

# Agilent Supplier Code of Conduct

November 2025



## Contents

<b>Agilent At a Glance</b> .....	3
Our Promise .....	3
Our Core Values .....	3
<b>Standards of Business Conduct</b> .....	3
<b>Supply Chain at a Glance</b> .....	4
<b>Agilent Suppliers</b> .....	4
<b>Supplier Requirements</b> .....	5
Quality.....	5
Environment and Sustainability .....	5
Health and Safety .....	6
Human Rights & Employment Practices .....	6
Anti-Corruption & Bribery.....	6
Regulatory .....	7
Conflict Minerals .....	7
RoHS .....	7
REACH .....	7
Toxic Substances Control Act (TSCA) PBT Substances .....	8
California Proposition 65.....	8
Supply Chain Security .....	8
Trade Compliance .....	8
Customs Security .....	8
Privacy & IT Security .....	9
Privacy .....	9
IT Security.....	9
Supply Chain Collaboration.....	9

## Agilent At a Glance

Agilent is a global leader in life sciences, diagnostics and applied chemical markets, recognized for uncompromising integrity in all we do. Our mission is to advance quality of life by focusing our expertise in six key markets. With a team of approximately 18,000 employees spread across the world, our global footprint includes sales offices, logistics centers and business facilities in three major geographies. Our worldwide capabilities enable us to deliver high-quality solutions to our valued customers in 110 countries. Whether we are working to keep food supplies safe, improve the quality of air, water and soil, or fight cancer with more precise diagnoses and targeted treatments, we share a passion and commitment to helping people around the world.

### Our Promise

To deliver trusted answer to our customers' critical questions and challenges – helping them achieve superior outcomes in their laboratories, clinics, organizations and the world they seek to improve.

### Our Core Values

Our values form the foundation of how we work with customers, suppliers and competitors. Ethical behavior, honesty and adherence to laws are the hallmarks of how we operate. This is an absolute at Agilent; there is no room for compromise.

- **Uncompromising Integrity** - We adhere to the highest standards
- **Trust** - We invest in authentic relationships
- **Respect** - We treat others as they want to be treated
- **Teamwork** - We act as one team
- **Focus** - We prioritize what matters most for Agilent
- **Accountability** - We empower ownership of our work and results
- **Speaking Up** - We communicate with candor and listen closely
- **Innovation** - We seek better solutions in all we do

## Standards of Business Conduct

Throughout our history as a company, we have seen dramatic changes in technology, in the economic climate and in our industry, but our commitment to a basic set of values has remained the same. Our Standards of Business Conduct (SBC) helps us stay true to our values by providing the information, guidance and resources needed to operate with honesty and integrity and in compliance with the laws and regulations everywhere we do business. Agilent strives to conduct its affairs in strict compliance with applicable laws, and we expect the same commitment from all our suppliers. We adhere to the highest standards of business ethics and acknowledge anything less as unacceptable.

- We obey all laws in the country of manufacture or sale relating to equal employment opportunity, affirmative action, environmental and safety regulations as well as other national policies.
- Zero tolerance for any action or implication of reciprocity either by Agilent or a supplier.
- Conflicts of interest are to be avoided. This can occur if an employee or a family member holds a financial interest in, or exercises control or influence over, an Agilent supplier, customer, reseller or competitor.  
Any use of Agilent's name or trademarks by any other entity in a way that suggests that Agilent has an affiliation with or is endorsing that entity requires an appropriate written license from Agilent.
- Suppliers are required to obtain explicit permission from Agilent before using, or allowing any third party to use, Agilent information to train or develop any artificial intelligence or machine learning algorithms, models, or systems.
- Agilent believes in a thriving marketplace with free, fair and open competition. We deal fairly with our customers, suppliers, resellers and competitors and sell our products and services on the basis of quality and merit.

- Agilent does not tolerate bribery in any form, whether dealing with government officials or representatives of non-government commercial organizations.
- Agilent conducts business with integrity and make sound business judgments on Agilent's behalf, free of any influence that could affect our decision-making.
- Agilent's harassment-free workplace policy extends to our suppliers, customers and anyone who does business with us and applies in both work-related settings and work-sponsored activities.
- Agilent has zero-tolerance for actions that threaten or have the potential to threaten the safety of our employees, customers, suppliers or others in our workplace.

