2017
Corporate Social Responsibility Report

Agilent
Trusted Answers

Table of Contents

Organizational Profile

Identified Material Aspects and Boundaries

Stakeholder Engagement

Report Profile

Table of Contents

Table of Contents

Environmental (cont.)

Social: Labor Practices and Decent Work Indicators

Table of Contents

Table of Contents

Our Mission: To Improve The Human Condition

Letter from Our CEO

Agilent teams are passionate about providing our customers with trusted answers to complex challenges. Whether we are helping our customers keep food supplies safe; reducing air, water or soil pollution; or fighting cancer with new more personalized diagnostics and therapeutics, we know that together with our customers, we are making a tangible difference in the lives of people around the world. In fact, our mission is "to improve the human condition."

Our commitment extends to how we achieve our business goals. All of our decisions are deeply rooted in our values, which to us, means doing the right thing for customers, employees and the planet. We set clear metrics and we work to continuously improve.

We Create Sustainable Products and Solutions

Nearly 85 percent of the laboratories we serve have told us they have sustainability goals in place. We support them through product innovations that not only meet strict international standards, but also take less space, use less energy and water, and produce lower emissions. Over the past year, we introduced game-changing products that help meet those goals, and we are committed to annual R&D investments to ensure further progress. We are also expanding our green logistics to reduce shipping and packaging.

We Operate with Environmental Responsibility Everywhere in the World

We challenge ourselves with increasingly tougher goals for our operations. We are making major investments to reduce the amount of power we consume and waste we discard, and we are beginning to see strong results. We continue to make progress toward our goal of diverting 95 percent of solid waste from landfills by 2020. We replaced traditional lighting with LEDs in sites around the world, resulting in about 40 percent greater energy efficiency. We have also invested in innovative lower-carbon electricity generation systems at our largest U.S. sites, and expect an estimated 25 percent reduction in carbon dioxide compared to the less efficient coal and gas power generators. And we beat our goal of six percent water consumption reduction worldwide to achieve a nine percent reduction.

We Embrace a Culture of Diversity and Inclusion

Agilent is a truly global company with customers in more than 110 countries. We value the cultural diversity of our customers, our partners and our teams. A wide variety of perspectives yields richer results and benefits all of us. While diversity and inclusion are part of our culture, we created a formal program in 2017, which I believe will ensure focus across the company in this important area. We know that diversity and inclusion are key drivers of innovation, superior business results, and making Agilent an even greater place to work.

We Invest in Employees and Communities

Citizenship commitments aren't only company-level initiatives. Agilent employees are incredibly generous. They contributed to 600 nonprofits last year, matched by the Agilent Technologies Foundation. We also support our employees in sharing of their time and talent in community volunteer activities by providing them with up to one full week per year paid time off to do so. Last year many employees took advantage of our Volunteer Time Off policy, even combining this benefit with their personal vacations to support volunteer projects around the world. I am inspired by their personal stories.

In 2017, we established the Agilent Employee Assistance Fund, which allows employees to contribute to funds for their fellow employees or to apply to receive funds if affected by a natural disaster. We continue to support programs that give students, from middle school through university, new education opportunities, particularly supporting programs that encourage girls to pursue careers in the sciences. We help bring science to life through hands-on experiments that our volunteers conduct with students everywhere from local libraries to the largest science museums in the world, and we provide hundreds of teacher development opportunities.

Agilent is a leader in our industry. We take our leadership position seriously. And we believe that is our responsibility to help build a safer, more sustainable world and improve the human condition. It is our mission and the foundation of our culture.

The following report details our progress and outlines some of the high expectations we have for ourselves.

We welcome your interest, feedback and partnership as we work to improve the human condition.

Mike McMullen
President and CEO

One Agilent Values

We strive to work as One Agilent, always thinking from an external customer perspective. Our values are the foundation for every decision we make and every action we take. They shape our interactions with our employees, investors, customers and suppliers. Quite simply, they are part of everything we do.

Innovation and Contribution
We are committed to delivering trusted answers to our customers through innovative products, solutions, software and services.

Trust, Respect and Teamwork
We treat all individuals with respect. We create a diverse and inclusive environment built on respect for each person's ideas and contributions. We value the power of a global, diverse workforce.

Uncompromising Integrity
Integrity is a top company priority and the basis for all relationships with investors, customers, competitors, suppliers and employees. We adhere to the highest standards of business ethics and regularly provide updated training for all employees.

Speed
We anticipate and respond to customer and business needs with a sense of urgency. We act decisively to make rapid course corrections if needed.

Focus
We act with a one company mindset, and prioritize and simplify to understand what's really important in delivering trusted answers for our customers.

Accountability
We do what we say we'll do. We make straightforward commitments and follow through on them.

Every decision we make and every action we take is rooted in our One Agilent Values. They are part of everything we do.

Agilent Sustainability Statement

We are committed to sustainability and contribute through our own operations and innovative technologies that enable our customers to address complex global issues. Our mission is to "improve the human condition" and we believe sustainability is an important part of meeting our mission. All of our actions are based on our long-standing values, and achieved with uncompromising integrity. Our culture includes respect for the contributions of every employee in our global workforce. We support the communities in which we live and work, and encourage employees to share their time and talents in their communities.

Our Sustainability Guiding Principles:

- Create employee work environments that are safe, healthful and conducive to collaboration and innovation.

- Enable our customers to operate more sustainably and address world challenges through the use of our products and services.

- Reduce environmental impact of our operations through resource conservation and waste reduction.

- Drive consistent, responsible profit.

- Embrace diversity and inclusion in all aspects of our business.

- Be an economic, intellectual and sustainable leader in communities and countries where we operate.

Specific Agilent Actions:

- Develop products designed to enhance the sustainability initiatives of our customers.

- Partner with our suppliers to operate sustainably and drive full transparency from vendors regarding sustainable products and services.

- Continue to provide the most healthful and safe workspaces possible through sustainable renovations, operations and certifications.

- Identify sustainability metrics and track progress throughout our operations and supply chain. Ensure compliance through a combination of self and third-party audits and certifications.

- Continue progress toward 95 percent diversion of solid waste from landfills by 2020.

- Invest to ensure continuous improvements in energy efficiency, meeting a 10 percent reduction by 2024.

- Reduce per capita water usage at all sites by 20 percent by 2024.

- Continue to encourage and develop diversity and inclusion in our workforce, investing in programs that advance these principles.

- Encourage employees to share their knowledge and talents in building sustainable communities, by providing paid volunteer time off, matching their charitable contributions, and encouraging science education through a variety of Agilent science programs.

- Report on our sustainability practices and progress to employees, investors and customers on a regular basis.

Products

We create sustainable products and solutions that meet increasingly strict international standards and help customers meet their sustainability goals by using less energy and water, producing lower emissions and requiring less space.

Sustainability Through Innovation

Agilent is committed to innovation over the long term. Research & Development is such a high priority that every year we invest at least eight cents on every dollar of revenue into R&D in our businesses and central research labs. We look beyond the evolution of our current products and platforms to create the technologies and applications that will become the foundation for tomorrow's successes in helping our customers' meet their challenges. This includes helping them meet sustainability goals in their own laboratories.

Some examples include innovations to reduce the energy consumption of new products such as our industry-changing Intuvo 9000 gas chromatograph and our IDP dry scroll pumps which are oil-free and used in applications such as mass spectrometry which require low pressure vacuum technology. Our Ultivo Triple Quadrupole LC/MS is 70 percent smaller than its predecessor, and correspondingly uses less energy. The 4210 MP-AES is both more sustainable and safer than traditional atomic absorption for multi-element analysis as it runs on air instead of flammable gases. Sustainability is very much a driver in our innovation processes and it is an important part of our mission of "improving the human condition."

Darlene Solomon, Ph.D.
Agilent Senior Vice President and Chief Technology Officer
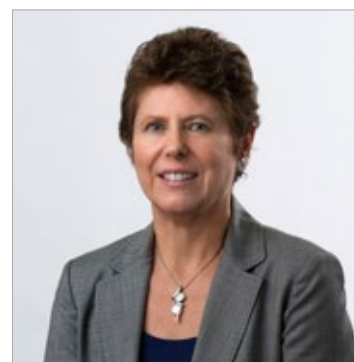
Intuvo 9000 Gas Chromatograph System

- Uses an efficient direct heating system that requires less than half the electrical power of a conventional GC.

- Takes up about half the bench space of a conventional air-bath oven GC.

- Ferrule-free direct connections with plug-and-play flow path components eliminate a major source of maintenance and complexity.

- Disposable Guard Chip eliminates the need for cumbersome column trimming.

Sustainability Through Innovation

IDP Dry Scroll Pumps

- Oil free vacuum pumps for Gas Chromatography/Mass Spectrometry are clean, green and affordable, and completely remove the need to use any oil in the analytical process.

- Eliminates the risk of hydrocarbon contamination in the vacuum system.

- Closed system from inlet to exhaust (particularly well suited for rare gas and helium recirculation applications) reduces toxic gas emissions.

Ultivo Triple Quadrupole Liquid Chromatograph/Mass Spectrometer

- Reduces space requirements, as it is the smallest footprint of any Liquid Chromatograph/Triple Quadrupole on the market-price performance per square foot ratio leading to reduced costs and fastest path to achieving return on investment.

- VacShield vacuum provides vent-less ion injector exchange capabilities that reduce wear and tear and facilitates rapid front-end maintenance.

4210 MP-AES

- Reduces water consumption as the system does not use any water to analyze samples; runs on air instead of combustible gases.

- Improves laboratory safety – in addition to eliminating flammable and oxidizing gases, the MP-AES eliminates the need to plumb multiple gases into the laboratory, or manually transport and handle gas cylinders.

- Runs unattended without flammable or expensive gas supply, dramatically reducing operating costs.

Operations

Environmental responsibility is a fundamental part of how we operate. We are making major investments to reduce power consumption and waste – and we're beating our own goals to cut water use worldwide.

Sustainability Strategy

Agilent's approach to sustainability is multi-faceted and is an integral part of our instrument and solution design, how we operate our facilities, supplier selection, and most important, how we treat our employees. We set metrics for ourselves and measure our progress on a regular basis. Our sustainability strategy includes:

Products

- Ensuring our products meet or exceed their published specifications.
- Ensuring our products comply with safety and environmental standards and regulations.
- Innovating to increase the sustainability of the products and solutions we offer our customers.

Our Operations

- Investing in and driving continuous improvement in environmental sustainability through recycling, conservation of resources, prevention of pollution, product development and promotion of environmental responsibility among our employees.
- Ensuring our operations comply with applicable environmental regulations.
- Conducting our operations in a manner committed to the conservation of resources, prevention of pollution and promotion of environmental responsibility.
- Informing suppliers and contractors of our environmental and social responsibility expectations. Requiring them to adopt management practices aligned with our expectations.
- Informing suppliers and contractors of our occupational health and safety expectations. Requiring them to adopt sound occupational health and safety management practices.

Our People and Communities

- Conducting our business with uncompromising integrity and promoting human rights within the company's sphere of influence.
- Ensuring employee engagement in the success of the company.
- Ensuring we are an economic, intellectual and social asset to each country and community in which we operate.
- Creating health and safety practices and work environments that enable alll employees to work in a safe and secure environment.

Economic Value

- Creating economic value for our shareholders.
- Achieving our financial objectives in a sustainable and responsible manner.

"Agilent is investing in innovative new lower carbon electricity generation systems at our largest U.S. operations that will produce less carbon dioxide than from traditional fossil fuel power stations. These installations will reduce our overall emissions while saving Agilent money."

– Scott Nixon
Global Environmental Health and and Safety Manager

In 2017, Agilent completed key energy-saving installation projects at our sites in Denmark, Germany, Italy, the U.S., China and Singapore.

A key component of the projects was the replacement of traditional lighting with LEDs, which are typically about 40 percent more energy efficient than traditional fluorescent lights.

These projects will reduce annual electricity consumption by about 6,000 MWh, which is equivalent to a reduction of over 3,000 tons of carbon dioxide produced every year. These $3.8 million energy-saving investments will also save Agilent about $1.1 million annually.

Operations Policies

Supplier Code of Conduct Policy

Our Supplier Code of Conduct Policy states that we will not establish or maintain a business relationship with a supplier if we believe that its practices violate local laws or basic international principles relating to human rights, anti-corruption, bribery, labor standards or environmental protection. We expect our suppliers, and their suppliers, to adhere to environmental and social responsibility principles that are similar to those valued in Agilent.

Conflict Minerals Policy

Agilent supports the goal of ending violence, human rights violations and environmental devastation in the Covered Countries. We are committed to complying with all requirements applicable to our company under the Conflict Minerals Rule. We are also committed to sourcing components and materials from organizations that share our values around human rights, ethics and environmental responsibility.

Quality Policy

We earn customers' loyalty by providing products and services of the highest quality and greatest value.

Political Activities

Agilent may contribute to dialogue and decision-making on public policies affecting the company, our employees and operations. In 2017, Agilent provided no financial or in-kind contributions to any political party or political candidate.

Anti-Corruption Policy

One of Agilent's most important company assets is our reputation for ethical behavior, honesty and fair dealing. Agilent's anti-corruption policy incorporates the common elements of anti-corruption laws and regulations worldwide that apply to Agilent's business. Learn more at Global Anti-Corruption Policy.

At Agilent, we define quality as customer-perceived value. We know our customers want the best return on their investment. That's why we ensure our products and services are delivered to the level and quality our customers expect.

People

We value a culture of diversity and inclusion based on the belief that a wide variety of perspectives yields richer results and benefits across Agilent.

We invest in our employees and communities where we operate. We provide paid time off for employees to volunteer at charities worldwide, and we match their personal donations to nonprofits. We also contribute to science education and a variety of charities globally through the Agilent Technologies Foundation.

People Policies

Environmental Health and Safety Policy
Agilent is committed to providing healthy and safe work environments and processes that enable our people to work injury-free and illness-free while acting in an environmentally responsible manner. Learn more at Environmental Health and Safety Policy.

Human Rights and Labor Policy
Agilent conducts business with uncompromising integrity and promotes human rights within the company's sphere of influence. Learn more at Agilent's Human Rights and Labor Policy.

Employee Volunteerism Policy
Agilent employees may use up to six days a year of company time, with managers' approval, to volunteer at charitable organizations that align with Agilent's values.

Privacy Principles
Agilent is committed to respecting and protecting the privacy and personal information of customers, employees and partners. Learn more at Agilent Privacy Statement.

Employee Diversity, Inclusion, Accessibility and Work/Life Balance
Agilent's commitment to diversity and inclusion helps us to be a great place to work, ignite innovation and deliver superior business results. Agilent applies a range of policies, programs and practices to promote diversity, inclusion, accessibility and work/life balance, including:

- Nondiscrimination policy
- Accessibility policy
- Education-assistance program
- Employee-assistance program
- Employee network group guidelines
- Balanced approach between campus recruiting and experienced hiring
- Harassment-free work environment
- Flexible and part-time work schedules when possible

"Agilent understands the importance of employees living a well-rounded life. I have had the support of my managers to make flexible work arrangements effective for my career and for my family. Our culture respects that each employee brings a unique story and perspective to their work and recognizes the value that adds to our global team."

– Colleen Fleming
Manager, Diversity and Inclusion

"Through Agilent's volunteer time off program, I combined my personal vacation with helping others in Guatemala. I volunteered at 'Long Way Home,' where I helped to build a local green school and conducted science education programs. Agilent's VTO is a great way to motivate employees to step out of their comfort zone, and of course it shows that the company is socially responsible."

**– Pablo Del Valle,
Marcom Specialist, Spain**

Philanthropy

Living Our Values Through Agilent Action

We are committed to strengthening local and global initiatives that help to improve the human condition. A priority for Agilent is our support of programs that give students—from middle school through university—new educational opportunities. We also make grants to undergraduate university teaching labs.

Our giving does not end with our financial contributions. We help to bring science to life through hands-on science experiments that our employee volunteers conduct with students globally, and we provide hundreds of teacher development opportunities.

Agilent believes that good citizenship is a reflection of our mission and values. That is why we also encourage our employees to personally share their time and talent in community volunteer activities by providing them with up to six days per year paid time off to do so. And we match employees' gifts to non-profits, universities and hospitals.

The Agilent Technologies Foundation also funds the creation of key initiatives globally in areas in which we have expertise. We have funded education, food safety and human health projects.

Agilent Technologies Foundation 2017 Philanthropy
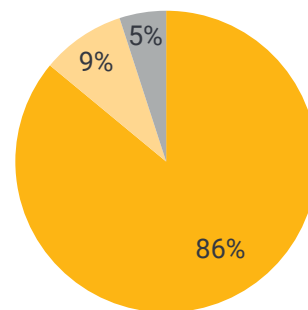
- 🟧 University Relations
- 🟨 Science, Education & Other Community Programs
- ⬜ Employee Giving Matching Programs

Strengthening Dairy Safety in China

When Agilent learned that there were few, if any, specific safety standards for dairy products in China, and children were suffering from milk-borne illness, the Agilent Foundation partnered with the China Dairy Association to create a training and testing lab for about 500 dairies in China. Since the initial project began, the country now has adopted major safety standards that are some of the strictest in the world.

Recognition

We are honored to be in the company of organizations that are doing innovative work in the areas of sustainability and employee engagement.

