

AGILENT UK: MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT (FY19)

INTRODUCTION FROM THE COUNTRY GENERAL MANAGER (NEIL REES)

Agilent is fully committed to combatting slavery and human trafficking, both in the UK and in its worldwide operations.

Agilent UK's steps in this regard pre-date the introduction of the Modern Slavery Act, as the Agilent Group already ensured compliance with the California Transparency in Supply Chains Act 2010.

ORGANISATION STRUCTURE

Agilent Technologies LDA UK Limited's ("Agilent UK") ultimate parent company is Agilent Technologies Inc which has its head office in Santa Clara, California, USA. The Group employees 16,300 people worldwide and operates in more than 100 countries. Agilent Technologies Inc's stock is traded on the New York Stock Exchange under the ticker symbol "A." Agilent generated revenues of \$5.16 billion in fiscal year 2019.

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.

OUR BUSINESS

Our business is organised into the following business units:

- Life Sciences and Applied Systems Group (LSAG)
- Diagnostics and Genomics Group (DGG)
- Agilent Crosslab Group (ACG - Service and support)
- Order Fulfilment Services (OFS)
- Global Infrastructure Organisation (GIO)

OUR SUPPLY CHAINS

Agilent UK's supply chain for the core products that it sells in the UK is primarily via manufacturing facilities and intercompany arrangements with other parts of the Agilent Group.

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

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or 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 all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

The following related Policies apply on a worldwide basis within the Agilent Group:

- Agilent's Supplier Code of Conduct:
https://www.agilent.com/environment/Supplier_ESR_Code_of_Conduct.pdf
- Statement on Transparency in Supply Chains Act 2010:
http://www.agilent.com/environment/037662_CTISCA_Web_Statement.pdf
- Human Rights and Labour Policy: <http://careers.agilent.com/media/6207/agilentrightsandpolicy.pdf>

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

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a rigorous supply chain compliance programme.

As part of our initiative to identify and mitigate risk we undertake appropriate due diligence with all new suppliers (and re-certify existing suppliers on a periodic basis), and require all such suppliers to confirm adherence to Agilent's Supplier Code of Conduct Policy.

Furthermore, we have in place systems to:

- Identify and assess potential risk areas in our supply chains;
- Mitigate the risk of slavery and human trafficking occurring in our supply chains;
- Monitor potential risk areas in our supply chains;
- Protect whistle blowers.

Agilent employs an independent third party to audit and evaluate our suppliers' compliance with our Supplier Code of Conduct, including monitoring each supplier's compliance with all applicable labor laws governing forced labor, slavery and human trafficking.

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. We also require our business partners to provide training to their staff and suppliers and providers.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Agilent has an established Supplier Environmental, Health, Safety and Social Responsibility program as well as a Supplier Code of Conduct Policy which applies to all suppliers. In addition, Agilent complies with the California Supply Chain Transparency Act of 2010, Conventions 105 and 111 of International Labour Organization and the Dodd/Frank Wall Street Reform and Consumer Protection Act.
- Agilent also requires supplier compliance to human rights throughout their operations (including but not limited to the operations of their own suppliers and any permitted sub-contractors) in accordance with the UN Guiding Principles on Business and Human Rights (the "UN Guiding Principles"). Agilent conducts random onsite surveys of suppliers for compliance with Agilent's Supplier Code of Conduct Policy. In cases where there are issues with adherence to Agilent's supplier expectations, corrective actions are implemented and monitored by Agilent's third-party auditor DEKRA. All corrective actions are being completed in accordance with agreed remediation plans.
- Agilent requires supplier compliance to human rights regulations throughout their operations (including but not limited to the operations of their own suppliers and any permitted sub-contractors) in accordance with the UN Guiding Principles on Business and Human Rights (the "UN Guiding Principles"). Agilent has established a Supplier Code of Conduct Policy to list expectations regarding adherence to labour laws and regulations.
- Agilent conducts random onsite surveys of suppliers for compliance with Agilent's Supplier Code of Conduct Policy. In cases where there are issues with adherence to Agilent's supplier expectations, corrective actions are implemented and monitored by Agilent's third-party auditor DEKRA. All corrective actions for FY19 are being completed in accordance with agreed remediation plans.

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

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Agilent UK's slavery and human trafficking statement for the financial year ending 31 October 2019. This statement was approved by the Board of Directors on 8 April 2020.



Neil Rees, Director

Date: 8 April 2020

Last Reviewed and approved by Neil Rees, WPS Director: 8 April 2020

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