Agilent employees and suppliers should contact the [Agilent Compliance Helpline](#) if they suspect any violations.

### Supply Chain at a Glance

Agilent's supply chain teams are chartered to provide optimal value-added sourcing and procurement services that are legal, accountable and auditable, ethical, provide the best quality, are environmentally and socially responsible, economically effective and meet all regulatory requirements along with ISO compliance.

Agilent will avoid procurement decisions that could appear to be based on personal favoritism or other factors unrelated to Agilent's best interests. Decisions will reflect our best judgment based on a supplier's technology, quality, responsiveness and delivery capabilities as well as cost. The supplier's financial stability, environmental performance, responsible sourcing and track record are other factors that will be considered. In the U.S., we actively engage qualified suppliers as defined by [Agilent's Small Business Program](#), which promotes the procurement of materials, components, equipment, supplies, and services from small-scale businesses.

### Agilent Suppliers

Agilent's relationships with suppliers are of great strategic importance. Common sense, good judgement, and the highest standards of integrity are what we use in working with suppliers. Agilent expects its suppliers to act with uncompromising integrity and follow all applicable global and regional laws and regulations. This also includes all Agilent policies and programs that are aligned to these requirements.

This Supplier Code of Conduct sets out expectations and requirements in key areas that Agilent's suppliers must implement in their business operations and promote in their supply chain. To meet these requirements, suppliers are expected to maintain governance and management systems to facilitate their compliance program and appropriate documentation to demonstrate conformance. Agilent recommends implementing mechanisms to determine and manage risks in all areas outlined in this document as well as maintaining a code of conduct to communicate expectations and requirements. Suppliers shall implement the appropriate business continuity plans for any operations supporting Agilent.

### Supplier Requirements

#### Quality

Agilent is committed to the delivery of high-quality, safe and reliable products, so we take steps to ensure we consistently meet or exceed the standards set forth in our [Quality Policy](#) as well as applicable global quality manufacturing standards.

At Agilent, we know that our customers depend not only on our leading-edge technologies, but also on the superior quality that underlies all our products, services and support. That's why we ensure, through our Quality Management System (QMS) of processes, that our products and services are delivered to the level and quality our customers expect. One of Agilent's commitments to quality is to ensure that we establish quality requirements for suppliers, partners and contractors and hold them accountable to comply.

- Suppliers shall have a documented quality management system in place that is aligned to ISO 9001 or similar standard.

## Environment and Sustainability

Agilent is dedicated to conducting business in an environmentally responsible manner. We are committed to complying with all applicable laws, regulations, and policies related to environmental protection, energy conservation, and the sustainable use of natural resources. This commitment aligns with our corporate objectives and our [Environmental, Health, and Safety Policy](#), and is essential to our continued business success. Please also refer to Agilent's annual ESG Report.

The company has aligned its objectives with the United Nations Sustainable Development Goals<sup>i</sup> and the Science Based Targets Initiative (SBTi). Agilent is committed to achieving net-zero greenhouse gas emissions by 2050. To ensure progress towards this goal, Agilent has set interim targets to reduce absolute Scope 1 and 2 emissions by 50% and Scope 3 emissions by at least 30% by 2030, using 2019 as the base year. Both the net-zero and interim targets have been validated and approved by the SBTi, a global organization that helps businesses set ambitious emissions reduction targets based on the latest climate science. The SBTi aims to accelerate the reduction of emissions worldwide, with a goal of halving emissions by 2030 and achieving net-zero emissions by 2050. It is critical to partner with our suppliers to achieve our Scope 3 emissions reduction targets.

Agilent informs suppliers of its environmental requirements for purchased parts, components, materials and products that are incorporated into Agilent products<sup>ii</sup>. Suppliers must comply with all applicable local environmental laws and regulations.

- a) Suppliers shall comply with certain prohibitions of the Minamata Convention, Stockholm POPs Convention and the Basel Convention<sup>ii</sup>.
- b) Suppliers must implement a documented Environmental Management System or program that aligns with ISO 14001:2015 standards or an equivalent framework.
- c) Agilent expects suppliers to conserve natural resources by reducing water-use, energy consumption, and greenhouse gas emissions, and managing and minimizing waste including using sustainable packaging, optimizing logistics and transportation and implementing recycling and circular economy programs. Supplier will consider including electricity decarbonization and adoption of renewable electricity throughout the value chain
- d) Agilent expects suppliers to adopt practices aligned with net zero greenhouse gas emissions, disclose their data to meet requirements or through disclosure platforms like Carbon Disclosure Project (CDP), and demonstrate their progress to align with Agilent's expectations and to mutually achieve developed carbon emissions reduction goals. Suppliers are expected to report sustainability related progress aligned to UN Sustainable Development Goals (UN SDG) utilizing voluntary platforms such as S&P Global Corporate Sustainability Assessment, EcoVadis, Environmental, Social, and Governance (ESG) report, Carbon Disclosure Project (CDP) or similar.