Awards and Recognition

Innovations

- 2017 Company of the Year, *Instrument Business Outlook*

- Analytical Science Top 15 Innovations: Agilent Ultivo Triple Quadrupole LC/MS system together with the Agilent 1260 Infinity II Prime LC and Agilent Captiva Enhanced Matrix Removal−Lipid technology

- Dow WestTec Scientific Excellence Award for revolutionary JetClean Self-Cleaning Ion Source

- ADS Security Innovation Award in U.K.

- Excellent Supplier for 2017 by Zhejiang Jingsheng Mechanical & Electrical Co., Ltd.

- 2017 Scientists' Choice Award for Best New Clinical Laboratory Product

- ACCSI Most Popular Scientific Instrument Award

- ACCSI Most Influential Foreign Manufacturer Award

- Operational Excellence Leadership Awards at the 2017 Manufacturing Leadership Awards

- Brandon Hall Group Bronze Award for Excellence in Leadership Development

Products and Operations

- #17 *Barron's* 100 Most Sustainable Companies in the U.S.

- Gold Class Sustainability Award from RobecoSAM

- AAA rating in environmental, social and governance performance from Morgan Stanley Capital International

- The Intuvo 9000 GC system was named a finalist in the 2017 Sustainability Awards from Business Intelligence Group

- ACCSI Green Product of the Year

Awards and Recognition

People

Agilent is included on these lists:

- *Forbes* JUST 100:
  America's Best Corporate Citizens list

- *Forbes* Global 2000 Best Employers 2017

- *Forbes* America's Best Employers 2017

- *Wall Street Journal* Management Top 250

- Learning! 100 Award for Global Strategy Deployment

- Best Employers 2017, Italy, *Panorama News Magazine*

- Top Employers 2017, Germany, *FOCUS Magazine*

- Most Popular Employer Award in the Scientific Instruments
  Industry 2017, Instrument Information Network (China)

- Best Employer Brand Award, Malaysia 2017,
  Employer Branding Institute

- Best Employer Brand Award, Gurgaon (India) 2017,
  Employer Branding Institute

Organizational Profile

G4-3	Name of the Organization
G4-4	Activities, Brands, Products and Services
G4-5	Location of Organization's Headquarters
G4-6	Number of Countries Where the Organization Operates, and Names of Countries with Either Major Operations or That Are Specifically Relevant to the Sustainability Issues Covered in the Report
G4-7	Nature of Ownership and Legal Form
G4-8	Markets Served (Including Geographic Breakdown, Sectors Served and Types of Customers/Beneficiaries)
G4-9	Scale of the Reporting Organization
G4-10	Information on Employees and Other Workers
G4-11	Employees Covered by Collective Bargaining Agreements
G4-12	Describe Organization Supply Chain
G4-13	Significant Changes During the Reporting Period Regarding Size, Structure, or Ownership
G4-14	Precautionary Approach or Principle Addressed by the Organization
G4-15	Endorsement of Externally Developed Economic, Environmental and Social Charters, Principles, or Other Initiatives
G4-16	Memberships in Associations (Such as Industry Associations) and/or National/International Advocacy Organizations in Which the Organization: Has Positions in Governance Bodies; Participates in Projects or Committees; Provides Substantive Funding Beyond Routine Membership Dues; or Views Membership as Strategic

Organizational Profile

Agilent is a global leader in life sciences, diagnostics and applied chemical markets, providing comprehensive and integrated workflow solutions that include scientific instruments, software, services, consultancy, consumables and teams with deep market knowledge helping customers achieve superior scientific and economic outcomes. Our customers are the world's analytical, research and diagnostics laboratories.

Agilent at a Glance

Our 14,000 employees serve customers in 110 countries around the world.

= Major sites and logistics centers

G4-3 Name of the Organization
Agilent Technologies Inc.

G4-4 Activities, Brands, Products and Services
Agilent is a global leader in life sciences, diagnostics and applied chemical markets, providing application focused solutions that include instruments, software, services and consumables for the entire laboratory workflow. For the fiscal year ended October 31, 2017, we have three business segments comprised of the life sciences and applied markets business, the diagnostics and genomics business and the Agilent CrossLab business.

Life Sciences and Applied Markets Business
Life sciences and applied markets business focuses primarily on the following five markets:

- The Pharmaceutical, Biotechnology, CRO & CMO Market
- The Life Science Research Market
- The Chemical & Energy Market
- The Environmental & Forensics Market
- The Food Market

Life science and applied markets products and applications:

- Liquid Chromatography
- Gas Chromatography
- Mass Spectrometry
- Spectroscopy
- Software and Informatics
- Lab Automation and Robotics
- Automated Electrophoresis and Microfluidics
- Vacuum Technology
- Cell Analysis

Diagnostics and Genomics Business
Diagnostics and genomics business is composed of five areas of activity:

- Genomics
- Nucleic Acid Contract Manufacturing and Research and Development
- Pathology
- Companion Diagnostics
- Reagent Partnership Businesses

Diagnostics and genomics products serve into six main areas of work:

- Pathology
- Specific Proteins and Flow Reagents
- Target Enrichment
- Nucleic Acid Solutions
- Cytogenetic Research Solutions and Microarrays
- PCR and qPCR Instrumentation and Molecular Biology Reagents

Agilent CrossLab Business
Agilent CrossLab markets include:

- The Pharmaceutical, Biotechnology, CRO & CMO Market
- The Life Science Research Market
- The Chemical & Energy Market
- The Environmental & Forensics Market
- The Food Market
- The Diagnostics and Clinical Market

Agilent CrossLab products, applications and services:

- Chemistries and Supplies
- Services and Support
- Remarketed Instruments

Agilent Technologies Research Laboratories

Agilent Technologies Research Laboratories creates competitive advantage through high-impact technology, driving market leadership and growth in Agilent's core businesses and expanding Agilent's footprint into adjacent markets. It covers a wide range of scientific and engineering fields, including biology, chemistry, distributed measurement, image processing, mathematics, nano/microfabrication, microfluidics, software, physics and physiology.

G4-5 Location of Organization's Headquarters

Agilent Technologies Inc.
5301 Stevens Creek Boulevard
Santa Clara, CA 95051
+1 408-345-8886

G4-6 Number of Countries Where the Organization Operates, and Names of Countries with Either Major Operations or Those Are Specifically Relevant to the Sustainability Issues Covered in the Report

Agilent serves customers in 110 countries.

Our research and development facilities are located in the U.S., Australia, China, Denmark, Germany, Italy, Japan, Malaysia, Singapore and the United Kingdom. Major manufacturing facilities are located in the U.S., Germany, Denmark, Malaysia and Singapore. In addition, we operate Logistics Centers in the U.S., Germany, Singapore and nine additional regional hubs.

G4-7 Nature of Ownership and Legal Form

Agilent is listed on the New York Stock Exchange and our ticker symbol is "A".

G4-8 Markets Served (Including Geographic Breakdown, Sectors Served and Types of Customers/Beneficiaries)

Markets We Serve:

Pharmaceutical and Biopharmaceutical: Agilent enables customers to develop and ensure the quality of life-saving medicines. We help pharmaceutical labs bring high quality biologic mediciness to cutomers. We provide software that complies with regulated environments, simplifying the complexity of data management for our customers.
We provide a complete solution of ample preparation, separations columns and hardware, mass spectrometers, spectroscopy and software. Our CrossLab group supports these activities through training, application consulting and services the improve the productivity and laboratory efficiencies of our customers.

Academia: Our focus in this market is primarily on academic institutions, large government institutes and privately funded organizations. Agilent enables breakthroughs in life sciences, material science and chemical research, offering multi-omic solutions to accelerate insights and progress in research labs. We are a leading partner in academic research and teaching labs.

Chemical & Energy: The natural gas and petroleum refining markets use our products to measure and control the quality of their finished products and to verify the environmental safety of their operations. Petroleum refiners use our measurement solutions to analyze crude oil composition, perform raw material analysis, verify and improve refining processes and ensure the overall quality of gasoline, fuels, lubricants and other products. Our solutions are also used in the development, manufacturing and quality control of fine chemicals and other industrial applications such as materials analysis. Agilent is helping to re-engineer and modernize energy labs and collaborates with labs to set the standards for testing chemicals and petroleum.

Environmental & Forensics: Our instruments, software and workflow solutions are used by the environmental market for applications such as laboratory and field analysis of chemical pollutants in air, water, soil and solid waste to protect human health. Environmental industry customers include all levels of government, the industrial and manufacturing sectors, engineering and consulting companies, commercial testing laboratories and colleges and universities. Drug testing and forensics laboratories use our instruments, software and workflow solutions for applications such as analyzing evidence associated with crime, screening athletes for performance-enhancing drugs, analyzing samples for recreational drugs, or detecting and identifying biological and chemical warfare agents. This instrumentation is used in either static or mobile laboratories. Customers include local, state, federal, and international law enforcement agencies and health laboratories.

Food Safety and Authentication: Agilent supports the testing and surveillance of the supply chain to ensure the world's food supply is safe and authentic. We help laboratories set and ensure the highest standards of food safety, quality and authenticity. We work with leading researchers to develop new standards for pesticides, veterinary drug resides and emerging process contaminants.

Diagnostics and Clinical: Agilent is dedicated to advancing personalized medicine through precision diagnostics. Our strategic focus areas in clinical science are to fight cancer, improve the quality of patient lives through genetics, enable new discoveries that advance human health, as well as to partner for new therapeutics and diagnostics. We work closely with clinicians, hospitals, pathology and diagnostics service laboratories and pharmaceutical companies to bring state-of-the-art diagnostics to patients worldwide.

Agilent CrossLab helps deliver important support through training, applications consulting and services that improve productivity and laboratory efficiency in all of our markets.

Types of Customers and Beneficiaries:

Life Sciences and Applied Market
We had approximately 26,000 customers for our life sciences and applied markets business in fiscal 2017. No single customer represented a material amount of the net revenue of the life sciences and applied markets business. A significant number of our life sciences and applied markets customers are also customers of our Agilent CrossLab business.

Diagnostics and Genomics
We had approximately 11,000 customers for our diagnostics and genomics business in fiscal 2017. No single customer represented a material amount of the net revenue of the diagnostics and genomics business.

Agilent CrossLab Business
We had approximately 49,000 Agilent CrossLab customers in fiscal 2017 and no single customer represented a material amount of the net revenue of the Agilent CrossLab business. A significant number of our Agilent CrossLab customers are also customers of our life sciences and applied markets business.

G4-9 Scale of the Reporting Organization

The company's 14,000 employees serve customers in more than 110 countries. Agilent had net revenues of $4.47 billion in fiscal 2017. More details on Company Information.

G4-10 Information on Employees and Other Workers

The total number of employees broken down by type of employment contract and gender:

Employee Contract Type	Total Number	Number Male/Female	% Male/Female
Full-time	13,583	8,533/5,043	63%/37%
Part-time	372	84/288	23%/77%

The total workforce broken down by region and gender by regions:

Region	Total Number	Number Male/Female	% Male/Female
Americas	4,989	3,021/1,968	60%/40%
Asia Pacific	5,197	3,281/1,916	63%/37%
Europe	3,762	2,315/1,447	62%/38%

G4-11 Employees Covered by Collective Bargaining Agreements

Agilent meets all applicable laws, regulations, and standards where we do business.

G4-12 Describe Organization Supply Chain

Agilent's supply chain organizations are chartered to provide optimal value-added sourcing and procurement services that are:

- Legal, accountable and auditable
- Ethically, environmentally and socially responsible
- Economically effective
- ISO compliant

Our order fulfillment and supply chain organization ("OFS") centralizes all order fulfillment and supply chain operations in our businesses. OFS provides resources for manufacturing, engineering and strategic sourcing to our respective businesses. Each of our businesses, together with OFS, is supported by our global infrastructure organization, which provides shared services in the areas of finance, information technology, legal, workplace services and human resources.

To address the potential disruption in our supply chain, we use a number of techniques, including qualifying multiple sources of supply and redesign of products for alternative components. In addition, while we generally attempt to keep our inventory at minimal levels, we do purchase incremental inventory as circumstances warrant to protect the supply chain.

G4-13 Significant Changes During the Reporting Period Regarding Size, Structure, or Ownership

Agilent continued to expand its solutions through complementary mergers and acquisitions (M&As) in FY17.

We closed the acquisition on Multiplicom, a leading European diagnostics company with state-of-the-art genetic testing technology and products, in January. Multiplicom's products and technology significantly strengthened our presence in the genomics market and enable clinical labs to identify DNA variants associated with genetic disease and could help direct cancer therapy. All of Multiplicom's 90+ employees were offered employment with Agilent.

In July, Agilent announced its acquisition of Cobalt Light Systems in Oxford, U.K.. Cobalt brought a team of 52 employees and an innovative suite of benchtop and handheld/portable Raman spectroscopic instruments for the pharmaceutical industry, applied markets and public safety. Cobalt became Agilent's global headquarter for Roman Spectroscopy.

We also acquired the molecular and sample barcoding patent portfolios of Population Genetics Technologies that improve accuracy and sensitivity of next generation sequencing detection. These features are ideal for the detection of rare-variants in cancer and reproductive genetics, including liquid biopsies.

G4-14 Precautionary Approach or Principle Addressed by the Organization

Agilent Enterprise Risk Management

The Agilent Enterprise Risk Management (ERM) program provides a framework for identifying material risks across the company, determining ownership of the risk, supporting the creation and maintenance of business continuity plan. It ensures the adequacy of plans across key business flows, appropriate testing/drills and the availability of a central repository for documentation.

The ERM program is managed within Agilent's Global Infrastructure Services organization. Oversight is provided by the Executive Risk Committee, comprised of the CEO staff, which meets twice per year to review progress, evaluate present and emerging risks, and validate the program that has identified the correct principal risk area to focus on.

Product Environmental Management

Agilent aims to minimize environmental impact of our products and their packaging. We are committed to conforming with applicable regulations related to the Restricted Substances in Products. When a customer decides no longer need a product, Agilent will take it back for reuse or ensure it is properly recycled. For more information go to Agilent's Product Take-Back program. In addition, we use tools such as the General Specification for the Environment and our Design for the Environment Guidelines to help minimize the environmental impacts of product packaging.

Agilent's Materials Declaration Requirements

Agilent requires hazardous and restricted material composition data for the purchased materials used in Agilent's products, including parts procured on Agilent's behalf by third parties, such as contract manufacturers, distributors, and third-party logistics suppliers.

To meet the various requirements of our customers and product chemical content restrictions imposed by numerous country laws and regulations, Agilent must maintain material composition data on hazardous substances.

Agilent requests data about regulated hazardous substance content of materials in order to trade in legal compliance worldwide - we do not ask suppliers about other, non-regulated substances. Agilent's General Specification for the Environment (GSE) consolidates all material restrictions into one document, which covers environmental laws in the Americas, Asia-Pacific and Europe.

Agilent's Materials Declaration Requirements sets forth materials and substances that must be reported to Agilent on a general basis. It not only includes a list of banned substances, but also defines the process for completing the report and returning the information to Agilent.

Chemical Management

Agilent actively manages its chemical use in all operations and strict controls and procedures are in place to minimize any potential risks. All new chemicals, for example, must be pre-approved by competent staff before they can be purchased and used. Agilent also has policies in place to prohibit or restrict the use of certain particularly hazardous chemicals such as carcinogenic, mutagenic or reprotoxic substances. Chemical safety related information and mandated training is available to everyone who may use or come into contact with potentially hazardous substances. All site chemical operations are subject to regular audit and inspection as part of Agilent's Environmental, Health and Safety Management System.

G4-15 Endorsement of Externally Developed Economic, Environmental and Social Charters, Principles, or Other Initiatives

Agilent's policies and practices are consistent with many internationally accepted charters and principles. In fact, Agilent used the following guidelines, charters and principles as we developed our own policies, position statements, and environmental health and safety management systems.

- 1987 Montreal Protocol on Substances that Deplete the Ozone Layer and adjusted by Meetings of the Parties in 1990, 1992, 1995, and 1997; Ozone Secretariat, United Nations Environmental Program
- California Supply Chain Transparency Act of 2010
- Conventions of the International Labor Organization (ILO)
- Custom Trade Partnership Program Against Terrorism
- Dodd-Frank Wall Street Reform and Consumer Protection Act
- EU Waste Electrical and Electronic Equipment (WEEE) Directive 2012/19/EU
- Global Reporting Initiative—GRI 4.0 sustainability reporting guidelines
- ISO 13485:2003—Medical Devices Quality Management Systems
- ISO 14001:2015—International standard for environmental management systems
- ISO 26000—Standard that provides guidance on social responsibility
- ISO 9000:2005—Quality Management Systems—Fundamentals and Vocabulary
- ISO 9001:2008—Quality Management Systems—Requirements ISO 9000:2005
- OHSAS 18001:1999—Standard for occupational health and safety management systems
- Procurement Strategy Council
- United Nations Guiding Principles on Business and Human Rights
- U.S. Foreign Corrupt Practices Act and those enacted under the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions
- U.S. Equal Opportunity laws and accompanying regulations
- U.K. Bribery Act 2010

G4-16 Memberships in Associations (Such as Industry Associations) and/or National/International Advocacy Organizations in Which the Organization: Has Positions in Governance Bodies; Participates in Projects or Committees; Provides Substantive Funding Beyond Routine Membership Dues; or Views Membership as Strategic

Agilent participates in trade, industry, and professional organizations that are local, national, and global. Participation helps us achieve business and citizenship goals by enabling us to work with other companies on common issues. Memberships also keep Agilent abreast of industry issues and best practices and provide vehicles through which we can contribute to and influence public policy. Examples of these memberships are:

- ANSI, American National Standards Institute
- Association of Talent Development (ATD)
- Boston College Center for Corporate Citizenship
- Category and Sourcing Managers Executive (CASME)
- CALCE (Center for Advanced Life Cycle Engineering)
- Carbon Disclosure Project
- Confederation of Indian Industry
- EDMA - European Diagnostic Manufacturers Association
- Engineering Advisory Board, College of Engineering, University of California, Berkeley
- European Union Committee of the American Chamber of Commerce
- Hackett Benchmarking Research
- Industry Initiatives for Science and Math Education (IISME)
- iNEMI (National Electronics Manufacturers Initiative)
- National Association of Software and Services Companies
- National Research Council of the National Academies
- Stanford University Interdisciplinary Biosciences Advisory Council
- Synthetic Biology Engineering Research Center (SynBERC)
- TechUK Trade association
- The National Medal of Technology and Innovation Nomination Evaluation Committee
- The International Genetically Engineered Machine (iGEM) Foundation
- VDGH German IVD Association
- Visiting Committee for Advanced Technology, National Institutes of Standards and Technology

Identified Material Aspects and Boundaries

Identified Material Aspects and Boundaries

G4-17 **List of Entities Included in Consolidated Financial Statements**

We report on our subsidiaries and affiliates where we have direct operational control, unless otherwise noted. Significant year-over-year changes are noted. Where possible, we also use consistent reporting measures, such as per square foot rather than per building or per site. The environmental data for 2017 is reported for 19 locations. These 19 locations meet the reporting criteria of being ISO 14001 certified or included in Agilent's EHS Management System program, sites with a footprint of greater than 50,000 square feet, or those with potentially high environmental impacts.

