **OUR SUPPLY CHAINS**

Agilent Australia's supply chain for the core products that it sells in Australia is primarily via Agilent's manufacturing facilities and intercompany arrangements with other parts of the Agilent Group. Agilent has manufacturing facilities in Australia, China, Denmark, Germany, Italy, Malaysia, the Netherlands, Singapore, the United Kingdom, and the United States. These facilities manufacture analytical and diagnostic products for life sciences, diagnostics, and applied chemical markets.

Agilent Australia also has other direct suppliers outside of Australia, which are predominantly from China, Germany, Malaysia, Switzerland, the United Kingdom, and the United States. These suppliers provide component parts, electronics, and packaging for the production and manufacturing of Agilent products.

Agilent Australia has direct suppliers in Australia to support its business in Australia, including suppliers of professional services (e.g. solicitors, accountants), facilities management, logistics and travel.

#### **Risks of Modern Slavery**

Agilent Australia's supply chain primarily consists of Agilent manufacturing facilities and intercompany arrangements. Agilent has manufacturing facilities and suppliers in countries spanning the globe, including in China and Malaysia, which may be considered inherently higher risk. However, we do not believe that Agilent's operations or supply chain carry a high risk of modern slavery or that they are causing modern slavery practices. Agilent screens suppliers for key requirements, and in Fiscal Year 2023 we implemented, a third party SaaS platform to assess suppliers on Human Rights & Labor and other ESG criteria (including modern slavery). Any supplier identified as potentially high risk will undergo further assessment, and Agilent takes mitigating steps as appropriate.



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## **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

Agilent has zero tolerance for slavery and human trafficking. We are committed to taking steps to avoid modern slavery and human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in our business relationships and to implementing and enforcing systems and controls to help ensure slavery and human trafficking are not taking place anywhere in our supply chains

To address the risks of modern slavery in Agilent Australia's operations and supply chain, the following related policies apply on a worldwide basis within Agilent:

- Agilent's Standards of Business Conduct: [Agilent Standard of Business Conduct.pdf](#)
- Agilent's Supplier Code of Conduct: [https://www.agilent.com/supplier/Agilent\\_Supplier\\_Code\\_of\\_Conduct.pdf](https://www.agilent.com/supplier/Agilent_Supplier_Code_of_Conduct.pdf)
- Statement on Transparency in Supply Chains Act 2010: [http://www.agilent.com/environment/037662\\_CTISCA\\_Web\\_Statement.pdf](http://www.agilent.com/environment/037662_CTISCA_Web_Statement.pdf)
- Human Rights and Labour Policy: <https://www.agilent.com/supplier/agilentrightsandpolicy.pdf>

Additionally, Agilent's Reporting Policy requires employees to report to Agilent any actual or suspected violations of Agilent's Standards of Business Conduct or applicable laws, rules, and regulations within Agilent's operations or supply chains. Agilent has a global [Compliance Helpline](#) and an Open Door Policy that allows employees to report their concerns to any level of management for confidential, secure reporting and anonymous reporting where permitted by law.

## **SUPPLIER ADHERENCE TO OUR VALUES / DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

We require all suppliers to adhere to Agilent's Supplier Code of Conduct. The Supplier Code of Conduct requires supplier compliance with human rights and anti-trafficking laws throughout their operations (including, but not limited to, the operations of their own suppliers and any permitted sub-contractors) and respect for human rights in accordance with the UN Guiding Principles on Business and Human Rights. We have implemented a system for distributing the Supplier Code of Conduct to all suppliers at onboarding and thereafter on an annual basis according to risk or strategic importance. Our supplier terms and conditions and other agreements expressly require adherence to the Supplier Code of Conduct.

To help ensure supplier compliance with our values, and as part of our initiative to identify and mitigate risk within our supply chain, we undertake supplier due diligence on our globally managed suppliers (representing over 85% of spend on direct materials suppliers) and select indirect suppliers. Our due diligence process is designed to identify, assess, and mitigate potential risk areas in our supply chains, including risks of modern slavery.

Agilent is committed to continuous improvement, and we continually review the regulations and identify ways to enhance our supplier compliance programme. In FY21, Agilent launched enhanced procedures to further



embed modern slavery considerations into our due diligence, monitoring, and auditing processes. We continued with that program in Fiscal Year 2024 and expanded it to more suppliers. This included implementation of, enhanced modern slavery risk assessments as part of the due diligence process, and mandatory auditing for suppliers determined to be high risk for modern slavery. With all updates in global modern slavery laws, we continually look for ways to improve our processes to identify and mitigate the risk of slavery and human trafficking in our supply chain.

## **TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff involved with procurement.

## **ASSESSING THE EFFECTIVENESS OF OUR ACTIONS IN COMBATING SLAVERY AND HUMAN TRAFFICKING**

We are working to understand the effectiveness of the efforts detailed in this statement to combat slavery and human trafficking in our business and supply chains. We continue to work with our Supplier Compliance Functional Partner Team, which is a cross-functional group that periodically meets to provide feedback and recommendations on Agilent's supplier compliance program in view of applicable regulations, including human trafficking and anti-slavery laws. In Fiscal Year 2024, leveraging a third-party SaaS platform, we meticulously evaluated over 500 suppliers within our supply chain, focusing on Human Rights & Labor standards as well as other ESG criteria

In addition, Agilent employs an independent third party to audit and evaluate select suppliers' compliance with our Supplier Code of Conduct. 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 for FY24 are completed in accordance with agreed remediation plans.

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

## **Further Information**

Agilent is committed to our mission of advancing the quality of life. You can read more about our environmental, social and governance activities and how we advance the UN sustainable development goals in our annual ESG report.

<https://www.agilent.com/about/esg/en/2023-agilent-esg-report.pdf>

## CONCLUSION

This statement is made pursuant to the Modern Slavery Act 2018 and constitutes Agilent Australia's slavery and human trafficking statement for the financial year ending 31 October 2024. This statement was approved by the Board of Directors on 30 April 2025.

*Geoff Winkett*

Geoff Winkett (Apr 30, 2025 15:13 GMT+10)

Name: Geoff Winkett

Title: Director

Date: 30 April 2025