Please visit <https://www.agilent.com/supplier> to learn more about Agilent's commitment to net-zero and how we will partner with our suppliers to mutually achieve decarbonization goals.

## Health and Safety

Agilent is committed to providing a healthy and safe work environment and processes that enable our people to work injury and illness free while acting in an environmentally responsible manner. To meet [Environmental, Health and Safety Policy](#) & regulatory requirement, Agilent informs suppliers and contractors of Agilent's health and safety principles and asks them to align their practices to our expectations. Suppliers need to comply with all applicable health & safety laws and regulations.

- a) Suppliers and contractors shall adopt practices aligned with Agilent's environmental, health and safety principles and have a documented Health and Safety Management System or program that is aligned to ISO 45001 or similar.

## Human Rights & Employment Practices

Agilent's core values and culture reflect a commitment to ethical business practices and good corporate citizenship wherever we operate in the world. As a company, we acknowledge and respect the fundamental principles contained in the Universal Declaration of Human Rights<sup>iii</sup>, and our policies and practices reflect our commitment to promote human rights. Agilent acknowledges its human rights- related due diligence obligations with regard to its supply chain and continuously strives to prevent or minimize any risks to human rights violations.

We source components and assemblies for our products from suppliers in different countries around the world, each with its local laws and regulations. We are committed to respecting human rights throughout our global supply chain and we do not conduct business with any individual or company that participates in the exploitation of children (including child labor), physical punishment, forced labor or human trafficking.

- Suppliers shall comply with all applicable labor laws<sup>iv</sup>, as well as internationally recognized standards, rules, and regulations on human rights, including but not limited to,
  - Prohibition of the employment of a child<sup>v</sup>
  - Prohibition of the worst forms of child labor for children under the age of 18<sup>v</sup>
  - Prohibition of all forms of forced labor
  - Prohibition of all forms of slavery,
  - Prohibition of non-compliance with occupational health and safety obligations under the law of the place of employment
  - Prohibition of the violation of freedom of association
  - Prohibition of unequal treatment in employment
  - Prohibition of withholding an appropriate wage
  - Prohibition of causing harmful soil change, water pollution, air pollution, harmful noise emissions or excessive water consumption that significantly impairs the natural bases for the preservation and production of food, denies a person access to safe and clean drinking water, makes it difficult for a person to access sanitary facilities or destroys them or harms the health of a person
  - Prohibition of unlawful eviction and the prohibition of unlawful seizure of land, forests and waters
  - Prohibition of hiring or using private or public security forces to secure business operations if due to a lack of instruction or control on the part of the supplier, the use of security forces is in violation of the prohibition of torture and cruel, inhumane or degrading treatment, damages life or limb or impairs the right to organize and the freedom of association<sup>vi</sup>
  
- Agilent encourages suppliers to set out a human rights policy, procedures or practices that align with or exceed the protection of human rights as afforded by current laws and regulations and that assess, prevent or minimize human rights risks to end any violation of human rights<sup>vii</sup>. (Please see Agilent's Supplier Website for more information).

## Anti-Corruption & Bribery

Agilent is committed to conducting its business activities in accordance with all applicable laws and regulations that prohibit bribery or corruption. We do not tolerate bribery in any form.

Agilent has aligned its procedures and practices to comply with the following requirements and expects its suppliers to follow the appropriate laws and regulations.

- Agilent suppliers are expected to comply with all applicable (global and local) anti-corruption laws, and regulations, including the U.S. Foreign Corrupt Practices Act<sup>viii</sup>, the UK Bribery Act<sup>ix</sup> and those enacted under the OECD Convention on Combating Bribery of Foreign Public Officials<sup>x</sup> in International Business Transactions.. Suppliers are required to have policies and procedures in place to ensure compliance.