Asia Pacific	Europe	Americas
Australia: Mulgrave China: Shanghai India: Manesar Japan: Hachioji Malaysia: Penang Singapore: Yishun	Germany: Waldbronn U.K.: Church Stretton Italy: Torino Netherlands: Middelburg Denmark: Glostrup	U.S.: Santa Clara, California U.S.: Carpinteria, California U.S.: Folsom, California U.S.: Boulder, Colorado U.S.: Colorado Springs, Colorado U.S.: Newport, Delaware U.S.: Little Falls, Delaware U.S.: Cedar Creek, Texas

G4-18 **Process for Defining Report Content and Aspect Boundaries**

Agilent's Corporate Social Responsibility Report content was developed in consultation with subject matter experts, consideration of changes in external regulations impacting Agilent, and evaluation of feedback from various internal functional stakeholders. Report content was contributed by a wide ranging group of Agilent employees from functions such as Human Resources, Investor Relations, Corporate Relations, Agilent Foundation, Environmental Health and Safety Management, Agilent Laboratory, Regulatory Affairs, Procurement and Global Sourcing.

We also consulted the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines v4.0 available at GRI Reporting.

G4-19 List All the Material Aspects Identified in the Process for Defining Report Content.

Material Aspects	Aspect Boundaries Inside Company	Aspect Boundaries Outside Company
Economic		
Economic Performance	All Agilent Operations	Investors
Market Presence	All Agilent Operations	Customers
Indirect Economic Impacts	All Agilent Operations	
Procurement Practices	All Agilent Operations	Supply Chain
Environmental		
Energy	All Agilent Sites >50K sqft or ISO 14001 or EHSMS any time during this year	
Water	All Agilent Sites >50K sqft or ISO 14001 or EHSMS any time during this year	
Emissions	All Agilent Sites >50K sqft or ISO 14001 or EHSMS any time during this year	
Effluents and Waste	All Agilent Sites >50K sqft or ISO 14001 or EHSMS any time during this year	
Products and Services	All Agilent Operations	Customers
Compliance	All Agilent Operations	
Transport	Employee Business Travel, U.S. Fleet	Supply Chain
Overall	All Agilent Operations	
Supplier Environmental Assessment	All Agilent Operations	Supply Chain
Environmental Grievances Mechanisms	All Agilent Operations	

Material Aspects	Aspect Boundaries Inside Company	Aspect Boundaries Outside Company
Labor Practices and Decent Work		
Employment	All Agilent Operations	
Labor Management Relations	All Agilent Operations	
Occupational Health and Safety	All Agilent Operations	
Training and Education	All Agilent Operations	
Diversity and Equal Opportunity	All Agilent Operations	
Equal Remuneration for Women and Men	All Agilent Operations	
Supplier Assessment for Labor Practices	All Agilent Operations	Supply Chain
Labor Practices Grievance Mechanisms	All Agilent Operations	
Human Rights		
Investment	All Agilent Operations	
Non-Discrimination	All Agilent Operations	
Freedom of Association and Collective Bargaining	All Agilent Operations	
Child Labor	All Agilent Operations	Supply Chain
Forced or Compulsory Labor	All Agilent Operations	Supply Chain
Security Practices	All Agilent Operations	
Indigenous Rights	All Agilent Operations	
Assessment	All Agilent Operations	Supply Chain
Supplier Human Rights Assessment	All Agilent Operations	Supply Chain
Human Rights Grievances Mechanisms	All Agilent Operations	Supply Chain

Material Aspects	Aspect Boundaries Inside Company	Aspect Boundaries Outside Company
Society		
Local Communities	All Agilent Operations	
Anti-Corruption	All Agilent Operations	
Public Policy	All Agilent Operations	Locations Where We Operate
Anti-Competitive Behavior	All Agilent Operations	
Compliance	All Agilent Operations	
Supplier Assessment	All Agilent Operations	Supply Chain
Grievance Mechanisms	All Agilent Operations	Supply Chain
Product Responsibilities		
Customer Health and Safety	All Agilent Operations	Customers
Product and Service Labeling	All Agilent Operations	Customers
Marketing Communications	All Agilent Operations	
Customer Privacy	All Agilent Operations	Customers
Compliance	All Agilent Operations	Customers

G4-20 For All the Material Aspects, Define Aspect Boundaries Within Organization

Information for all material aspects defined in G4-19 is reported for all Agilent entities except for environmental aspects. For environmental material aspects, quantitative data is reported for 19 locations. These 19 locations meet the reporting criteria of being ISO 14001 certified or included in Agilent's EHS Management System program, sites with a footprint of greater than 50,000 square feet, or those with potentially high environmental impacts.

G4-21 For All the Material Aspects, Define Aspect Boundaries Outside Organization

Refer to G4-19.

G4-22 Explanation of the Effect of Any Restatements of Information Provided in Earlier Reports

We have not made any material restatements from the prior year.

G4-23 Significant Changes from Previous Reporting Periods in the Scope and Aspect Boundaries

No significant changes in materiality and boundaries as compared with last year.

Stakeholder Engagement

Stakeholder Engagement

G4-24 List of Stakeholder Groups Engaged by the Organization

Agilent's stakeholders include:

- Customers
- Employees
- Investors
- Suppliers
- Government agencies
- Communities
- Neighbors
- Non-governmental organizations
- Industry standard-setting organizations

G4-25 Basis for Identification and Selection of Stakeholders with Whom to Engage

Agilent engages with a wide range of stakeholders on issues that affect the company's operations. During business planning, Agilent considers external charters, principles, and guidelines. We also participate in industry and trade groups at local, regional, state, national, and international levels to address emerging issues; develop industry-wide approaches to environmental and social challenges; and cooperate with governments, non-governmental organizations and other stakeholders on common concerns.

G4-26 Approaches to Stakeholder Engagement

Agilent engages with our stakeholders through consultation, surveys, ad-hoc feedback and reviews:

- The Agilent Customer Satisfaction Survey gathers feedback from customers on their experience interacting with Agilent through its representatives and website and also with using Agilent's products and software. Feedback from these surveys is acted upon in a number of ways. Customers who have expressed dissatisfaction with an aspect of their Agilent experience in their survey response score are quickly contacted to address the issue. Customer suggestions and feedback are also used as inputs into customer experience and product improvement projects. Recent improvements, for example, include a redesign of the Agilent website that resulted in significantly improved satisfaction scores around the world.

- The Agilent Leadership Survey is a semiannual survey that allows Agilent employees to provide feedback on leadership effectiveness. The Leadership Survey is focused on critical leadership practices that are central to executing Agilent's business results. Audit results are compared with external best-in-class benchmarks to ensure we are performing at the top in our industry.

- We have ongoing relationships with local, regional, and national regulators regarding operational areas such as Environmental Health and Safety (EHS), employee engagement and labor compliance, product environmental and safety compliance.

Stakeholder Engagement Matrix

Stakeholder Type / Stakeholder Group	Frequency of Engagement	Approach
Agilent Customer Experience Survey	After recent customer journey	Customer experience with one of four journeys: their journey to decide to purchase from Agilent, their product installation journey, their journey receiving support and their journey with using our products. At the conclusion of one of these journeys, selected customers receive an email invitation with a link to the appropriate survey.
Agilent Customer Web Survey	After visiting Agilent website	Customer experience with web touch points. Customers are invited to answer a survey after visiting the Agilent website to evaluate their experience with the Agilent website.
Investor	Direct meetings	Institutional investors regularly request meetings with our Chief Executive Officer (CEO) and many of them meet with him at least once a year. He and other members of the executive staff attend investor conferences where they give presentations and meet with investors one-on-one. Analysts who research our company and sector also have regular contact with our CEO and our Chief Financial Officer (CFO). Those analysts are in constant contact with institutional investors and act as a feedback mechanism on how the market perceives the company.
Employee	On regular interval	Regular performance reviews and discussions with immediate supervisors.

Stakeholder Type / Stakeholder Group	Frequency of Engagement	Approach
Employee	Quarterly	Employee sessions are to share business updates and country-specific information, as well as to answer employee questions. At locations around the world, quarterly sessions are conducted to provide updates on Agilent's business, country-specific updates and employee Q&A sessions.
Employee	Quarterly	CEO all-employee webcast; with live Q&A
Employee	Semi-annual	Leadership survey
Employee	Annual	Annual gathering of senior leaders
Supplier	Monthly	Agilent compliance requirements are communicated through e-mail to all newly added suppliers.
Supplier	Annual	Annual re-communication of Agilent compliance requirements for suppliers.
Investor	Quarterly earnings conference calls	Scheduled conference calls to discuss Agilent performance. Each quarter, we conduct a financial results conference call that presents analysts and investors with an opportunity to ask questions and detail concerns to the CEO and CFO. Anyone can listen in to these conference calls over the Internet, although posing questions is generally restricted to professional investors and analyst. At our annual shareholder meeting, all attendees are presented with the opportunity to ask questions to our CEO, executive staff members and members of the Board of Directors.
Investor	Shareholder meetings	The shareholder meeting is open to all shareholders and provides an opportunity to vote on proposals.
Investor	Regular contact	If analysts and institutional investors are unable to meet directly with our CEO, CFO, or Treasurer then they can rely on regular contact with our Investor Relations department. The department acts as a channel for communications between Agilent and its investors.

G4-27 Key Topics and Concerns Raised Through Stakeholder Engagement

Stakeholder feedback mechanisms combine to provide Agilent with information to help improve our economic, environmental and social performance. For example, Agilent Quality reviews the questionnaires and our scores from socially responsible investment indices, to identify areas where we could further improve our performance. Similarly, Agilent Public Affairs uses the inputs it receives to guide our community programs, such as volunteerism and grants and Human Resources uses feedback from the employee surveys to review and modify company programs and benefits.

Agilent management routinely meets with shareholders and prospective shareholders to discuss announced financial results, forward-looking guidance, and key strategies. In FY17, management met with over 90 institutional shareholders representing more than 70 percent of actively managed Agilent shares. From time to time shareholders will provide their perspective or recommendations with respect to a spectrum of topics regarding the general management of the company. Agilent management seriously considers the input of shareholders when forming strategies and policies.

Additionally, the company seeks out input regarding executive compensation from its largest shareholders and the proposed compensation of named executive officers was put to an advisory vote of shareholders.

Key Topics/ Concerns	Response	Employees
Employees	Development of leadership and professional skills Access to training materials and eLearning courses created for Agilent customers	An online resource and training center for employees and managers to build leadership skills and capability. Online portal has dedicated section called "Development Now" which offers courses on leadership and professional skills. All training videos and eLearning courses created for Agilent customers are now available internally, too. Employees can access training courses using company-wide learning and development module "Learning@Agilent".
Customers	Seamless and streamlined customer engagement Ability to connect, collaborate and share insights related with Agilent instruments, software and consumables	The Global Strategic Customer Program is to improve how Agilent works with top customers. The program helps present One Agilent, our total brand promise and our overall value to customers. Launched a new online community where users of our instruments, software and consumables can connect, collaborate and share insights. Now customers are holding online multi-participant conversations with each other and with Agilent employees who support their applications and maintenance needs.

Report Profile

G4-28   Reporting Period for Information Provided

G4-29   Date of Most Recent Previous Report

G4-30   Reporting Cycle

G4-31   Contact Point for Questions Regarding the Report or Its Contents

G4-32   In-Accordance Criteria Used and Location of GRI Content Index

G4-33   Policy and Current Practice with Regard to Seeking External Assurance for the Report

Report Profile

G4-28 **Reporting Period for Information Provided**

Agilent's 2017 Corporate Social Responsibility Report is based on a combination of quantitative and qualitative data relating to our environmental and social performance during fiscal year 2017 (Nov. 1, 2016, to Oct. 31, 2017). The data is recorded on a companywide basis unless otherwise indicated.

G4-29 **Date of Most Recent Previous Report**

This is the 17th Corporate Social Responsibility Report produced by Agilent. Previous reports are available at Corporate Citizenship Resources.

G4-30 **Reporting Cycle**

Agilent publishes its Corporate Social Responsibility Report annually.

G4-31 **Contact Point for Questions Regarding the Report or Its Contents**

For questions or comments regarding Agilent's 2017 Corporate Social Responsibility Report, please contact us at corporate.citizenship@agilent.com.

G4-32 **In-Accordance Criteria Used and Location of GRI Content Index**

Agilent's 2017 Corporate Social Responsibility Report is prepared using GRI 4.0 guidelines.

G4-33 Policy and Current Practice with Regard to Seeking External Assurance for the Report

- Reasonable assurance statement by DEKRA for Agilent's EHSSR and ODC programs.

  This statement attests that DEKRA Certification can provide reasonable assurance the claims regarding environmental, health, safety and social responsibility (EHS&SR), as they relate to Agilent-identified suppliers, found in this Agilent Corporate Social Responsibility Report 2017, are correct. In 2017 DEKRA performed global audits of Agilent-identified suppliers. These suppliers were found to be in compliance with, or have provided corrective actions to become compliant with, Agilent's stated EHS&SR program, including but not limited to: policies regarding worker safety, environmental safety, Ozone Depleting Com pounds (ODC) and policies that strictly forbid and prevent any and all acts of human trafficking or slavery as those terms are used in the California Transparency in Supply Chains Act of 2010, California Civil Code, section 1714.43. Additional sites were audited for compliance to Restriction of Hazardous Substances Directive (RoHS) 2002/95/EC.

- Agilent Technologies Foundation Statement FY17 has also been attested by an independent auditor: Nichols, Rick and Company. See report in Agilent website.

- Agilent energy, greenhouse gas emission, waste, and water data attested by external auditor TruCost in accordance with AA100AS (2008) type 2 moderate-level assurance. Detailed TruCost assurance statement is available at https://www.agilent.com/environment/Agilent%20Assurance%20Statement.pdf.

Governance, Ethics and Integrity

Governance, Ethics and Integrity

G4-34 Governance Structure of the Organization, Including Committees Under the Highest Governance Body

Agilent is led by a chief executive officer and overseen by a board of directors.

The current four committees of the board are:

- Audit and Finance Committee
- Compensation Committee
- Executive Committee
- Nominating/Corporate Governance Committee

The board selects the chief executive officer in accordance with the company's bylaws and other applicable policies. Information on Agilent's governance structure can be found in our Investor Relations website.

G4-36 Details on Whether the Organization Has Appointed an Executive-level Position or Positions with Responsibility for Economic, Environmental and Social Topics, and Whether Post Holders Report Directly to the Highest Governance Body

	Position or Title	Level from Board	Level from CEO
Overall Responsibility for Corporate Social Responsibility and Sustainability	VP of Workplace Sevices and VP of Corporate Relations	3 4	2 3
Health and Safety	VP of Workplace Services	3	2
Diversity and Employment Equity	SVP of Human Resources	2	1
Environmental Issues	VP of Workplace Services	3	2
Risk Management	Director, Global Security	4	3
Supply Chain Social Responsibility	Senior Director, Global Sourcing	3	2
Compliance/Ethics Issues	Chief Compliance Officer and Vice President	3	2
Human Rights Issues	Senior Vice President Human Resources	2	1
Labor Issues	Employment Law Counsel	3	2

G4-38 Composition of the Highest Governance Body and Its Committees

Agilent has 10 board members, nine of whom were independent directors. Agilent has adopted the standards for director independence in compliance with the NYSE's corporate governance listing standards. To be considered independent, the board must determine that a director has no material relationship with the company other than in his or her capacity as a director.

	Male	Female	Total Number
Total board members with executive functions	1	0	1
Total non-executive directors (excluding independent directors)	0	0	0
Total independent non-executive directors on the board	7	2	9
Total Board	**8**	**2**	**10**

G4-39 Details on Whether the Chair of the Highest Governance Body is Also an Executive Officer (and, if so, His or Her Function Within the Organization's Management and the Reasons for This Arrangement)

Chairman is non-executive chairman of the board of directors.

