



**Agilent Technologies**

# **Corporate Social Responsibility Policy for Agilent in India**

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## 1. Preamble

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.

Each year Agilent, through its businesses, employee programs and the Agilent Foundation, dedicates thousands of hours and donates millions of dollars to organizations that enrich our communities intellectually and socially.

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.

In India, providing basic education support, vocational training and improving living conditions are the focus areas of our CSR program. Agilent is also committed to protecting the environment and providing support during natural disasters. Agilent also supports the Prime Minister's National Relief Fund, (PMNRF) as one of the avenues of deploying its CSR fund.

## 2. Purpose

The key purpose of this policy is to:

- Define what CSR means to us
- Identify broad areas in which the company will undertake projects
- Define the kind of projects that will come under CSR
- Serve as a guiding document to help execute and monitor CSR projects
- Identify criteria for partner implementation agencies
- Explain how any surpluses from CSR projects will be treated

## 3. Policy Statement

Agilent is a scientific instruments company, and across the globe, we are champions of science education. The Agilent India CSR Policy also focuses primarily on science education in its various aspects in India:

- generating curiosity and interest in science at an early age in primary school students,
- supporting middle school science students with learning material and science and IT hardware in their labs,
- and partnering with universities across the country to support their senior education and R&D efforts.



In keeping with the country's underlying social and economic realities, Agilent in India has, on an ongoing basis, also supported local initiatives that help in:

- promoting gender equality and empowering women,
- promoting sensitization, engagement, empowerment and integration of children and adults who are HIV positive
- enhancing vocational skills
- rehabilitating geographies and local populations that have been victims of natural disasters

Agilent India may choose to support one or more than one of these initiatives as outlined by the law:

- i. Eradicating hunger, poverty and malnutrition, promoting preventive health care and sanitation including contribution to the Swachh Bharat Kosh set-up by the Central Government for the promotion of sanitation and making available safe drinking water;
- ii. Promoting education, including special education and employment enhancing vocational skills especially among children, women, elderly and the differently abled and livelihood enhancement projects;
- iii. Promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, day care centers and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups;
- iv. Ensuring environment sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining quality of soil, air and water including contribution to the clean Ganga Fund set up by the Central Government for rejuvenation of river Ganga;
- v. Protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of art; setting up public libraries ; promotion and development of traditional arts and handicrafts;
- vi. Measures for the benefit of armed forces veterans, war widows and their dependents;
- vii. Training to promote rural sports, nationally recognized sports, Paralympic sports and Olympic sports;



- viii. Contribution to the prime minister's natural relief fund or any other fund setup by the central government for socio-economic development and relief and welfare of the scheduled castes, the scheduled tribes, other backward classes, minorities and women;
- ix. Contributions or funds provided to technology incubators located within academic institutions which are approved by the central government;
- x. Rural development projects; and
- xi. Slum Area development.

Through this policy, we align our India CSR strategy with Agilent's Corporate Citizenship Statement <http://www.agilent.com/environment/esr/home.html?cmpid=5320>, which includes sustainability. We integrate how we address these problems into the strategies of the company to benefit the communities at large and create positive social and environmental impact.

## 4. Scope of CSR activities in Agilent India

As a practice, we classify only those projects that are over and above our normal course of business as CSR. This policy applies to all our CSR projects and it will be further reviewed and updated.

### 4.1 Normal Course of Business

Agilent is a recognized leader in life sciences, diagnostics and applied chemical markets. Today, Agilent is one of the industry's most widely used providers of instruments, software, consumables and services for the 265,000 analytical and clinical research laboratories around the world. Best-in-class instrumentation is key for scientists and researchers. Agilent's mission is to understand what our customers want to do and to provide the best solutions to help them reach their goals. We believe the combination of our equipment, software, consumables and services provide them insights they seek.

## 5. Giving Back to Our Communities

Agilent places great emphasis on including our employees in CSR initiatives. Agilent provides employees up to four hours a month of paid time off for volunteer work. On average, employees volunteer more than 50,000 hours per year.



## 6. Governance Structure

We have constituted a robust and transparent governance structure to oversee the implementation of our CSR Policy, in compliance with the requirements of Section 135 of the Companies Act, 2013.

### 6.1 Board-level CSR Committee

Agilent's CSR governance structure will be headed by the Board Level CSR committee that will be ultimately responsible for CSR projects. The Committee will report to the Board of Directors of the Company.

**6.1.1 Members-** The committee will consist of members as may be nominated by the Board from time to time.

#### 6.1.2 Responsibilities

- Formulate and update our CSR Policy, which will be approved by the Board of Agilent India
- Suggest areas of intervention to the Board of Agilent India
- Approve projects that are in line with the CSR policy
- Put monitoring mechanisms in place to track the progress of each project
- Recommend the CSR expenditure to the Board of Agilent India who will approve it
- Meet as per the requirements of the Companies Act 2013 and rules made thereof to review the progress made

## 7. Reporting by Agilent India CSR Facilitators

Agilent India CSR Facilitators will report/give feedback to the CSR Committee on a quarterly basis for all CSR projects.

## 8. CSR Budget

The total budget for the CSR projects will be recommended by the CSR Committee.

## 9. Treatment of Surpluses

Any surplus generated from CSR projects will be tracked and channeled into our CSR funds budget. These funds will be used for further development of CSR projects and will not be added back into normal business operations.