## Regulatory

### • Conflict Minerals

Agilent supports the goal of ending violence, human rights violations and environmental devastation in the Covered Countries. As such, we are committed to complying with all applicable requirements under the Conflict Minerals Rule of the US Dodd-Frank Act and EU Conflict Minerals Regulation and to sourcing components and materials from organizations that share our values around human rights, ethics and environmental responsibility.

Agilent's suppliers should understand and abide by these requirements and ensure they provide materials to Agilent that are "DRC (Democratic Republic of Congo) Conflict Free". Agilent expects suppliers to supply materials to Agilent that are "DRC Conflict-Free" and to adopt policies and management systems with respect to conflict minerals to ensure Conflict-Free supply chains. Agilent will routinely request your companies Conflict Minerals Reporting Template (CMRT) and expect a completed version be provided upon request.

### • Restriction of Hazardous Substances (RoHS)

Agilent products are designed for global compliance and meet worldwide RoHS requirements<sup>xii</sup>. To ensure compliance of our products, Agilent requires full declaration of any restricted or banned substances in any parts supplied to Agilent, including the use of any exemptions or derogations. Agilent requires all supplied parts to be compliant with all current EU RoHS, China RoHS, UAE RoHS and Saudi Arabia RoHS requirements.

- Agilent requires suppliers to fully disclose, the use of any hazardous substance above the RoHS permitted limited and the use of any EU RoHS Annex III or Annex IV exemptions for each part supplied to Agilent. Reporting shall be in accordance with Agilent's [Materials Declaration Requirements](#).

### • Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH)

Agilent supports restriction of chemicals and the substitution of unnecessary hazardous chemicals and strives to eliminate all use of Substances of Very High Concern (SVHC) if possible or otherwise communicate the presence of SVHC in our supply chains.

- Agilent expects all parts and chemicals supplied to Agilent to be free of any substances listed in Annex XIV or EU REACH. Agilent requires notification of any supplied products not meeting this requirement.
- Agilent requires all products containing any substances listed in EU REACH Annex XVII to be compliant to the condition of restrictions. Agilent requires notification of any products supplied to Agilent containing any of these substances.
- Agilent requires suppliers to fully disclose any products containing substances of very high concern (SVHC) listed in the Appendices of REACH also available at: <https://echa.europa.eu/candidate-list-table> present in any article above 0.1% (w/w) of each part we are supplied.

Suppliers should be aware that REACH is usually updated every 6 months and must refer to the latest issued version. Reporting of the presence of any REACH substances must be done to [gse\\_inquiry@agilent.com](mailto:gse_inquiry@agilent.com) in accordance with [Agilent's General Specification for the Environment](#).

### • Toxic Substances Control Act (TSCA) PBT Substances

As required under the Toxic Substances Control Act (TSCA), the US Environmental Protection Agency (EPA) issued rules to reduce exposure to certain chemicals that are persistent, bioaccumulative and toxic (PBT). These chemicals can build up in the environment over time and may result in potential risk to exposed populations. The rules limit or prohibit the manufacture (including import), processing, and/or distribution in commerce (including within articles) of these PBT chemicals.

- Agilent requires suppliers to follow "Regulation of Persistent, Bioaccumulative, and Toxic Chemicals Under TSCA Section 6(h)" and any substances, including those substances with published restriction dates in the future, present in products supplied to Agilent above the regulated concentration limits must be reported to [gse\\_inquiry@agilent.com](mailto:gse_inquiry@agilent.com).

- **California Proposition 65**

California requires manufacturers placing products on the California market to provide a clear and reasonable warning to any user that might be exposed to any products listed in the Proposition 65 Chemicals List.

- Agilent requires suppliers to report to Agilent any parts supplied containing any chemicals listed in the Proposition 65 Chemical List. This information must be reported to [gse\\_inquiry@agilent.com](mailto:gse_inquiry@agilent.com).

## Supply Chain Security

- **Trade Compliance**

Agilent is a US based company and is required to comply with US Trade sanctions and export control laws including indirectly through its suppliers. Agilent also complies with import and export laws governing international transactions in each country it does business and therefore requires its suppliers to ensure compliance as well.

- Agilent expects suppliers to follow all applicable international import and export regulations. Suppliers need to provide Agilent accurate information on raw material and component sourcing as required. They also must provide accurate information on country of origin, tariff codes, export classification, and regulatory registration requirements upon request.