G4-45 Highest Governance Body's Role in the Identification and Management of Economic, Environmental and Social Impacts, Risks and Opportunities

Our board of directors meets regularly to discuss matters relevant to Agilent's business. The board has access to the company's management as well as outside legal counsel, consultants, and auditors. Members of Agilent's management team routinely attend board and committee meetings to provide briefings on specific topics.

G4-51 Remuneration Policies for the Highest Governance Body and Senior Executives for the Following Types of Remuneration

The remuneration for board of directors and senior executives falls under one or more of the following categories: performance-based pay, equity-based pay bonuses, deferred or vested shares, sign-on bonuses or recruitment incentive payments, termination payments, clawbacks, and retirement benefits.

Various policies that govern Agilent board and executive compensation can be accessed from our corporate website for Investor Relations.

G4-54 Ratio of the Annual Total Compensation for the Organization's Highest-Paid Individual in Each Country of Significant Operations to the Median Annual Total Compensation for All Employees (Excluding the Highest-Paid Individual) in the Same Country

Agilent plans to track the required information from this financial year and will report it in the FY19 Corporate Social Responsibility Report.

G4-56 Organization's Values, Principles, Standards and Norms of Behavior Such as Codes of Conduct and Codes of Ethics

Agilent values are the foundation of Agilent's corporate culture. They work together to govern and guide our behavior as individuals and as a company. Agilent's culture is based on innovation, trust, respect and teamwork, and uncompromising integrity. Added to these are speed, focus and accountability to meet customer needs and create a culture of performance that draws on the full range of people's skills and aspirations.

Agilent is regularly recognized by external organizations for its culture as well as its practices around processes and people.

All Agilent employees participate in the mandatory annual training Standards of Business Conduct. All procurement professionals, as part of Standards of Business Conduct training, are requested to take additional online training on Environmental, Health, Safety, and Social Responsibility, which covers Human Rights. Agilent is committed to the highest standard of corporate governance, business conduct, and ethics:

- Corporate Governance Standards
- Code of Ethics for a Director on the Board
- Standards of Business Conduct
- Amended and Restated Bylaws
- Agilent Human Rights and Labor Policy
- Agilent Global Anti-Corruption Policy
- Audit and Finance Committee Charter
- Compensation Committee Charter
- Executive Committee Charter
- Nominating/Corporate Governance Committee Charter

Details are available at www.investor.agilent.com under "Corporate Governance".

Agilent recognizes ISO 26000 as the reference document that provides guidance on social responsibility. Agilent aligns with ISO 26000 standards as part of our social responsibility practices. As such, Agilent's economic practices and processes align with ISO core subjects: Organizational Governance 6.2 and Fair Operating Practices 6.6.
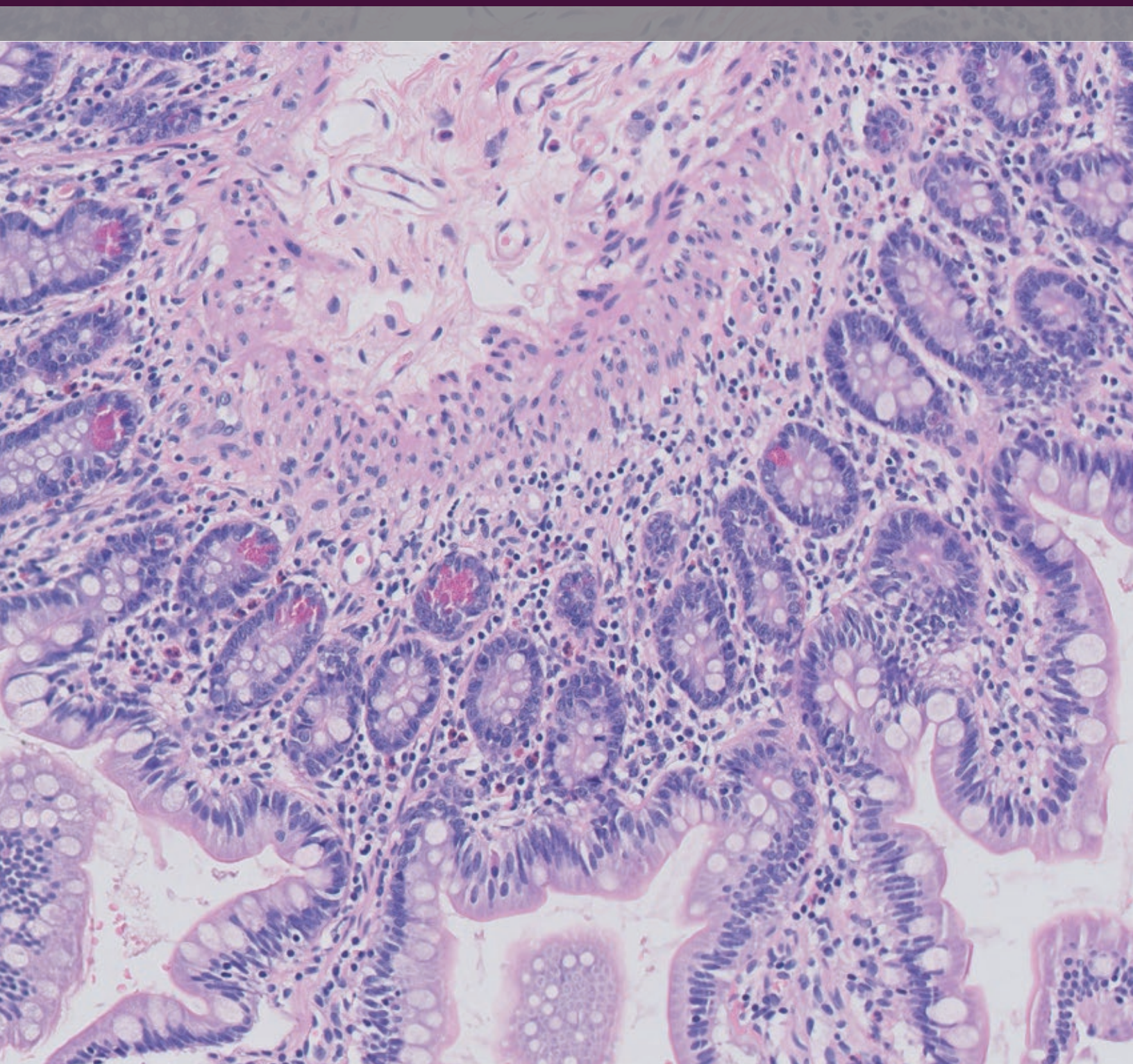
DMA EC   Disclosure on Management Approach

G4-EC2   Financial Implications and Other Risks and Opportunities for the Organization's Activities Due to Climate Change

G4-EC3   Coverage of the Organization's Defined Benefit Plan Obligations

G4-EC4   Significant Financial Assistance Received from Government

G4-EC5   Range of Ratios of Standard Entry-level Wage by Gender Compared to Local Minimum Wage at Significant Locations of Operation

G4-EC6   Procedures for Local Hiring and Proportion of Senior Management Hired From the Local Community at Significant Locations of Operation

G4-EC8   Significant Indirect Economic Impacts, Including the Extent of Impacts

Economic Performance

DMA EC Disclosure on Management Approach

Economic Performance
Our 2017 revenues of $4.47B are up 6.7 percent on a core basis, continuing a trend of outgrowing the market over the past three years. This is our highest growth rate since the Keysight spin out in 2014 and the launch of the New Agilent in 2015.

Our focus on improving operating results led to an adjudged operating margin of 22 percentage for the fiscal year, up 130 basis points over last year and up a total of 410 basis points over the last three years.

The momentum in our business combined with strong operations resulted in a 19 percent increase in adjusted earning per share (EPS) for the past fiscal year to $2.36 per share. Adjusted EPS is up an average of 16.5 percent over the past three years.

Over the past year, we distributed $170 million in cash dividends; repurchased $194 million of our shares; and invested $304 million directly into the business through M&A, strategic transactions and capital expenditures.

The company's financials are reported publicly on its external website at Agilent Investor Relations.

Market Presence
Life Sciences and Applied Markets Business Group is focused on delivering the most innovative and customer-focused instrumental and software solutions for the analytical lab.

Our Life Sciences and Applied Market Group continued to strengthen its market leadership, launching several ground-breaking high-impact products. One key example is the Ultivo LC-MS triple quad with its 70 percent reduced footprint. We also introduced a new high-resolution, accurate-mass system, added several new products to expand our InfinityLab LC series, and launched a new high-resolution, accurate-mass system GC/Q-TOF that enables scientists to perform analytical techniques that were not previously possible.

Agilent CrossLab Group (ACG), a key strategic initiative of the New Agilent continues to pay off, capturing new services and solutions opportunities. Through ACG, we have redefined what our customers expect from service and support and have taken a leadership position in our industry in the process. Our CrossLab Service and Support organization hit a significant milestone reaching $1 billion in annual service orders for the first time in a single year. Our chemistries business in ACG also achieved success through technical innovation, such as the AdvancedBio column portfolio. ACG is core to our customer strategy, allowing us to deepen relationships with our customers and deliver integrated workflow solutions.

Our Diagnostics and Genomics Group (DGG) achieved several milestones this year. We introduced GenetiSure Dx Postnatal Array in Europe and the U.S. This is our first comparative genomic hybridization array approved by the FDA for diagnostic use and marks a major success for our move into molecular diagnostics. We expanded the global footprint of our PD-L1 diagnostic tests enabling immunotherapy treatment to cancer patients. Other product launches included: Agilent SureSelectXT HS, a next-generation sequencing (NGS) target enrichment solution that streamlines the NGS workflow; and an expansion of the SureGuide pooled CRISPR libraries for functional genomics, which accelerates research into complex diseases and drug discovery.

DGG's strategy to fight cancer, improve the quality of life, enable new discoveries, and partner for new diagnostics and therapeutics is truly making a difference in people's lives around the world.

Indirect Economic Impacts
Agilent Technologies is committed to conducting business in an ethical, socially responsible, and environmentally sustainable manner. Our citizenship objective is to be an economic, intellectual, and social asset to each nation and community in which we operate. Agilent's worldwide community programs tangibly demonstrate the company's values and commitment to corporate citizenship. In communities where we operate, we contribute through foundation and company grants, employee volunteerism, public policy and community partnerships in the areas of science education, and workplace giving campaigns.

Engagement and Evaluation for Agilent Philanthropic Support
Agilent carefully reviews and selects the organizations that receive both company and Agilent Foundation grants. Once the grant has been provided, the Foundation monitors the organization's use of the grant. An agreement is signed by each grantee that they will provide an interim and/or final report for the program supported.

- Grantee is asked to provide a detailed description of what was accomplished by the grant and progress made toward achieving the goals set.
- Assure activities under the grant have been conducted in conformity with the terms of the grant.
- Report all expenditures supporting the grant.
- Maintain records of such expenditures for audit if needed.

For more information on Agilent Indirect Economic Impacts, go to Community Relations.

G4-EC2 Financial Implications and Other Risks and Opportunities for the Organization's Activities Due to Climate Change

Agilent integrates climate change into its business strategy in several ways. First, Agilent uses our ISO14001 environmental management system to monitor and reduce our environmental impacts from CO_2 emissions. Secondly, Agilent recognizes that having a reputation as an environmental leader is a competitive advantage. This advantage allows Agilent to attract and retain the best and brightest employees; obtain and maintain business from other companies who choose suppliers with strong environmental practices; and attract investors interested in the same. To communicate our achievements, Agilent participates in many external surveys including Dow Jones Sustainability Index, CDP, green energy surveys, etc. Our environmental practices and results are summarized in our annual Corporate Social Responsibility Report. Each year Agilent implements projects to conserve energy and improve energy efficiency, and thus reduce GHG emissions. These range from upgrading lighting systems with low con-sumption alternatives such as LED's, to more investment-intensive initiatives such as replacing chiller or boiler plant infrastructure, and the installation of solar photo-voltaic systems. In addition to focusing on energy conservation, a significant component of our strategy is to invest in owned renewable energy generation. To date, Agilent has invested in over 1.5 Megawatts of solar PV power. From a business perspective, these investments have multiple benefits, from reducing our long-term energy costs and hedging against future price increases to improving employee morale. We've received a multitude of positive feedback from our employees regarding Agilent's investment in renewable energy. From a product perspective, Agilent has set objectives to reduce energy and solvent use in certain products and we are progressing toward those goals. We will continue initiatives to build more energy and chemical efficient products.

Supplier selection and procurement decisions are also influenced by climate change considerations. Since 2004 Agilent has had in place a Supplier Environmental Social Responsibility (ESR) Code of Conduct against which we evaluate existing and potential suppliers on factors including adoption of sound environmental practices and conformance with relevant laws, regulations and international principles. We have developed a supplier scorecard which includes assessing environmental attributes of potential suppliers when we make sourcing decisions. For incumbent suppliers, Agilent conducts occasional audits of suppliers with potential high environmental impact, identifies the opportunities for improvements and works closely to develop and execute a corrective action plan.

Risk Category	Description	Impact Description	Financial Implications
Regulatory	Emission reporting obligations	We have considered the impact of current and proposed U.S. EPA CO2 regulations. Currently, Agilent falls below the threshold requirement that would obligate us toward a major mitigation or financial remediation. Increased reporting obligations would create additional financial expense for Agilent.	Increased operational cost
Regulatory	Cap and trade schemes	Since April 2010 Agilent's Hachioji site in Japan has been under the Tokyo Cap and Trade scheme. The first compliance period finished in March 2014 and the second compliance period is in place for 2015-2019. In the first year we emitted less than 20 percent of our emissions allowance. Non-compliance with the scheme will result in a fine.	Reduction/ disruption in production capacity
Physical	Change in mean (average) precipitation	Increased precipitation and extreme weather events pose a risk to Agilent by disrupting business activities in many areas, including transportation of goods and services, physical impact to our offices and manufacturing locations, and disruption to our customers. In addition, our employees have exposure to the same risks.	Increased operational cost
Physical	Sea level rise	Flooding of Agilent owned or leased offices, manufacturing facilities and/or warehouses.	Reduction/ disruption in production capacity

Opportunity Category	Description	Impact Description	Financial Implications
Regulatory	Air pollution limits	As air pollution limits and other forms of regulations drive the energy consumer market in the direction of more renewable energy, Agilent will have an opportunity to provide measurement equipment to the renewable energy market as well as instruments the "smart grid" needs to support a more distributed electrical generation network. Additionally, Agilent manufactures equipment to accurately measure air pollution and monitor air quality.	Increased demand for existing products/services leading to incremental sales opportunity
Reputation	Reputation	As an environmentally aware company acting proactively to minimize its contribution to climate change, Agilent sees consumer and customer awareness of our corporate environmental stewardship as an opportunity and a way to differentiate itself from our competitors.	Increased demand for existing products/services leading to incremental sales opportunity

G4-EC3 Coverage of the Organization's Defined Benefit Plan Obligations

	FY2015	FY2016	FY2017
U.S. defined benefit plans	$15 million	0	$25 million
Non-U.S. defined benefit plans	$25 million	$24 million	$21 million
U.S. post-retirement benefit plans	≤$1 million	<$1 million	≤$1 million

Agilent's defined benefit plans are fully funded at or above required levels:

Our annual contributions are highly dependent on the relative performance of our assets versus our projected liabilities, among other factors. We do not expect to contribute to the U.S. defined benefit plan and the U.S. post-retirement plan. We do expect to contribute $22 million to plans outside the U.S.

Please refer to Agilent 2017 Annual Report "retirement plans and post retirement pension plans" section starting at page 83.

G4-EC4 Significant Financial Assistance Received from Government

Agilent enjoys tax holidays in several different jurisdictions, most significantly in Singapore. The tax holidays provide lower rates of taxation on certain classes of income and require various thresholds of investments and employment or specific types of income in those jurisdictions. The tax holidays are due for renewal between 2018 and 2023.

As a result of the incentives, the impact of the tax holidays decreased income taxes and the benefit of the tax holidays on net income per share (diluted) are as following.

	2015	2016	2017
The tax holidays decreased income taxes	$65 million	$86 million	$93 million
The tax holidays on net income per share (diluted)	$0.19	$0.26	$0.29

G4-EC5 Range of Ratios of Standard Entry-level Wage by Gender Compared to Local Minimum Wage at Significant Locations of Operation

Agilent provides competitive levels of compensation at or above minimum wage requirements in all locations. Both men and women are subject to the competitive pay rates.

G4-EC6 Procedures for Local Hiring and Proportion of Senior Management Hired From the Local Community at Significant Locations of Operation

Agilent's commitment to diversity and inclusion helps us to be a great place to work, ignite innovation and deliver superior business results. Hiring top talent around the globe helps ensure that Agilent maintains its leadership position. To attract and retain talent, Agilent provides everything from forward-thinking work-place design to community involvement to total compensation packages that rank with the leaders in the high-technology and life science industries. We understand the value—to our business, our employees, and our communities—of an inclusive environment that respects and celebrates unique perspectives and life experiences. Our policies and strategies create a pipeline of diverse skills and viewpoints, ensuring that our rich diversity is leveraged for our competitive advantage. Agilent actively recruits top talent from under-represented groups around the world, and works to build an inclusive environment that develops and retains employees.

