



2019

Diversity & Inclusion Report





“As a global company with more than 16,000 employees in more than 30 countries, Agilent has a broad and varied workforce and we are committed to making Agilent the best place to work for everyone. For 2020, we have established new measures in the areas of employee perception, leadership gender diversity and pay equity, recognizing that there’s always more work to be done. Our aim is for all Agilent employees to have a fair and equal opportunity to excel, to contribute and to enjoy a successful career”

Dominique Grau
Senior Vice President, Agilent Human Resources



“At Agilent, we know that our success stems from the people who make amazing things happen every day.

That’s why our commitment to diversity and inclusion is so important. It’s not only a business imperative built into our global company, it’s also the right thing to do. To hire the best people and support them in realizing their full potential.”

Erica Wright
Vice President, Global Talent Organization




In 2019 Agilent had the following new and ongoing D&I initiatives in these areas:

- **Employees now lead Employee Network Groups (ENG) in every region**, creating spaces for professional development, personal growth, and career networking. We have Women@Agilent Chapters at all our main sites, including a Women@Agilent global virtual community. Additional groups include SWE@Agilent for women engineers and the INSPIRE early-career ENG.
- **Our efforts have earned us acknowledgment as a leader in diversity and inclusion.** In 2019, Agilent received recognition from Equileap as one of the “Top 200 Making Progress Towards Gender Equality” and from Forbes as the “U.S. Best Employers for Diversity” and “U.S. Best Employers for Women.”
- **The Agilent Foundation sponsored events in China, Japan, Australia, and the U.S.** to encourage individuals to pursue science-related careers. We also sponsored the U.S. broadcast of “Intelligent Lives,” a documentary that aired during National Disability Employment Awareness Month. All in addition to our annual worldwide giving and volunteer activities.
- **Our managers have been given the tools to attract and hire the best talent.** That includes strategies for building diverse teams, creating inclusive job descriptions, engaging with certified diversity recruitment partners, and collecting applicant gender data (on a voluntary basis).
- **We support the next generation of innovators** and understand the importance of D&I in science and technology. We have strategic partnerships with diversity organizations and universities and are proud to sponsor career events like Women in Engineering at San Jose University and WomenHack.
- **We continued to promote the advancement of leaders from different backgrounds.** In 2019, our Emerging Leaders Program (ELP) included employees from 12 countries.

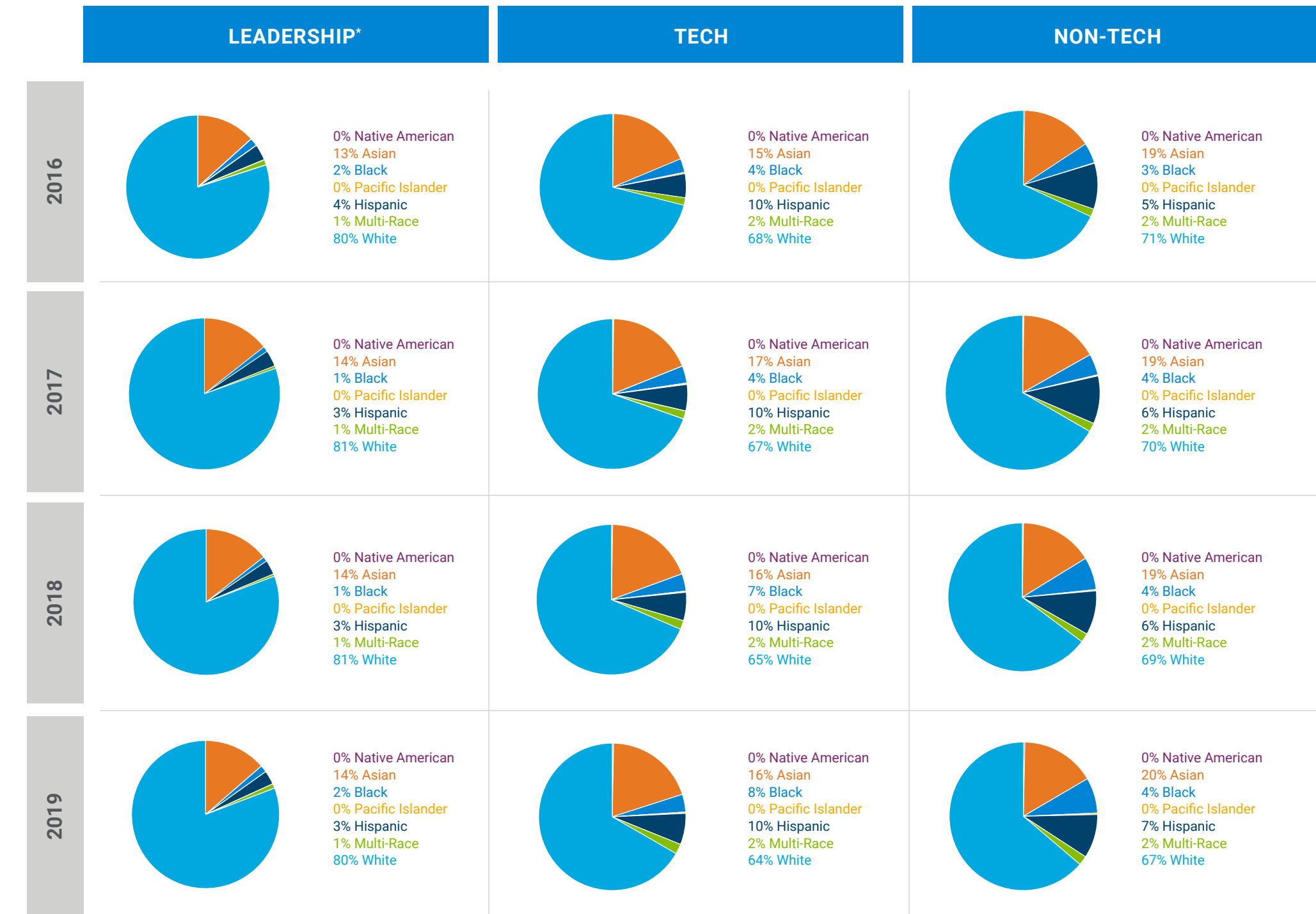
A Diverse and Growing Employee Base in the U.S.