- **Customs Security**

Agilent supports the work done by the World Customs Organization (WCO)<sup>xiii</sup> and the Customs-Trade Partnership Against Terrorism (CTPAT)<sup>xiv</sup> to improve security of our supply chains and logistics systems. As a strong advocate of the CTPAT program, Agilent's goals are to enhance and maintain effective security processes throughout the global supply chain, and to ensure the timely delivery of all incoming cargo. Agilent urges its suppliers to join their appropriate program. US suppliers are urged to join CTPAT. In addition, US Customs expects non-US suppliers to implement appropriate security measures within their own supply chains.

- Agilent expects suppliers to have programs in place to secure trade along their supply chains. These programs should be equivalent to CTPAT US or AEO (World Customs Organization) programs.
- Agilent also expects each of its suppliers of goods or services to notify their plants, offices, and subsidiaries of the CTPAT / AEO programs and of Agilent's participation.

## Privacy & IT Security

- **Privacy**

Agilent is committed to data protection and privacy and its core values of Uncompromising Integrity and Accountability. We expect our suppliers to share this commitment and to comply with all applicable data protection and privacy laws and regulations when processing personal data on behalf of Agilent.

Personal data is any information that relates to an identified or identifiable individual, such as name, email address, phone number, IP address, location data, health data, etc. Processing of personal data includes any action you take regarding personal data: collection, storage, use, disclosure, transfer and deletion of such data.

When processing personal data on behalf of Agilent, global data protection and privacy laws require Agilent to execute a Data Processing Agreement with that supplier. The DPA must include, where applicable, special contractual provisions to allow personal data to be transferred outside of the originating jurisdiction (e.g. transfers outside of the EU, Switzerland and UK personal data require adherence to Standard Contractual Clauses and the UK Addendum incorporated by reference in any applicable DPA).

As a supplier of Agilent, you must:

- Only process personal data in accordance with Agilent's instructions and for the purposes specified in the contract or data processing agreement, and always in accordance with applicable law.
- Implement appropriate technical and organizational measures to protect personal data against unauthorized or unlawful processing and accidental loss, destruction or damage.

- Notify Agilent without undue delay of any actual or suspected security incident affecting personal data and cooperate with Agilent in investigating and resolving the incident.
- Respect and facilitate the exercise of data subject rights, such as the right to access, correct, erase, restrict or object to the processing of personal data, and inform Agilent of any requests received from data subjects.
- Ensure that your personnel who have access to personal data are bound by confidentiality obligations and receive adequate training on data protection and privacy.
- Not engage any sub-processors without Agilent's prior written consent and impose the same data protection and privacy obligations on them as on yourself.
- Not transfer personal data outside the country or region where it was collected without Agilent's prior written consent and ensuring an adequate level of data protection in the destination country or region.
- Delete or return personal data to Agilent at the end of the contract or data processing agreement, unless required by law to retain it.
- Cooperate with Agilent and any relevant data protection authorities in relation to any audits, inquiries or investigations concerning the processing of personal data.

By complying with these expectations, you will help Agilent uphold its reputation as a trusted data steward and partner, and reduce the risk of legal sanctions, reputational damage and loss of customer confidence.

For additional information see [Agilent's Data Protection and Privacy Program](#).

#### • IT Security

Management of information is important to Agilent. Agilent has policies and standard operating procedures in place to maintain information confidentiality, security, integrity and availability. These procedures include organizational requirements of acceptable use and apply to Agilent employees and non-employees. The requirements are also applicable to all information and information processing facilities that are accessed, processed, and communicated to or managed by external or third parties and must be protected from any misuse and unauthorized activity.

Agilent expects suppliers to have policies and procedures in place that are aligned to these requirements including any additional applicable local or regional requirements, see [Agilent's Information Security Approach](#).

#### Supply Chain Collaboration

Working together we can achieve strong working relationships and meet compliance requirements. A fundamental prerequisite is that Agilent and its suppliers collaborate.

Agilent conducts due diligence on its suppliers, and in the event Agilent identifies a risk or a violation in the supplier business relationship, suppliers shall upon request provide all necessary information and support Agilent, e.g. in obtaining information from stakeholders or in the implementation of preventive measures. Any risks or violations identified by the supplier need to be reported to Agilent immediately in writing or via the Agilent Compliance Helpline.