Percentage of senior management at significant locations of operation that are hired from the local community:

FY 2015	FY 2016	FY 2017
78%	67%	82%

G4-EC8 Significant Indirect Economic Impacts, Including the Extent of Impacts

Agilent Technologies is committed to conducting business in an ethical, socially responsible, and environmentally sustainable manner. Our citizenship objective is to be an economic, intellectual, and social asset to each nation and community in which we operate. Agilent's worldwide community programs tangibly demonstrate the company's values and commitment to corporate citizenship. In communities where we operate, we contribute through the Agilent Technologies Foundation and company grants, employee volunteerism, and community partnerships in the areas of science education, and workplace giving campaigns. Employees volunteered an estimated 50,000 hours to community and charitable organizations and were supported by Agilent through the expansion of our Volunteer Time Off program that allows employees to take off six days per year in paid time to volunteer in charities that align with Agilent values.

In addition, our products are found in leading research and teaching laboratories. Our global connection to academia also includes educational support, recruitment of top university talent and philanthropy. Through our "Thought Leader Program", Agilent supports scientific advancements by leading researchers around the world. We also contribute through financial support, products and expertise to research in the life sciences, diagnostics and applied chemical markets.

The Agilent Technologies Foundation, focuses on science education and supports disaster relief. The Foundation supports a range of community and pre-university-level science education programs aimed at helping students develop the critical thinking skills essential for tomorrow's jobs. At global level, we partner with many organizations, in which we identify local corporate social responsibility (CSR) projects, and support the implementation of the initiative on an ongoing basis. Agilent Technologies Foundation also supports several major initiatives in countries around the world in the areas of food safety, diversity and education.

Examples of Company Programs and Foundation Grants Supported in 2017:
Agilent Foundation's match of employee giving strengthens a broad range of non-profit programs in communities where Agilent has a presence.

Agilent Year-Round Giving Program (Global Program)

Agilent's Year-Round Giving Program provided employees the opportunity to support a broad range of eligible non-profit organizations in their communities in the areas of health and human services, arts and culture, education and literacy, environment and conservation, and family and civic betterment. And employees can make donations any time during the year.

Agilent employees make their communities a better place to live and work through their generous contributions. The Agilent Technologies Foundation matched employee contributions dollar-for-dollar, doubling the employee donation and allowing the Foundation to invest and support our employee favorite charities.

Agilent After School (AAS) Kit Program (Global Program)

Agilent's After School program is a series of 24 science experiment kits intended for hands-on use by children ages 9-13. The kits help students learn physics, biology, earth sciences, chemistry, and more—and they have been designed as a complete "program in a box". The kits include measurement devices and biographies of key inventors or scientists to add context to the science. Agilent's program was designed to be implemented in after-school venues, such as science clubs, community centers, libraries and other settings outside the classroom, and while AAS supports international, federal and state science standards, they don't compete with a teacher's curriculum.

AAS kits contain all the materials needed for students to do real-world experiments in which they build and learn about electronic-circuit games, clean water engineering, solar cars and thumb pianos (Kalimbas) – just to name a few. Agilent employees manage and implement this program, working with and mentoring the students. The program is being implemented in 20 countries and touches 50,000 students around the world each year.

Canary Foundation

With Agilent and Agilent employee volunteer support in the U.S., the Canary Foundation in conjunction with the Canary Center at Stanford University, is building a cancer detection platform that promises to be an answer to next-generation cancer care worldwide. By re-orienting research towards early detection, the Canary Foundation is making great advances in cancer research.

Science research is focused on a two-prong diagnostic strategy: blood-based biomarkers and molecular imaging. By discovering blood-based biomarkers or biological "fingerprints" that show the presence or progress of a disease. These will identify individuals who are likely to have cancer. These new imaging technologies will help visualize a cancer type with more sensitivity and specificity but also help to differentiate benign and malignant disease.

Society of Women Engineers (SWE)

The recruitment, retention, and upward mobility of women engineers, technologists, and other technical professionals of today and the future is at the heart of SWE's programs and efforts. With Agilent's involvement and support, SWE helps to stimulate women to achieve their full potential in their careers both as individual contributors and leaders, expanding the image of engineering and science professions as a positive force in the quality of life, and demonstrates the value of diversity.

SWE is comprised of more than 30,000 members from all areas of science, technology, engineering, and mathematics. The SWE@Agilent Employee Network Group encourages all women with a STEM focus to get involved with SWE activities and events to further their personal and professional development, and they engage young girls entering STEM fields by sponsoring and participating in the Invent It! Build It! Expo at the SWE National Conference. Agilent employees supporting SWE are also involved and volunteer in their local communities to promote STEM outreach activities.

Dairy Association of China (DAC)

A dairy technology laboratory and training center within the DAC has been built and is available to train dairy farmers in China on increasing dairy product safety practices. The program includes the development of quality testing, safety standards and training to address the entire range of dairy safety from production through distribution.

It also provides a dairy breeding platform to increase health and safety of milk sources, farmer training, production quality standards and development, as well as milk purity standards.

Japan Science Foundation (JSF)

The program pairs mentors with high school students in preparing science projects that participate in the Japan Biology Olympia. Winners from the Japan event go on to the International Biology Olympia. Students are challenged to expand their talent and to promote their career as a scientist.

Agilent Hope School

Agilent volunteers helped rebuild a primary school in the village of Hanyuan, Sichuan province, after the 2008 earthquake. The school reopened in 2010, with a new computer lab, with funding from the Agilent Technologies Foundation. Located in an isolated location, 70 kilometers north of the Agilent Chengdu site, employees annually make the pilgrimage to the school and bring needed supplies and work with the students and teachers throughout the program.

Environmental

DMA EN	Disclosure on Management Approach
G4-EN3	Energy Consumption Within Organization
G4-EN4	Energy Consumption Outside the Organization
G4-EN5	Energy Intensity
G4-EN6	Reduction of Energy Consumption
G4-EN7	Reduction in Energy Requirements of Products and Services
G4-EN8	Total Water Withdrawal by Source
G4-EN9	Water Sources Significantly Affected by Withdrawal of Water
G4-EN10	Percentage and Total Volume of Water Recycled and Reused
G4-EN15	Total Direct Greenhouse Gas Emissions by Weight
G4-EN16	Energy Indirect Greenhouse Gas (GHG) Emissions (Scope 2)
G4-EN17	Other Relevant Indirect Greenhouse Gas Emissions by Weight (Scope 3)
G4-EN18	Greenhouse Gas Emissions Intensity
G4-EN19	Reduction of Greenhouse Gas Emissions
G4-EN20	Emissions of Ozone-Depleting Substances
G4-EN21	NOx, SOx and Other Significant Air Emissions by Type and Weight
G4-EN22	Total Water Discharge by Quality and Destination
G4-EN23	Total Weight of Waste by Type and Disposal Method
G4-EN24	Total Number and Volume of Significant Spills

G4-EN25 Weight of Transported, Imported, Exported or Treated Waste Deemed Hazardous Under the Terms of the Basel Convention Annex I, II, III, and VIII, and Percentage of Transported Waste Shipped Internationally

G4-EN26 Identity, Size, Protected Status, and Biodiversity Value of Water Bodies and Related Habitats Significantly Affected by the Reporting Organization's Discharges of Water and Runoff

G4-EN27 Initiatives to Mitigate Environmental Impacts of Products and Services, and Extent of Impact Mitigation

G4-EN28 Percentage of Products Sold and Their Packaging Materials That Are Reclaimed by Category

G4-EN29 Monetary Value of Significant Fines and Total Number of Non-Monetary Sanctions for Non-Compliance

G4-EN30 Significant Environmental Impacts of Transporting Products and Other Goods and Materials for the Organization's Operations, and Transporting Members of the Workforce

G4-EN31 Total Environmental Protection Expenditures and Investments by Type

G4-EN34 Number of Grievances About Environmental Impacts Filed, Addressed, and Resolved Through Formal Grievance Mechanisms

Environmental

DMA EN Disclosure on Management Approach

Agilent is committed to conducting its business in an ethical, socially responsible, and environmentally sustainable manner by reporting performance and ensuring that production and operations meet or exceed relevant environmental legislation and regulations. We operate under a company-wide Environmental, Health and Safety Management System (EHSMS) that applies to our design, development, manufacturing, distribution, and sales and service operations worldwide. Agilent has demonstrated its effectiveness in managing environmental impact by maintaining an ISO 14001 registration of our EHSMS. EHSMS is a tool to drive continual improvement in environmental performance and pursuit of sustainability. We expect our suppliers to adhere to the same standard of environmental and social responsibility that we maintain, and our Supplier Environmental and Social Responsibility Code of Conduct requires suppliers to adopt sound environmental, health, and safety management practices.

Energy and Water
Agilent continues to focus on reducing energy and water consumption (normalized by space, headcount and from this year, greenhouse gas emissions). Improvements to operational efficiency include the implementation of energy and water saving projects and continued utility usage communication. Opportunities to install more efficient systems and those with a reduced carbon footprint are considered in facilities projects and the corporation has now taken a longer term view in terms of economic payback. Performance related to 10-year global objectives to reduce normalized energy and water consumption by 10 percent and 20 percent respectively is monitored quarterly.

Energy use is determined to be Agilent's most significant environmental aspect, consuming approximately 137,000 MWh (494,000 GJ) in FY17 (this amounts to about 59,000 MT of greenhouse gases). Consumption is primarily from the use of electricity (indirect) and gas or fuel oil for heating or on-site electricity generation (direct). Energy consumption is tracked quarterly against targets, and appropriate adjustments are implemented where possible. Energy consumption is normalized by the operating footprint (in sq. ft.), by headcount and revenue.

Agilent commissioned over 20 energy and water conservation projects at its major sites leading to a potential annual energy saving of about 6000 MWh (23000 GJ). Half of this comes from the replacement of traditional lighting with LED's at a number of Agilent's large sites which has the potential to reduce global electricity consumption by nearly 3000 MWh (11000 GJ). Other site projects include new boiler and chiller plant installations, modifications to air handling plant and other infrastructure modifications.

Globally, these reductions and the continued use of solar photovoltaic generation has effected a net offset of 4,490 MT of Greenhouse Gas Emissions.

In FY17, our energy reduction per square foot was 2.38 percent against a target of 3 percent (FY14 baseline). Agilent's energy reduction per site headcount was actually a massive 14 percent against the same 3 percent target which reflects a significant headcount increase at some of our sites in response to increased production demand. Increased production intensity at some sites resulted in an increase in local energy consumption but globally when factoring in headcount increases, there was a net reduction in energy use per headcount of 14 percent. FY17 saw a net reduction of 6 percent in consumption per $ annual revenue compared to last year.

Water use is also identified as one of Agilent's globally significant environmental aspects. Targets to monitor and reduce water usage, where possible, are tracked and reported on a quarterly basis. In FY17 the water consumption per square foot was reduced by 9 percent (and by 21 percent by headcount) against the 6 percent target and is well on track to meet the 20 percent reduction (FY14 baseline) over 10-years.

Waste

Agilent's FY17 waste management plan continued to work towards its target to divert wastes from landfill.

Agilent was close to its solid waste diversion goal of 90 percent, achieving an overall diversion rate of 88 percent. The goal of zero hazardous waste to landfill was nearly met with a diversion rate of 99 percent. The focus for FY18 includes an investigation of reduction opportunities at the most significant hazardous waste producing sites.

Products and Services

Agilent is committed to designing, manufacturing, and distributing environmentally responsible products. Environmental aspects are considered in the design, manufacture, distribution, use, obsolescence, disposal, recovery, and reuse of Agilent products. Our aim is to minimize the environmental impact of our products and operations by conforming to applicable regulations and to also proactively implement more sustainable practices in material selection and use for both product construction and consumables.

Agilent has developed an Environmental Compliance Framework to sustain and facilitate compliant product design, development, production, refurbishment, and support. Additional information on our environmental and social performance can be found at Agilent's Commitment to Environment and Social Responsibility (see https://www.agilent.com/environment/environment.shtml).

Agilent aims to minimize the environmental impact of our products and operations:

- Products are designed to be highly reliable to maximize their useful life.
- Maintenance and repair services extend the useful life of Agilent products.
- Customers benefit from product upgrade, trade-in and trade-up programs. When a customer no longer requires an Agilent product, we have implemented several options for reuse, re-manufacture, or take-back based on the product type and customer location to ensure the product is properly managed.
- Reuse programs are offered for selected products, also addressing requirements from the European WEEE (waste from electrical and electronic equipment) Directive.

Specific FY17 achievements include:

- 100 percent of new and existing product conversions for the EU market are ROHS compliant.
- Product changes to reduce REACH registration requirements from 5 to 3 substances.

Agilent contributes to the environment and sustainability not only by reducing the impact of its own products, but also by using its products to measure, analyze and mitigate the impact of chemicals in the environment. Agilent instruments can perform more than 800 different analytical applications and tests related to the environment. Other examples of such contribution are listed below:

Detecting Pollutants in Air: An Agilent GC/MS with Agilent deconvolution reporting software can screen for 171 volatile organic air pollutants within minutes.

Detecting Pollutants in Water: Agilent is working closely with customers to better identify and address the problem of pharmaceuticals and personal-care products like perfumes and cosmetics being present in water and the environment.

Making Children's Toys Safer: Phthalates are plasticizers used by manufacturers to make plastics more flexible, durable and softer. The U.S. Consumer Product Safety Commission limits their use in toys and child-care products. With Agilent FTIR analyzers and exclusive calibrated methods, laboratories can rapidly screen large numbers of parts and objects for phthalate content with little or no sample preparation. With the portable Agilent 4500 Series FTIR and the newly developed 4500 Polymer ID Package, labs can determine the chemical composition of a polymer in seconds.

Keeping Dioxins Out of Food: Agilent has developed a new method for dioxin analysis. Dioxins and dioxin-like compounds have been linked to developmental problems, immune system damage and cancer. These toxic compounds can be released into the environment during industrial processes such as metallurgy, cement production, pesticide manufacturing and waste incineration. Regulations in Europe, the United States and other countries require that food samples should be tested to detect dioxins and dioxin-like compounds at very low levels.

Combatting Dangers of Lead Poisoning: Exposure to lead can be toxic to humans. There is no known "safe threshold" of lead in the body, where it will not cause harm. Using Agilent equipment, U.S. researchers have developed a method for detecting heavy metals in urine by collecting metal-bound nanoparticles, and researchers in China have developed a novel method for measuring trace amounts of lead in environmental water and vegetable samples.

G4-EN3 Energy Consumption Within Organization

Worldwide Energy Consumption (unit GJ)	2015	2016	2017
Diesel	851	433	580
Propane	1,123	89	176
Solar	5,050	5,850	6,513
Electricity	360,806	353,441	351,501
Natural Gas	102,774	122,334	117,359
District Heating		17,021	21,490
Total	**470,604**	**499,168**	**497,620**

GRI Indicator	FY2015	FY2016	FY2017	Explanation
Total Fuel Consumption from Renewable Sources	5,050 GJ	5,850 GJ	6,513 GJ	Total energy consumption in-house solar generation
Total Fuel Consumption from Non-Renewable Sources	104,748 GJ	122,856 GJ	118,115 GJ	Includes all fuels (natural gas, propane) used for heating
Electricity Consumption	360,806 GJ	353,441 GJ	351,501 GJ	From grid electricity
Diesel for Electricity Generation	851 GJ	433 GJ	580 GJ	Diesel consumption for electricity at Manesar
Propane Consumption	1,123 GJ	89 GJ	176 GJ	Total direct energy consumption for propane
Total Indirect Energy Consumption	**Solar = 5,050 GJ** **Grid Elec. = 360,806 GJ**	**Solar = 5,850 GJ** **Grid Elec. = 353,441 GJ** **District Heat = 17021 GJ**	**Solar = 6,513 GJ** **Grid Elec. = 351,501 GJ** **District Heat = 21,490 GJ**	**All solar PV is consumed on site.** **District heating from waste incinerator in Denmark.**
Total Direct Energy Consumption	**Diesel = 851 GJ** **Natural Gas = 102,774 GJ** **Propane = 1,123 GJ**	**Diesel = 433 GJ** **Natural Gas = 122,334 GJ** **Propane = 89 GJ**	**Diesel = 580 GJ** **Natural Gas = 118,115 GJ** **Propane = 176 GJ**	**Includes all Scope 1 consumption**

G4-EN4 Energy Consumption Outside the Organization

Agilent energy consumption outside the company is grouped in three distinct categories:

GRI Indicator	FY2015	FY2016	FY2017
Upstream: Employee Commuting (Tonnes CO2e)	6,863	7,256	7,961
Upstream: Upstream Transportation and Distribution (Tonnes CO2)	60,527	116,387	111,874
Upstream Business Travel (Tonnes CO2)	21,131	27,470	24,127
Total external non-renewable energy consumption	**88,521**	**151,113**	**143,962**

- For stationary fuel consumption (i.e. natural gas) DEFRA 2016 standards are used. Details are available at http://www.ukconversionfactorscarbonsmart.co.uk.
- U.S. Employee fleet (no data for AP and EU Fleet) but other travel commuting is included for all regions and worldwide Employee Business Travel.