This year, we are sharing our U.S. EE0-1 numbers*, including a look at our leadership levels to show a comprehensive picture. We value diversity at all levels and continue to focus on extending our D&I initiatives across our entire workforce.

We want Agilent to be the place where talented people bring their unique ideas to work each day so that, together, we can deliver trusted answers to our customers' most critical questions. Our commitment to diversity and inclusion makes that possible.

Global Measures		
 <p>Employees experience Agilent as a diverse and inclusive place to work. Measure: Responses to the Diversity & Inclusion Index in the annual Leadership Survey are at or above the external benchmark 75th percentile.</p>	 <p>Leadership Measure: Year on year increased representation of women in leadership positions.</p>	 <p>Pay Equity Measure: Average global Pay Equity = Compa Ratio</p>

* Numbers reflect the U.S. only, and are taken from the EEOC report. Leadership includes Senior Manager, Executive and Officer.



Valuing and Respecting Women in our Workforce

Women at Agilent help provide laboratory solutions that help our customers address global trends that impact human health and the environment, anticipate scientific breakthroughs, and improve the efficiency of their diagnostic and analytical processes. They inspire and make Agilent a great place to work. We're proud to support women and celebrate their accomplishments.

SWE@Agilent

Growing from a grassroots interest in the Society of Women Engineers (SWE), this ENG establishes a community for networking, collaboration, development opportunities, and STEM outreach to girls.

Women in the C-Suite

Agilent sponsored several leaders to attend an external Leadership Acceleration Program for women executives who aspire to C-suite positions.

Top 4 Workplace for Women

We were named one of the "Best Workplaces™ in Greater China" by the Great Place to Work® (GPTW) Institute. We were also certified as a GPTW for women in Greater China.

Women@Agilent

With chapters at our major U.S., sites – as well as in Germany, Korea, and Australia – this ENG has also created a global virtual community to enable professional and personal development.

Minister of Gender Equality and Family Award

This award recognizes companies who build strong STEM training programs and support employment for women in Korea.

