

Business Ethics

Agilent conducts all of its business with uncompromising integrity. Our employees are open and honest in their dealings and are expected to adhere to the highest standards of business ethics. In addition, Agilent strives to conduct all of its affairs in strict compliance with applicable laws, and we expect the same commitment from all of our suppliers.

- This includes obeying all laws in the country of manufacture or sale relating to equal employment opportunity, affirmative action, supplier diversity, environmental and safety regulations as well as other national policies.
- This includes zero tolerance for any action or implication of reciprocity either by Agilent or a supplier. Agilent will neither suggest nor imply that a supplier must buy Agilent products in return for Agilent's purchase. Although this does not preclude Agilent from selling to its supplier, it should never be suggested or expected that Agilent's account should affect the buying decision. All decisions must be free from undue influence, or even the appearance of undue influence from suppliers, customers, resellers and competitors.
- Agilent employees may generally accept inexpensive promotional items of less than \$25 dollars, normal business meals, or entertainment from other companies. With those limited exceptions, employees and members of their immediate families may not accept a gift, payment, loan, favor or anything else of value, in any context that relates to Agilent business or potential business. (Some Agilent entities and departments have more restrictive rules; for example, some departments forbid their employees to accept promotional items.) You must exercise care in accepting business meals and entertainment. Such activities should be infrequent, consistent with accepted business practice, and for the express purpose of furthering a business relationship, and payment of such activities must be shared by Agilent.