G4-EN5 Energy Intensity

GRI Indicator	FY2015	FY2016	FY2017
Energy Intensity Ratio	37 kWh/sqft	38 kwh/sqft	38 kwh/sqft
Kilowatt Hour (kWh)	129,171,983	137,037,653	137,142,455
Square Feet (sqft)	3,486,241	3,613,077	3,625,993
Metric Chosen to Calculate Ratio	kWh/sqft is our Intensity Metrics and is arrived at by dividing annual energy consumption by sites square footages		
Types of Energy Included	Electricity, Natural gas, Propane		
External Energy-Used Included	External Energy-Used Included		

G4-EN6 Reduction of Energy Consumption

Annualized reductions are theoretically based on the predicted reduction in electricity usage as a direct result of energy saving projects in FY17. The 20,500 GJ quoted is the total expected annualized reduction in usage and not the actual total realized in FY17 as these projects were completed over the duration of FY17. Reduction in kWh was estimated from site project calculations such as the reduction in power required for new vs installed equipment.

Legend:
- Energy saved by generation of onsite solar power (1000 GJ)
- Energy saved by increase in energy efficiency (1000 GJ)

Bar 1: 5 (solar), 2.7 (efficiency)
Bar 2: 6 (solar), 2.7 (efficiency)
Bar 3: 6.5 (solar), 20.5 (efficiency)

G4-EN7 Reduction in Energy Requirements of Products and Services

Agilent is working on improving the energy efficiency of selected products/product families including instruments with high energy consumption.

Besides Intuvo 9000 GC System, Agilent has products with energy saving design such as 5110 ICP-OES/4210 MP-AES, Cary 60 UV-Vis and IDP Dry Scroll Pumps. They add and align our strategy from last year, that most of the energy savings achieved are based on two key factors:

- The increased type and volume of tests that can be conducted, thus increasing tests per watt.

- Enhanced existing product features, thus bringing more measurement capabilities to the same product footprint.

Agilent provides solutions for the environmental measurement market and helps customers in areas like air analysis and monitoring, environmental exposure, water analysis as well as the analysis of soils, sludges and sediments. Agilent will continue to look for opportunities to improve the environmental performance of our products as part of the continuous improvement strategy of our EHS management system (ISO 14001 certificate).

G4-EN8 Total Water Withdrawal by Source

Water Withdrawal (unit 1000 Cubic Metres)	2015	2016	2017
Ground Water	171	155	173
Municipal Water Supplies or Other Utilities	299	296	311
Total	**470**	**451**	**484**

G4-EN9 Water Sources Significantly Affected by Withdrawal of Water

Most of our manufacturing sites' water comes directly from the city water supply. However, the following sites draw some water from the local aquifer: Manesar (India); Torino (Italy). Of those sites, Manesar withdrew about 27,000 cubic meters and Torino withdrew about 146,000 cubic meters in FY17, making this a global total groundwater withdrawal of about 173,000 cubic meters.

G4-EN10 Percentage and Total Volume of Water Recycled and Reused

No noted significant water recycling has been noted for FY17.

G4-EN15 Total Direct Greenhouse Gas Emissions by Weight

GRI Indicator	FY2016	FY2017
Indicate the standard used, and indicate the methodology associated with the data with reference to: direct measurement; calculation based on site specific data; calculation based on default data; estimations.	Refer to EN3 notes	Refer to EN3 notes
Total Direct (Scope 1) greenhouse gas emissions in metric tons of CO2 equivalent	**6,732**	**8,196**

Worldwide (Metric Kilotons CO2e)	2015	2016	2017
Direct Greenhouse Gas Emissions (Scope 1)	9.3	6.7	8.2
Indirect Greenhouse Gas Emissions (Scope 2)	49.6	52	51.3
Total Greenhouse Gas Emissions	**58.9**	**58.7**	**59.5**

Total Direct & Indirect Greenhouse Gas Metric Kiloton CO2e

Legend:
- ■ Indirect greenhouse gas emissions (Scope 2)
- ■ Direct greenhouse gas emissions (Scope 1)

	2015	2016	2017
Indirect (Scope 2)	49.6	52	51.3
Direct (Scope 1)	9.3	6.7	8.2
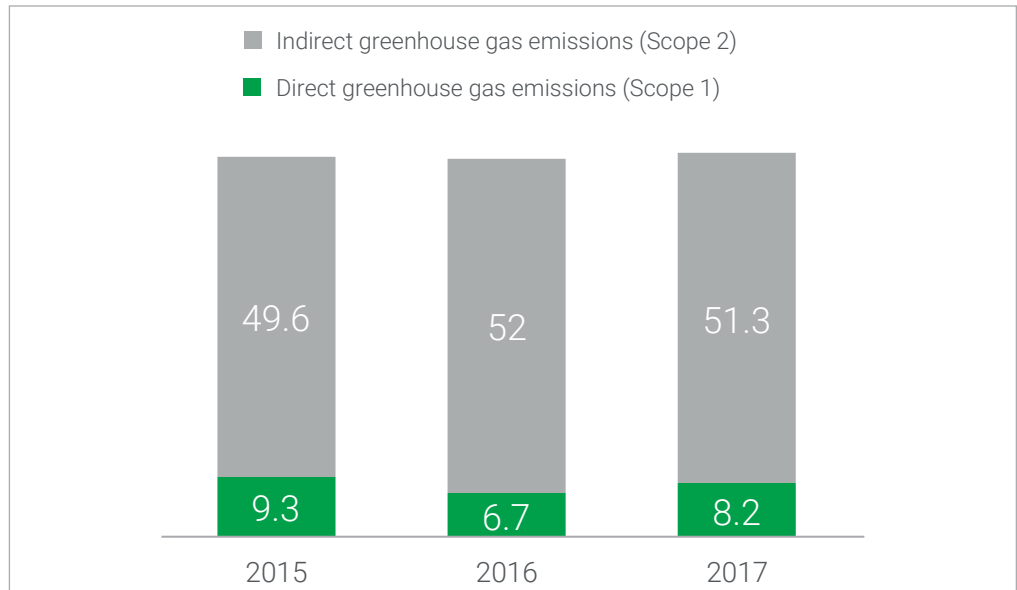
G4-EN16 Energy Indirect Greenhouse Gas (GHG) Emissions (Scope 2)

GRI Indicator	FY2016	FY2017
Indicate the standard used, and indicate the methodology associated with the data with reference to: direct measurement; calculation based on site specific data; calculation based on default data; estimations.	Refer to EN3 notes	Refer to EN3 notes
Total Scope 2 greenhouse gas emissions in metric tons of CO2 equivalent	51,982	51,291

G4-EN17 Other Relevant Indirect Greenhouse Gas Emissions by Weight (Scope 3)

GHG Emissions (in metric tons CO2 equivalent):

	2015	2016	2017
Total Direct (Scope 1)	9,321	9,993	8,196
Total Indirect (Scope 2)	49,644	51,982	51,291
Total Scope 3	88,520	151,103	143,962
Total GHG Emissions	**147,485**	**211,078**	**203,448**

GRI Indicator	FY2015	FY2016	FY2017
Scope 3 Emissions from U.S. Fleet Program Identified in Metric Tons of CO2	6,862	7,256	7,961
Scope 3 Emissions from Agilent Employee Business Travel Identified in Metric Tons of CO2 Equivalent	21,131	27,460	24,127
Scope 3 Emissions MT CO2e FedEx DHL Freight and Forwarding DHL Express tCO2e KWE tCO2	15,829 32,343 12,355	22,437 27,564 6.336 60,050	8,777 34,533 6,822 61,742
Total Scope 3	**88,520**	**151,103**	**143,962**
Scope 1 & Scope 2 emissions metric tons of CO2 equivalent	58,965	58,714	59,486
Total GHG Emission (Scope 1 + Scope 2 + Scope 3)	**147,485**	**209,817**	**203,448**

GRI Indicator	FY2015	FY2016	FY2017
Upstream: Employee Commuting (T CO2e)	6,863	7,256	7,961
Upstream: Upstream Transportation and Distribution (Tonnes CO2)	60,527	116,387	111,874
Upstream Business Travel (Tonnes)	21,131	27,470	24,127
Total External Non-renewable Energy Consumption	88,521	151,113	143,962

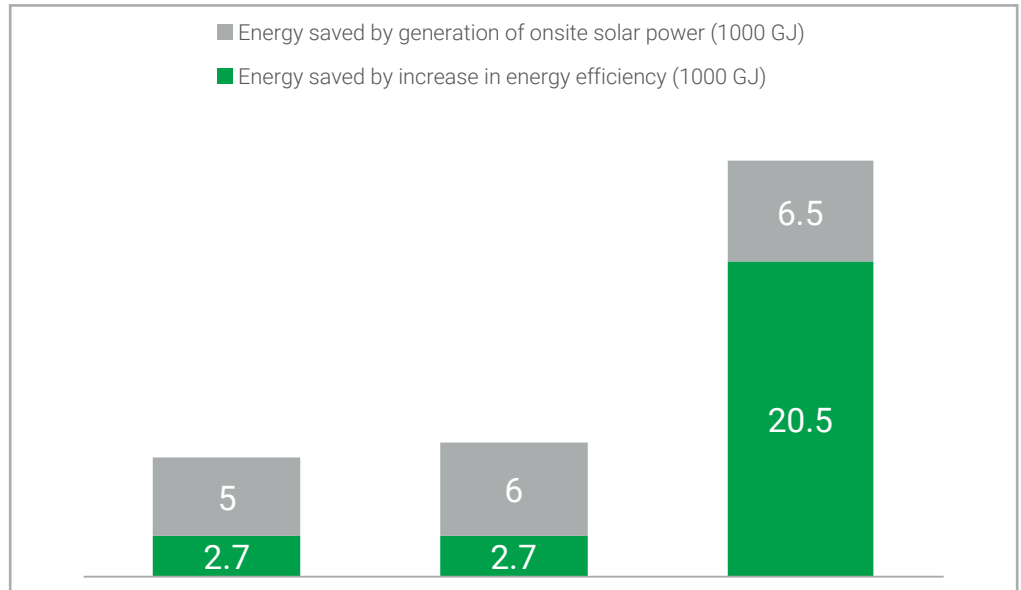**G4-EN18** Greenhouse Gas Emissions Intensity

GRI Indicator	FY2015	FY2016	FY2017	Description
Greenhouse Gas Emission Intensity Ratio	0.0169 mt/sqft	0.0166 mt/sqft	0.0162 mt/sqft	Metric Tons per site square footage
Metric Chosen to Calculate Ratio	Metric Tons per site square footage	Metric Tons per site square footage	Metric Tons per site square footage	Metric Tons per site square footage is our intensity metric and is arrived at by dividing total greenhouse gases emission by sites' square footages
Types of GHG Emission Included	Scope 1 and Scope 2	Scope 1 and Scope 2	Scope 1 and Scope 2	Scope 1 and Scope 2

G4-EN19 Reduction of Greenhouse Gas Emissions

	2015	2016	2017
Total GHG Reductions (Metric Tonne)	720	940	4,490

GHG emission reduction initiatives include site infrastructure projects to replace heating and ventilation equipment as well as the continued use of on-site solar PV installations.

Annualized reductions are theoretical based on the predicted reduction in electricity usage as a direct result of over 20 energy saving projects in FY17. The 6,000 MWh or 23,000 GJ (3,500 MT GHGe) is the total expected annualized reduction in usage and not the actual total realized in FY17 as these projects were completed over the duration of FY17.

Globally, 3 on-site solar PV systems amounting to a net offset of 1,800 MWh (6,500 GJ) and 990 MT GHGe (actual).

The greenhouse gas emissions reduction to be achieved from projects during the reporting period as a direct result of the initiatives is 4,490 MT CO_2e. This Scope 2 CO_2e reduction is made up of 3,500MT from projects and 990 MT from on-site solar PV generation.

G4-EN20 Emissions of Ozone-Depleting Substances

Agilent does not use, produce, import, or export Ozone Depleting Substances (ODS) prohibited under the Montreal Protocol on Substances that deplete the ozone layer.

Agilent Technologies eliminated chlorofluorocarbons (CFCs), carbon tetrachloride, and 1,1,1-trichloroethane use in worldwide manufacturing processes in 1993. Agilent has also eliminated Class I ODSs in its air conditioning systems, process chillers and environmental chambers. ODSs are banned from Agilent products. There are no Agilent products that need the ODS labeling required by 42 U.S.C. 7671j (b), (c) and (d) and 40 CFR Part 82, Subpart E. Procurement practices are in place to prevent the inadvertent reintroduction of ODSs into processes where they have been eliminated.

Procurement practices are in place to prevent the inadvertent reintroduction of ODSs into processes where they have been eliminated.

Agilent Technologies also has a program to conserve, recycle and prevent emissions of Class I ODSs and Class II ODSs used in Agilent owned equipment in its facilities worldwide.

G4-EN21 NOx, SOx and Other Significant Air Emissions by Type and Weight

Agilent has started to report direct NOx emissions in FY15.

	FY2015	FY2016	FY2017
NOx emissions	1,262 MT	927 MT	1,082 MT

We do not track SOx, hazardous air pollutants (HAP) and volatile organic compound (VOC) emissions.

G4-EN22 Total Water Discharge by Quality and Destination

Water discharge is not tracked separately and is almost directly linked to the site water consumption. Some sites do have small waste treatment facilities where waste water is discharged and subject to strict compliance expectations. More concentrated aqueous wastes are collected separately and disposed appropriately as hazardous wastes.

G4-EN23 Total Weight of Waste by Type and Disposal Method

The data is based on fiscal year (November 2016– October 2017) and includes both solid and hazardous waste. Agilent waste management program achieved its goal of establishing waste diversion from landfill goals and reduce waste disposal liability by reducing the total number of hazardous waste vendors. Agilent was close to its solid waste diversion goal of 90 percent achieving an overall diversion rate of 88 percent. The zero hazardous waste to landfill target was almost met, achieving a 99 percent diversion rate. The focus for FY17 included an investigation of reduction opportunities at the most significant hazardous waste producing sites. Waste data is also attested by independent third party Trucost. Attestation statement is available in section G4-33.

GRI Indicator	Agilent Data
The total amount of waste (hazardous & non-hazardous) in tons by type for composting.	Hazardous = 0, Non-hazardous = 152
The total amount of waste (hazardous & non-hazardous) in metric tons by type for reuse.	0
The total amount of waste (hazardous & non-hazardous) in metric tons by type for recycling.	Hazardous = 1,342, Non-hazardous = 1,599
The total amount of waste (hazardous & non-hazardous) in metric tons by type for recovery.	0
The total amount of waste (hazardous & non-hazardous) in metric tons by type for incineration (or use as fuel).	Hazardous = 573, Non-hazardous = 276
The total amount of waste (hazardous & non-hazardous) in metric tons by type for landfill.	Hazardous = 40, Non-hazardous = 273
The total amount of waste (hazardous & non-hazardous) treated in metric tons.	Hazardous = 2,169, Non-hazardous = 0

GRI Indicator	Agilent Data
The total amount of waste (hazardous & non-hazardous) in metric tons by type for on-site storage.	0
The total amount of waste (hazardous & non-hazardous) in metric tons by type for other (to be specified by the reporting organization).	Total Hazardous Waste (metric tons): Treated = 2,169, Incinerated = 573, Land filled = 40, Recycled = 1,342 Total = 4,125 Total Non-hazardous Waste (metric tons: Composting = 152, Recycled = 1,599, Land filled = 273, Incinerated = 275 Total = 2,300 Total (Hazardous + Non-hazardous) = 6,426 (metric tons)
How the method of disposal has been determined.	Hazardous waste disposal methods—treated, incinerated, land filled and recycled. Non-hazardous waste disposal methods—recycled, land filled and incinerated.

Notes:

- Total waste produced is calculated by adding total chemical waste and total solid waste tonnage. Total waste calculated based on fiscal year (November 2016 – October 2017).

- Chemical waste refers to chemical materials designated for final disposition that exhibit characteristics that are hazardous or dangerous per local regulatory requirements. This refers to materials that are shipped offsite for treatment, recycling, incineration and landfill; and excludes electronic waste.

- Solid waste refers to waste that is not included in chemical waste or excess electronic equipment (e.g., garbage/trash, paper, cardboard, glass and furniture, and construction debris).

G4-EN24 Total Number and Volume of Significant Spills

In FY17 there were no significant spills at Agilent sites or caused by Agilent operations.

G4-EN25 Weight of Transported, Imported, Exported or Treated Waste Deemed Hazardous Under the Terms of the Basel Convention Annex I, II, III, and VIII, and Percentage of Transported Waste Shipped Internationally

Not applicable. Currently we do not have any trans-boundary waste shipments under the Basel Convention and didn't in 2017.

G4-EN26 Identity, Size, Protected Status and Biodiversity Value of Water Bodies and Related Habitats Significantly Affected by the Reporting Organization's Discharges of Water and Runoff

No value of water bodies and related habitats are impacted by any discharges of water or runoff by Agilent's operations.

G4-EN27 **Initiatives to Mitigate Environmental Impacts of Products and Services, and Extent of Impact Mitigation**

Agilent Technologies is committed under our corporate citizenship program to conduct business in an ethical, socially responsible and environmentally sustainable manner.

The General Specification for the Environment (GSE) must be followed by all our suppliers. As a new initiative it has been decided to update the GSE twice a year to strengthen the phaseout of all Substances of Very High Concern (SVHC) in our products wherever possible. Our Design for the Environment Guidelines is used to help minimize the environmental impacts of product packaging. Agilent Technologies has a RoHS and WEEE Program with close contact to suppliers to meet the legal requirements for restriction of hazardous substances and expectations from our customers.

Agilent is working to improve the energy efficiency of selected products/product families including instruments with high energy consumption.