Additionally, Agilent reserves the right to reasonably audit (e.g. by answering questionnaires, participating in interviews and/or onsite audits) to ensure and verify compliance with the expectations and requirements outlined in this Supplier Code of Conduct. Such audits may be commissioned to qualified third parties, provided such third party is bound by confidentiality obligations. For this purpose, suppliers shall grant Agilent and/or the qualified third-party access to their business premises during their normal business hours and access to and inspection of all relevant documents, data and systems. Suppliers shall be entitled to take appropriate measures to protect their trade and business secrets and to protect confidentiality with regard to their customer data.

In the event of a culpable violation of the Agilent Supplier Code of Conduct Agilent reserves the right to collaborate with supplier on a remediation plan for ending or reducing the impacts of the violation to an acceptable level of risk. If supplier fails to collaborate or comply with such remediation plan within a reasonable timeframe, Agilent is entitled to (i) suspend the business relationship until such violations have been remedied, or (ii) in case of a significant violation terminate the business relationship with immediate effect.

Suppliers undertake to pass-on similar principles on human rights and environmental obligations to their suppliers.

## Endnotes

- <sup>i</sup> These 17 global goals were announced in 2015 and are intended as a blueprint for a better and more sustainable future for all. The Sustainable Development Goals are a call for action by all countries – poor, rich and middle-income – to promote prosperity while protecting the planet. They recognize that ending poverty must go hand-in-hand with strategies that build economic growth and address a range of social needs including education, health, social protection, and job opportunities, while tackling climate change and environmental protection. More details on UNSDG are available at <https://www.un.org/sustainabledevelopment/>.
- <sup>ii</sup> Direct material suppliers shall comply with Agilent’s general requirements for restricting or prohibiting certain substances in products manufactured for or delivered to Agilent per Agilent General Specification for the Environment (GSE), as well as any additional and applicable material content regulations (a) the prohibition of the manufacture of mercury-added products pursuant to Article 4 (1) and Annex A Part I of the Minamata Convention; (b) the prohibition of the use of mercury and mercury compounds in manufacturing processes within the meaning of Article 5 (2) and Annex B Part I of the Minamata Convention from the phase-out date specified in the Convention for the respective products and processes; (c) the prohibition of the treatment of mercury waste contrary to the provisions of Article 11 (3) of the Minamata Convention; (d) the prohibition of the production and use of chemicals pursuant to Article 3 (1) (a) and Annex A of the Stockholm Convention (e) the prohibition of the handling, collection, storage and disposal of waste in a manner that is not environmentally sound in accordance with the regulations in force in the applicable jurisdiction under the provisions of Article 6 (1) (d) (i) and (ii) of the POPs Convention. (f) the prohibition of exports of hazardous waste within the meaning of Article 1 (1) and other wastes within the meaning of Article 1 (2) of the Basel Convention; (i) to a party that has prohibited the import of such hazardous and other wastes (Article 4 (1) (b) of the Basel Convention); (ii) to a state of import as defined in Article 2 no. 11 of the Basel Convention that does not consent in writing to the specific import, in the case where that state of import has not prohibited the import of such hazardous wastes (Article 4 (1) (c) of the Basel Convention); (iii) to a non-party to the Basel Convention (Article 4 (5) of the Basel Convention); (iv) to a state of import if such hazardous wastes or other wastes are not managed in an environmentally sound manner in that state or elsewhere (Article 4 (8) sentence 1 of the Basel Convention); (g) the prohibition of the export of hazardous wastes from countries listed in Annex VII to the Basel Convention to countries not listed in Annex VII (Article 4A of the Basel Convention, Article 36 of Regulation (EC) No 1013/2006) and (h) the prohibition of the import of hazardous wastes and other wastes from a non-party to the Basel Convention (Article 4 (5) of the Basel Convention) as defined in Section 2 (3) of the German Supply Chain Act (LkSG).
- <sup>iii</sup> Agilent acknowledges and respects the fundamental principles contained in the Universal Declaration of Human Rights. We require suppliers to abide by the bans on forced or compulsory labor set forth in Article 2 in the Forced Labour Convention 29 and Article 1 in the Abolition of Forced Labour Convention 105 of the International Labour Organization.
- <sup>iv</sup> Suppliers shall comply with all applicable Equal Opportunity laws and accompanying regulations: Executive Order 11246, as amended, (and its implementing regulations at 41 C.F.R. part 60); The Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended (and its implementing regulations at 41 C.F.R. 60-300); and Section 503 of the Rehabilitation Act of 1973, as amended (and its implementing regulations at 41 C.F.R. 60-741); and, Executive Order 13496 (and its implementing regulations at 29 C.F.R. part 471, Appendix A to Subpart A).
- <sup>v</sup> Suppliers shall not employ under-age labor as described in Minimum Age Convention 138 and Worst Forms of Child Labour Convention 182 of the International Labour Organization.
- <sup>vi</sup> As defined in Section 2 (2) of the German Supply Chain Act (LkSG).
- <sup>vii</sup> Suppliers shall comply with all Supply Chain Due Diligence laws such as the California Transparency in Supply Chains Act (CTSCA), UK Modern Slavery Act 2015, Australian Modern Slavery Act 2018, Swiss Conflict Material and Child Labor Ordinance, Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act 2024 (Bill S-211), and if applicable the German Supply Chain Due Diligence Law.
- <sup>viii</sup> Agilent is committed to adhering to the Foreign Corrupt Practices Act of 1977 (FCPA). The FCPA is a United States federal law known primarily for two of its main provisions: one that addresses accounting transparency requirements under the Securities Exchange Act of 1934 and another concerning bribery of foreign government officials. The core aim of the FCPA is to prohibit companies and their individual officers from obtaining or retaining business or securing any improper advantage by influencing foreign government officials with any payments or rewards.
- <sup>ix</sup> The Bribery Act 2010 (c.23) is United Kingdom law that criminalizes acts of bribery(Act). The Act imposes corporate and personal liability on givers and recipients of bribes, including acts of bribery involving foreign government officials.
- <sup>x</sup> The OECD Anti-Bribery Convention (officially Convention on Combating Bribery of Foreign Public Officials in International Business Transactions) is an anti-corruption convention of the OECD aimed at reducing political corruption and corporate crime in developing countries, by encouraging sanctions against bribery in international business transactions carried out by companies based in the Convention member countries. Its goal is to create a truly level playing field in today's international business environment. The Convention requires adherents to criminalize acts of offering or giving bribe, but not of soliciting or receiving bribes.
- <sup>xi</sup> US - Dodd-Frank Act known as the “Conflict Minerals Rule,” requires publicly traded companies to report annually the presence of