International Women's Day

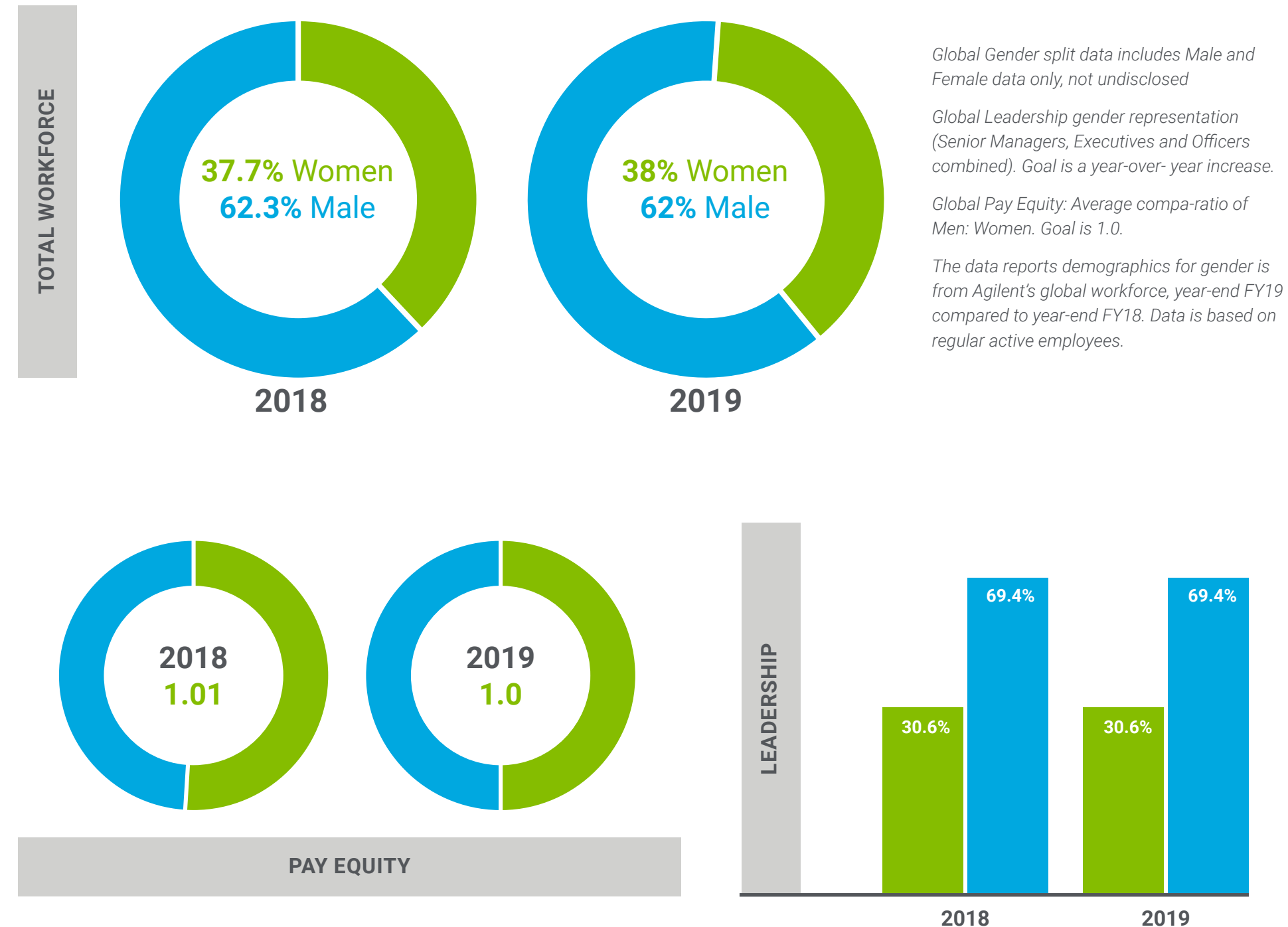
Seeing our employees from all corners of the world celebrating International Women's Day is a terrific demonstration of diversity and inclusion made real at Agilent.



"This award recognizes companies that build strong STEM training programs and support employment for women."

Darlene Solomon,
Agilent CTO Recognized in Top 25 Women Leaders for Biotech 2019

GENDER DATA



Our OneAgilent Culture

Our OneAgilent culture is built on the values we live every day. Innovation and contribution - Uncompromising integrity - Trust, respect, and teamwork – Speed – Focus – Accountability. This culture helps us ignite innovation, deliver superior results, and be recognized as a “World’s Best Employer” by Forbes. We want Agilent to be the place where you come to belong, develop, and succeed.

Agilent is advancing our culture by creating more inclusive leaders, with the training and awareness to manage and recognize unconscious bias. It’s all about improving the employee experience – from hiring to retiring – by ensuring that all individuals feel that they can learn, grow, and contribute.

Of course, Agilent’s commitment to diversity and inclusion is important not only for our organization but also for our teams, customers, and investors. It plays a role in our broader sustainability efforts and corporate citizenship. We want to bring everyone along on our journey, including you.



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