Initiatives to mitigate the most significant environmental impacts of products/service groups:

- Agilent's Supplier Code of Conduct Policy ensures compliance with Environmental, Health, Safety, and Social Responsibility (EHSSR) guidelines throughout our supply chain. Our suppliers are also accountable for ensuring that their subcontractors comply with Agilent's EHSSR guidelines, with the responsibility for taking corrective action as necessary.

- Agilent implemented due diligence practices following the EICC standard to meet requirements of the Dodd-Frank Wall Street Reform and Consumer Protection Act commonly known as conflict minerals. Agilent met the annual reporting requirements of the U.S. Securities and Exchange Commission in 2014. Agilent's Supplier Code of Conduct Policy was updated to include the expectation that "suppliers shall take reasonable measures to ensure that products, parts, components and materials supplied to Agilent are DRC (Democratic Republic of Congo) conflict free" as that term under Section 1502 of the Dodd-Frank Act.

- Agilent continued robust communication of its General Specification for the Environment (GSE) with its strategic suppliers. This effort enables Agilent and its suppliers to comply with major environmental regulations on material use, product packaging and labeling. Agilent's two strategies to drive restricted substance elimination are:
  - Communication of our GSE restrictions to our product designers and suppliers
  - Verification that selected suppliers meet Agilent's GSE requirements

G4-EN28 Percentage of Products Sold and Their Packaging Materials That Are Reclaimed by Category

Agilent's Remarketing Solutions Division is dedicated to recovering older instruments for the purpose of resale. For a certain segment of our customers (start-ups, academics, etc.), these pre-owned instruments offer a competitively priced alternative to buying a new instrument. As a company, we are using fewer environmental resources to manufacture new products to meet this customer demand. For more detail, see Premium Refurbished Instruments.

Agilent offers a variety of trade-in programs specifically designed to help customers safely dispose of or recycle used instrumentation. The program is currently deployed in several countries, with the expansion of these programs being considered wherever possible.

G4-EN29 Monetary Value of Significant Fines and Total Number of Non-Monetary Sanctions for Non-Compliance with Environmental Laws and Regulations

In FY17, Agilent reported a total of 10 alleged regulation compliance violations. One incident resulted in monetary fines or penalties.

G4-EN30 Significant Environmental Impacts of Transporting Products and Other Goods and Materials for the Organization's Operations, and Transporting Members of the Workforce

Agilent is working with leading global freight and logistics companies to minimize the environmental impact of transporting goods and services. In FY17, we reported our greenhouse gases emissions from freight and logistics providers as data in G4-EN17.

To reduce negative environmental impacts due to employee business travel and commuting for work, Agilent utilizes telepresence conference facilities in 30 locations worldwide. In addition, Agilent is focusing on enhancing our data reporting on employee fleet greenhouse gas emissions in the coming year. Some Agilent sites provide pollution control checks for employee vehicles at regular intervals. Agilent also offers flexible work arrangements where employees can work from home and utilize online conference and meeting services to limit travel requirements.

G4-EN31 Total Environmental Protection Expenditures and Investments by Type

Currently we are unable to report this number. Agilent is investigating a process to obtain this information for future reporting.

G4-EN34 Number of Grievances About Environmental Impacts Filed, Addressed and Resolved Through Formal Grievance Mechanisms

For FY17, there were no grievances raised.

Social: Labor Practices and Decent Work Indicators

DMA LA   Disclosure on Management Approach

G4-LA1   Total Number and Rates of New Employee Hires and
Employee Turnover by Age Group, Gender and Region

G4-LA2   Benefits Provided to Full-Time Employees That Are Not
Provided to Temporary or Part-Time Employees, by
Major Operations

G4-LA3   Return to Work and Retention Rates After Parental Leave,
by Gender

G4-LA4   Minimum Notice Period(s) Regarding Significant
Operational Changes, Including Whether It is Specified in
Collective Agreements

G4-LA5   Percentage of Total Workforce Represented in Formal
Joint Management-worker Health and Safety Committees
That Help Monitor and Advise on Occupational Health and
Safety Programs

G4-LA6   Type of Injury, Rates of Injury, Occupational Diseases, Lost
Days, and Absenteeism, and Number of Work-Related
Fatalities by Region and Gender

G4-LA7   Workers with High Incidence or High Risk of Diseases Related
to Their Occupation

G4-LA8   Health and Safety Topics Covered in Formal Agreements
with Trade Unions

G4-LA9   Average Hours of Training Per Year Per Employee by Gender
and by Employee Category

G4-LA10 Programs for Skills Management and Lifelong Learning That Support the Continued Employability of Employees and Assist Them in Managing Career Endings

G4-LA11 Percentage of Employees Receiving Regular Performance and Career Development Reviews, by Gender

G4-LA12 Composition of Governance Bodies and Breakdown of Employees Per Employee Category According to Gender, Age Group, Minority Group Membership and Other Indicators of Diversity

G4-LA13 Ratio of Basic Salary and Remuneration of Women to Men by Employee Category, by Significant Locations of Operation

G4-LA16 Number of Grievances About Labor Practices Filed, Addressed and Resolved Through Formal Grievance Mechanisms

Social: Labor Practices and Decent Work Indicators

DMA LA Disclosure on Management Approach

Agilent conducts its business with uncompromising integrity and promotes human rights within the company's sphere of influence. See Agilent's Human Rights and Labor Policy.

Agilent is positioned to become a leader in innovation, creativity, problem-solving, and organizational flexibility. As a company, we must be able to address work/life balance challenges and leverage diverse perspectives, talents, and teams to meet this global challenge. The work force demographics are changing in most countries and the competition to attract and retain top talent is increasing. Global competitiveness will not be achieved merely by designing, manufacturing, marketing, and selling superior products. Agilent strives to develop and apply excellent global people skills around the world.

We are in tune with the changing global economic marketplace and work to ensure that our policies and practices support our core beliefs and values, our guiding principles, and our goals to make Agilent a best place to work for every employee. The company policies and practices support global diversity and inclusion and work/life success.

Agilent is committed to creating a diverse work environment and is proud to be an equal opportunity employer.

Occupational Health and Safety
Agilent Technologies operates under a company-wide environmental, health and safety management system (EHSMS) that applies to Agilent design, development, manufacturing, distribution, and sales and service operations worldwide. The purpose of Agilent's EHSMS is to implement the Environmental Health and Safety Policy. The EHSMS provides a framework for Agilent's business operations to make decisions regarding their environmental and Occupational Health and Safety (OHS) activities in response to changing internal and external factors. The EHSMS is supported by key processes focused on planning, implementation and operation, checking and corrective action, and management review.

Agilent reviews its OHS aspects annually. Each region conducts their own local reviews and these are consolidated into a Global OHS aspects and impacts register. Those OHS aspects that attain the highest (risk) scores are either assigned objectives and targets for the current year or, if they are business fundamentals, will have associated programs established to ensure compliance and   implementation of risk-based management approaches. Performance related to these objectives and programs are monitored and reported to senior management at least quarterly, and are identified in quarterly business reviews. Formal Management Reviews are held twice annually to report current OHS performance to senior management. Any deviations from target are noted, and corrective actions or changes to strategies are identified for approval.

Training and Education
At Agilent, employees develop individually and collectively to enhance their skills and knowledge, to achieve current business objectives, and prepare for the challenge of future business objectives. Development is a key lever to achieve the organizational capability that Agilent needs for current and future growth and success.

Employee development at Agilent is a collaborative process between a manager and an employee. Agilent managers are accountable for assessing employee performance on behalf of the company and supporting the development of employees over time.

The following approaches to employee development are used at Agilent, and are provided based on business need. We recommend employees choose a blend of learning approaches that feature employees learning while doing their day-to-day jobs.

- Work Assignments: Challenging jobs, special assignments, project initiatives, and job rotations. Every work assignment is a potential development experience.
- Learning from Others: Coaching, mentoring, and networking with internal and external people with experience or expertise.
- Training/learning: Specific technical and business skill development provided internally by Agilent or externally by qualified educational institutions via a classroom, online, or self-study format.
- Develop a sponsor, mentor, coaching relationship: Internal top performers have found that informal mentoring or sponsoring relationships are very helpful.
- Increase visibility/network: Look for opportunities to attend meetings in other parts of the organization. Request stretch assignments, projects that provide a new perspective on work and collaborative opportunities in other parts of the organization.

Agilent aligns with ISO 26000 standards and guidance as part of our social responsibility practices. As such, Agilent's Labor and Employee policies and processes align with ISO core subjects: Organizational Governance 6.2, Human Rights 6.3, and Labor Practices 6.4.

G4-LA1 **Total Number and Rates of New Employee Hires and Employee Turnover by Age Group, Gender and Region**

Agilent aligns with ISO 26000 standards and guidance as part of our social responsibility practices. As such, Agilent's Labor and Employee policies and processes align with ISO core subjects: Organizational Governance 6.2, Human Rights 6.3, and Labor Practices 6.4.

FY17 data is as following:

Total Number of New Employee Hires Entering Employment During the Reporting Period Broken Down by Gender	# Male / Female	% Male / Female
2,177	1,330 / 847	61.12% / 38.88%

Total number and percentage of new employee hires entering employment during the reporting period broken down by age group:

New Employee Hires	Number	% of Total
Under 30 years of age	855	39.27%
Between 30–50 years of age	1,129	51.86%
Greater than 50 years of age	193	8.87%

Total number and percentage of new employee hires entering employment during the reporting period broken down by region:

Region	Number	% of Total
Americas	648	29.77%
Asia Pacific	946	43.45%
Europe	583	26.78%

Total number of employees leaving employment during the reporting period broken down by gender:

Employees Leaving by Gender	# Male / Female	% Male / Female
982	598 / 384	60.90% / 39.10%

Percentage of employees leaving employment during the reporting period broken down by age group:

Employees Leaving by Age Group	Number	% of Total
Rate under 30 years of age	219	22.3%
Rate 30–50 years of age	497	50.61%
Rate Over 50 years of age	266	27.09%

Total number of employees leaving employment during the reporting period broken down by region:

Region	Number	% of Total
Americas	342	34.83%
Asia Pacific	390	39.71%
Europe	250	25.46%

G4-LA2 Benefits Provided to Full-time Employees That Are Not Provided to Temporary or Part-Time Employees, by Major Operations

Generally, part-time employees who meet minimum requirements for benefits eligibility are eligible for the same benefits as full-time employees. Benefits and eligibility requirements vary by country.

Agilent aims to deliver a rewards portfolio that is competitive with life sciences, diagnostics and applied markets companies, representative of the diverse industries and markets within which Agilent operates.

Our rewards are offered to eligible employees and comply with local legal requirements. Our Total Pay program includes base pay; variable pay, such as the Agilent Results Bonus and Individual Performance Bonus; and sales incentive compensation.

Pay is differentiated based on company and individual performance. Benefits such as health and welfare benefits, retirement plans, and time off provide a foundation to support employee well-being and financial security.

Equity programs align employee and shareholder interests. Programs include an Employee Stock Purchase Plan and long-term incentives such as restricted stock units.

G4-LA3 Return to Work and Retention Rates After Parental Leave, by Gender

Agilent offers parental leave benefits and provides a broad range of programs and activities to help employees manage commitments in their work and personal life. By offering programs that can be used to address a wide range of needs, Agilent hopes to provide employees with the flexibility and opportunity to select and use services and solutions that they prefer.

- Flexible Work Arrangements: Some Agilent employees use alternatives to traditional Monday through-Friday work arrangements. These include part-time, telecommuting, job-shares, and variable work schedules.
- Flexibility Practices: Agilent is proud of its heritage of providing flexible work hours for employees. Agilent's Flexible Time Off (FTO) program lets employees use paid time off for vacation, personal business, and illness.
- Dependent Care Resource and Referral: Agilent provides a variety of resource and referral services for employees who have dependent care responsibilities for children, elders, people with disabilities, and others. Our goal is to help employees meet dependent care responsibilities so they can achieve their business objectives while they are at work. Centralized programs and information aim to provide support to all of Agilent. Local entities may choose to make additional dependent care investments in locations where community-based services are inadequate and business objectives are impacted.
- Magellan Assist (U.S.): Agilent offers data sheets available worldwide providing information on a broad range of work/life challenges plus consulting and written materials.
- Mother's Room: Some Agilent facilities offer a "mother's room" to support new moms returning to work, and the nursing needs of their babies.
- Quiet Room: Some Agilent facilities offer a "quiet room" to support employees who need a break, respite, or quiet time.

G4-LA4 Minimum Notice Period(s) Regarding Significant Operational Changes, including Whether It Is Specified in Collective Agreements

Agilent meets all applicable laws, regulations, and standards where we do business.

G4-LA5 Percentage of Total Workforce Represented in Formal Joint Management-Worker Health and Safety Committees That Help Monitor and Advise on Occupational Health and Safety Programs

Health and Safety committees are an integral part of EHS processes at our sites and help drive continuous improvement in support of Agilent's ISO certifications and Environmental, Health, and Safety Management System.

G4-LA6 Type of Injury, Rates of Injury, Occupational Diseases, Lost Days, and Absenteeism, and Number of Work-related Fatalities by Region and Gender

In Agilent's Environmental Health and Safety function, we believe that people who feel well do well. EHS programs are committed to creating safe work environments, providing training, and engaging our employees in health-promotion activities so that they can work injury-free and illness-free.

Agilent EHS records and investigates work-related injuries and illnesses to identify root causes and apply appropriate corrective and preventive actions. Agilent's record keeping process aligns with the U.S. OSHA Injury/Illness Record keeping regulations and reports on Occupational Recordable (IR) and Lost Work Day Case Rates (LWDCR). Both metrics (IR and LWDCR) have remained relatively stable over the past five years and continue to benchmark favorably relative to Agilent competitors and industry leaders.

Agilent Occupational (IR) Rate Globally 2017 – 0.29;

Agilent Occupational (LWDCR) Rate Globally 2017 – 0.12;
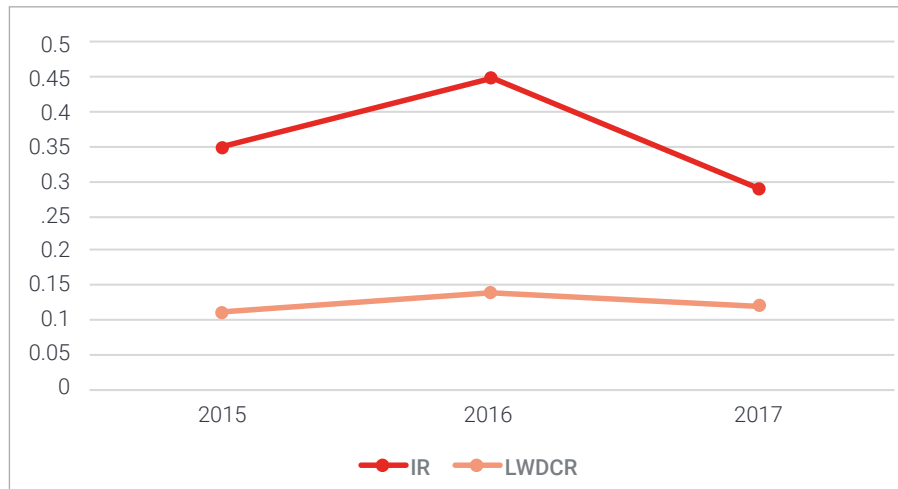
G4-LA7 Workers with High Incidence or High Risk of Diseases Related to Their Occupation

Agilent does not have workers with high incidence or high risk of work-related disease.

Agilent provides a number of programs and educational opportunities aimed at managing serious diseases and medical situations for employees as well as family and community members whenever outbreaks or pandemic events such as Avian Flu or SARS are identified by public health agencies. Agilent EHS standards maintain employee exposure levels for harmful agents in the workplace well below regulatory requirements. Agilent provides training to employees as a precautionary measure to prevent blood borne diseases. Agilent Workplace Services has both Emergency Action and Disaster Recovery Plans that address serious medical events or disease outbreaks (e.g., pandemic events).

The Agilent Human Resources and Benefits organizations provide comprehensive health care plans to employee and family members to assist in managing their personal medical needs. These plans include counseling services and risk-based health coaching.

G4-LA8 Health and Safety Topics Covered in Formal Agreements with Trade Unions

As required at a country level, Health and Safety topics are included for discussion with local worker councils or trade unions. Health and Safety committees are an integral part of EHS processes at our sites and help drive continuous improvement in support of Agilent's ISO certifications and Environmental, Health, and Safety Management System.

G4-LA9 Average Hours of Training Per Year Per Employee by Gender and by Employee Category

Training at Agilent takes several forms: face-to-face classroom experiences, on-the-job learning, virtual classroom events and self-paced e-learning.

The training and development programs offered at Agilent are many, including New Employee Orientation, Leadership Development, Product and Technology Training, Employee Safety and Security, Legal and Ethical Concerns, and Standards of Business Conduct. To encourage learning occurring anywhere, anytime for our globally distrib-uted workforce, we continue to make self-paced e-learning available in many of these topics 24 hours a day/seven days a week.

In 2017, approximately 99 percent of our Agilent employees completed training activities (with over 130,000 documented instances of training, including over 120,000 self-paced online course completions).

	America	Asia/Pacific	European	Total
Hours Training	141,032	194,747	92,497	428,276
Total Employee	4,784	4,977	3,608	13,369
Average Hour of Training	29	39	26	32

G4-LA10 Programs for Skills Management and Lifelong Learning That Support the Continued Employability of Employees and Assist Them in Managing Career Endings

Agilent is committed to providing an environment in which employees can expand their knowledge, develop new skills, and contribute their best work.