conflict minerals in manufactured products. Conflict minerals are defined as tin, tungsten, tantalum and gold (“3TG”) originating in the Democratic Republic of the Congo (“DRC”) or adjoining countries (“Covered Countries”). Many other countries have adopted similar rules.

xii World-wide RoHS requirements such as:

- The European Union (EU) Restriction of Hazardous Substances (RoHS). The majority of Agilent products are classified within the EU RoHS Directive category list as Industrial Monitoring and Control Equipment (category 9), and a limited number of Agilent products are classified as In vitro Diagnostic Medical Devices (category 8).
- UAE RoHS - Restrictions on the Use of Hazardous Materials in Electronic and Electrical Devices Control Scheme, Regulation No. 10, of 2017
- China RoHS 2 Administrative Measures on the Restriction of the Use of Hazardous Substances in Electrical and Electronic Products
- Saudi Arabia Technical Regulation for Restriction of Hazardous Substances in Electrical and Electronic Equipment

xiii The WCO (World Customs Organization) is the governing body for most countries with regard to customs issues. The WCO has developed a framework of standards to secure trade along the supply line, using the acronym SAFE. Countries are evaluated by the WCO to measure their level of adherence to safe standards, recordkeeping, and proper inspections of goods along the supply chain. Entities that the WCO has evaluated and deemed capable of safely and securely dealing in the international movement of goods are given the designation AEO, (Authorized Economic Operator). The list of WCO member countries that have instituted AEO programs is lengthy and includes the US, China, Canada, Israel, Mexico, India, many Central and South American countries, and several African nations.

xiv Many countries set up their own programs and develop their own standards for brokers, distributors, manufacturers, importers, and exporters to follow when conducting international trade matters. The US runs its own program under the title C-TPAT (the Customs-Trade Partnership Against Terrorism), while the EU has its own AEO program. Mexico’s program for safe trade goes under the acronym NEEC.

Learn more:

<https://www.agilent.com/supplier>

This information is subject to change without notice.

© Agilent Technologies, Inc. 2025

Published in the USA, November 2025