Our culture of continuous development instills in our employees the behaviors that bring our values to life every day. We encourage our people to stay up-to-date on current research and technology while enhancing their current skills and growing new skills to meet future needs; we also put special emphasis on training managers at all levels to effectively communicate, role model, and reinforce our values and culture. This includes imparting the importance of continuous learning in others. On average, our employees completed over 31 hours of training each in the last year.

Employees access learning opportunities in several key areas. Our Development Now portal is a resource center with videos, guided online activities, classes, and other professional development resources available to all our employees globally. This unique training platform allows employees and managers to build leadership and professional skills that align with their daily work and Agilent's expectations. In addition, we have a number of function and job-specific portals to help employees build their expertise in their technical and job-related skills. This includes all our Academy portals such as Sales Academy, Marketing Academy, Service Academy, Finance Academy and Order Fulfillment Academy. Within each of these academies, we offer classroom training to build depth and practice key skills; online learning to help create a foundation and learn the basics; virtual training to help connect the foundational concepts to real-world application; self-study materials to help with reinforcement; recorded videos to learn from experts as well as specific processes required for the job; and social collaboration and mentoring to support one another in developing the required capabilities.

In addition to structured internal learning programs, we also have an Educational Assistance program that provides financial or other assistance for employees to take external academic classes or complete an academic degree program relevant to Agilent's business needs.

Our investment in our people's growth is an investment in our business and in the retention of our competitive advantage, our edge and top talents.

G4-LA11 Percentage of Employees Receiving Regular Performance and Career Development Reviews, by Gender

One hundred percent of Agilent employees receive regular performance reviews.

G4-LA12 Composition of Governance Bodies and Breakdown of Employees Per Employee Category According to Gender, Age Group, Minority Group Membership and Other Indicators of Diversity

Total number of employees:

Total Number	# Male/Female
13,955	8,617/5,331

Percentage of employees by gender:

Employee Gender	% of Total
Male	63%
Female	37%

The percentage of employees by age group (under 30; 30–50; over 50):

Total Number	% of Total
% Under 30 years of age	12%
% 30-50 years of age	59%
% Over 50 years of age	29%

Percentage of individuals within the organization's governance bodies by gender:

Board Members	% of Total
Male/Female	80%/20%
Under 30 years of age	0%
Between 30-50 years of age	0%
Greater than 50 years of age	100%

Total number of managers by gender:

Total Number	# Male/Female
1,661	1,188/473

Percentage of managers by gender:

Employee Gender	% of Total
Male	72%
Female	28%

G4-LA13 Ratio of Basic Salary and Remuneration of Women to Men by Employee Category, by Significant Locations of Operation

The following data indicates the salary ratio of men to women by employee category. The ratios shown were calculated by determining the average comparative ratio (compa-ratio) of pay for men and women in each employee category, then dividing the average compa-ratio for men by the average compa-ratio for women. Compa-ratio indicates an individual's pay position versus the mid-point of the pay range for the assigned job. Within Agilent, three major employee categories are Individual Contributor A (ICA; typically non-exempt positions), Individual Contributor B (ICB; typically exempt positions) and People Manager (PM). Senior Managers are the senior level people managers in the organizations.

Employee Category	Ratio of Average Compa-Ratio Men/Women
ICA	0.99
ICB	1.01
PM	1.02
Senior Management	1.02

G4-LA16 Number of Grievances About Labor Practices Filed, Addressed and Resolved Through Formal Grievance Mechanisms

This information is Agilent confidential.

DMA HR   Disclosure on Management Approach

G4-HR1   Percentage and Total Number of Significant Investment Agreements and Contracts That Include Human Rights Clauses or That Have Undergone Human Rights Screening

G4-HR2   Total Hours of Employee Training on Policies and Procedures Concerning Aspects of Human Rights That Are Relevant to Operations, Including the Percentage of Employees Trained

G4-HR3   Total Number of Incidents of Discrimination and Corrective Actions Taken

G4-HR4   Operations and Significant Suppliers Identified in Which the Right to Exercise Freedom of Association and Collective Bargaining May Be at Significant Risk, and Actions Taken to Support These Rights

G4-HR5   Operations and Significant Suppliers Identified as Having Significant Risk for Incidents of Child Labor, and Measures Taken to Contribute to the Elimination of Child Labor

G4-HR6   Operations and Significant Suppliers Identified as Having Significant Risk for Incidents of Forced or Compulsory Labor, and Measures to Contribute to the Elimination of All Forms of Forced or Compulsory Labor

G4-HR7   Percentage of Security Personnel Trained in the Organization's Policies or Procedures Concerning Aspects of Human Rights That Are Relevant to Operations

G4-HR8   Total Number of Incidents of Violations Involving Rights of Indigenous People and Action Taken

G4-HR11   Significant Actual and Potential Negative Human Rights Impacts in the Supply Chain and Actions Taken

G4-HR12   Number of Grievances Related to Human Rights Filed, Addressed, and Resolved Through Formal Grievance Mechanisms

Social: Human Rights

DMA HR Disclosure on Management Approach

Agilent's Human Resources function enables Agilent to attract, engage, develop and reward the best talent to be #1 in analytical labs and targeted diagnostics segments. We deliver a portfolio that is competitive with life sciences, diagnostics and applied markets companies, representative of the diverse industries and markets within which Agilent operates. Agilent is committed to creating a diverse work environment and is proud to be an equal opportunity employer.

How We Achieve Above Objective/Management Approach

- Our People: We seek and employ the most talented workforce to help us achieve amazing results. As a global company, Agilent enjoys the diversity of cultural and individual perspectives held by our employees. Much of Agilent's success is rooted in the diversity of its people and the commitment of those people to inclusion. Our employees' different backgrounds are valued by both customers and employees.

- Our Values and Culture: Our values and culture makes Agilent a place where we want to spend our time. You can see and feel our values in the workplace. Agilent's six values are the core foundation of our company: innovation and contribution, uncompromising integrity, trust respect and teamwork, speed, focus, and accountability. Our values are the basis for every decision we make and every action we take, no matter where we are located.

- Development Opportunities: As part of the next generation of innovators and business leaders, our employees deliver solutions to keep Agilent and the laboratories we serve at the top of their game.

- Work-life Balance: Agilent gives employees the space to enjoy life, their families and friendships. Flexible time off, paid time off to volunteer in the community, flexible schedules, telecommuting and company-sponsored activities are some of the ways we help keep inspiration coming.

- We make the world a safer and healthier place: Our employees are inspiring discoveries for a better world.

Stakeholder Consultations/Engagements in Last Year
Agilent's Leadership Survey is conducted twice a year to focus on improving leadership practices necessary to achieve business objectives, and to measure the level of engagement of the Agilent team.

Agilent conducts its business with uncompromising integrity and promotes human rights within the company's sphere of influence. Our commitment to Human Rights extends through our supply chain. Agilent expects its suppliers to adhere to a high standard of environmental and social responsibility values, as outlined in our policy. The policy requires suppliers to adopt sound environmental, health, and safety management practices and incorporates eight International Labor Organization (ILO) Conventions that have been identified as fundamental to the rights of human beings at work. Agilent has programs in place to monitor and verify our suppliers' conformance with the Supplier Code of Conduct Policy.

Agilent Technologies' Human Rights and Labor Policy: Agilent acknowledges and respects the fundamental principles contained in the Universal Declaration of Human Rights. Our core values and culture reflect a commitment to ethical business practices and good corporate citizenship.

Freely-Chosen Employment: Agilent supports the elimination of all forms of forced, bonded, or involuntary prison labor.

No Child Labor: Agilent condemns all forms of exploitation of children. Agilent will not recruit child labor and supports the elimination of exploitative child labor.

Minimum Wages: Agilent compensates our employees with wages and benefits that meet or exceed the legally required minimum.

Working Hours: Agilent does not require employees to work more than the maximum hours of daily labor set by local laws.

No Discrimination: Agilent supports and upholds the elimination of discriminatory practices with respect to employment and occupation, and promotes and embraces diversity in all aspects of its business operations. Our policies prohibit discrimination based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity, religion, or disability.

No Harsh or Inhumane Treatment: Agilent prohibits physical abuse, harassment, or the threat of either. Agilent provides a safe and healthy working environment for all of its employees.

Freedom of Association: Agilent respects the rights of employees to organize in labor unions in accordance with local laws and established practice, if desired.

Ethical Business Conduct: Agilent's Standards of Business Conduct requires that business should be conducted with honesty, and reflects high ethical standards that are the basis for achieving our goals. The standards establish clear guidelines for how we do business and establish accountability. All employees are expected to comply with these standards.

Agilent Technologies Supplier Environmental and Social Responsibility Code of Conduct Product: Agilent's suppliers are required to support and promote the fundamental human rights referenced in this document.

G4-HR1 **Percentage and Total Number of Significant Investment Agreements and Contracts That Include Human Rights Clauses or That Have Undergone Human Rights Screening**

One hundred percent of Agilent's purchase order agreements include human rights clauses and require that suppliers comply with Agilent Supplier Code of Conduct Policy.

G4-HR2 **Total Hours of Employee Training on Policies and Procedures Concerning Aspects of Human Rights That Are Relevant to Operations, Including the Percentage of Employees Trained**

All Agilent employees participate in the annual required training in the Standards of Business Conduct which outlines expectations for dealing with customers, suppliers, and conduct in the workplace.

All procurement professionals, as part of Standards of Business Conduct training, are requested to take additional online training on Environmental, Health, Safety, and Social responsibility which covers Human Rights.

G4-HR3 **Total Number of Incidents of Discrimination and Corrective Actions Taken**

This information is confidential.

G4-HR4 **Operations and Significant Suppliers Identified in Which the Right to Exercise Freedom of Association and Collective Bargaining May Be at Significant Risk, and Actions Taken to Support These Rights**

Agilent is unaware of any operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be at risk. Agilent endorses the concept and right to exercise freedom of association as Agilent subscribes to UN Declaration of Human Rights and Supplier Code of Conduct and complies with the California Supply Chains Transparency Act (CTISCA).

Agilent Human Rights and Labor Policy

Agilent Supplier Code of Conduct Policy

Agilent CTISCA Statement

G4-HR5 Operations and Significant Suppliers Identified as Having Significant Risk for Incidents of Child Labor, and Measures Taken to Contribute to the Elimination of Child Labor

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

Agilent has established a Supplier Code of Conduct Policy. In addition, 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 were completed in FY17.

For more information, see Agilent Environmental Expectations.

G4-HR6 Operations and Significant Suppliers Identified as Having Significant Risk for Incidents of Forced or Compulsory Labor, and Measures to Contribute to the Elimination of All Forms of Forced or Compulsory Labor

Agilent is unaware of any operations and significant suppliers having a significant risk for incidents of forced or compulsory labor. 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 Labor 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 were completed in FY17.

Agilent CTISCA Statement

G4-HR7 Percentage of Security Personnel Trained in the Organization's Policies or Procedures Concerning Aspects of Human Rights That Are Relevant to Operations

Agilent has outsourced its security to a globally renowned company in this field. This external company trains its employees in human rights issues, especially in the area of use of force, and also addresses this subject in its security officer handbook.

G4-HR8 Total Number of Incidents of Violations Involving Rights of Indigenous People and Action Taken

There were no violations of rights of indigenous people.

G4-HR11 Significant Actual and Potential Negative Human Rights Impacts in the Supply Chain and Actions Taken

Agilent is unaware of any actual and potential negative human rights impact in our supply chain.

G4-HR12 Number of Grievances Related to Human Rights Filed, Addressed, and Resolved Through Formal Grievance Mechanisms

This information is confidential.

DMA SO Disclosure on Management Approach

G4-SO1 Percentage of Operations with Implemented Local Community Engagement, Impact Assessments and Development Programs

G4-SO2 Operations with Significant Potential or Actual Negative Impacts on Local Communities

G4-SO3 Percentage and Total Number of Business Units Analyzed for Risks Related to Corruption

G4-SO4 Communication and Training on Anti-Corruption Policies and Procedures

G4-SO5 Actions Taken in Response to Incidents of Corruption

G4-SO6 Total Value of Financial and In-Kind Contributions to Political Parties, Politicians and Related Institutions by Country

G4-SO7 Total Number of Legal Actions for Anti-Competitive Behavior, Anti-Trust and Monopoly Practices and Their Outcomes

G4-SO8 Monetary Value of Significant Fines and Total Number of Non-Monetary Sanctions for Non-Compliance with Laws and Regulations

Social: Society

DMA SO **Disclosure on Management Approach**

Agilent's policies, values, organization, and management systems apply across all our global businesses. They are designed to:

- Reduce our negative impacts on the environment
- Protect the occupational health and safety interests of our employees
- Ensure customer requirements are met
- Enhance our value to our communities
- Ensure the highest levels of quality in our products and services
- Increase our competitiveness
- Create a consistent approach across business groups, where applicable
- Meet the expectations of our stakeholders
- Conduct business in an ethical manner

Agilent considers external charters, principles, and guidelines that have been developed through multi-stakeholder processes to guide our business activities.

We also participate in a variety of intra- and cross industry forums to address emerging issues, develop industry-wide approaches to social and environmental challenges, and cooperate with governments, non-governmental organizations (NGOs) and other stakeholders on common concerns. As part of our corporate citizenship objectives, Agilent strives to be an economic, intellectual, and social asset to each nation and community where we conduct business.

Agilent has been consciously and strongly committed to community involvement through many initiatives – Agilent Technologies Foundation, Agilent Year-Round Giving Program, and other signature programs aimed at giving back to the community.

Anti-Corruption
Agilent does business directly or indirectly in over 120 countries around the globe, each of which has its own unique laws, customs, and business practices. Agilent requires its employees and business partners in all geographies to conduct their affairs with uncompromising integrity and will not tolerate corrupt activities of any kind. Agilent prohibits promising, offering, giving to, or receiving from, any individual anything of value or personal benefit with the expectation of receiving a favor, a grant of business, or any other business advantage in return. Such actions are sometimes referred to as bribes, kickbacks, or quid pro quos.

Agilent is committed to complying with:

- The laws and regulations of each country where Agilent conducts business
- The laws and regulations of the United States, including the Foreign Corrupt Practices Act
- Other international anti-corruption laws and regulations, including the U.K. Bribery Act of 2010 and the OECD Anti-Bribery Convention, to which 38 countries are signatories
- Agilent's Standards of Business Conduct
- Agilent's policies and procedures

Our commitment incorporates the common elements of anti-corruption laws and regulations worldwide that apply to Agilent's business. Agilent managers are responsible for promoting awareness of, and enforcing compliance with our Global Anti-corruption policy among their reports at all levels, and do not actively or passively authorize or ignore corrupt activities in their organization.

Agilent aligns with ISO 26000 standards as part of our social responsibility practices. As such, Agilent's Social and Community initiatives align with ISO core subjects: Organizational Governance 6.2, Fair Operating Practices 6.6, and Community Involvement and Development 6.8.

Anti-Competitive Behavior

Agilent is committed to competing vigorously and fairly in all markets in which we do business. We place the highest importance on maintaining compliance with competition laws globally. To achieve this goal, all Agilent employees must adhere to some very important principles when interacting with competitors, resellers, customers and government employees.

In dealing with any government investigators, employees are instructed to follow the below guidelines:

- If government investigators contact or visit an Agilent site, never resist or obstruct the investigation or adopt a defensive attitude. Immediately contact the most senior site manager, the country general manager, and a representative of the Legal Department.
- If you choose to speak with government investigators, always speak truthfully and completely. Never conceal, destroy or remove any documents or other information to avoid detection during an investigation.

Every Agilent employee is required to read and understand Agilent's Antitrust and Competition Law Compliance Manual and comply with applicable competition laws. Employees are trained through both computer-based and live trainings on competition law on an annual basis and as needed. Employees are trained to report any evidence of misconduct directly to the Legal Department or via the Compliance Hotline.

Compliance

Our compliance and ethics program has its roots in our Standards of Business Conduct, which has governed employee behavior since Agilent was part of HP. Our commitment to ethics and compliance begins at the highest levels of the company. The program is managed by the Chief Compliance Officer (CCO), who reports directly to the General Counsel and has a reporting relationship to the Audit & Finance Committee of the Board of Directors. The CCO is supported by a team of direct reports located in all major regions in which Agilent does business, as well as a business compliance liaison network embedded in business operations.

Under the leadership of the Chief Compliance Officer, the Global Compliance Department:

- Coordinates and tracks Standards of Business Conduct certification activities.
- Facilitates a full curriculum of online ethics and compliance training.
- Maintains the Compliance Hotline that assists employees and other stakeholders with reporting complaints and asking questions.
- Coordinates investigations of allegations of suspected misconduct.
- Supports our compliance liaison partners within each business and geography to ensure employees are aware of, and comply with our Standards of Business Conduct and other Agilent policies.

G4-SO1 Percentage of Operations with Implemented Local Community Engagement, Impact Assessments and Development Programs

Volunteerism is a key element of our core values, and the cornerstone of our corporate citizenship efforts. Agilent employees may use up to 6 days per year of company time, with managers approval, to work on company supported or sponsored community activities.

The Agilent Year-Round Giving Program provides employees the opportunity to support a broad range of eligible non-profit organizations in their communities in the areas of health and human services, arts and culture, education and literacy, environment and conservation, and family and civic betterment.

The Year-Round Giving Program is implemented in Canada, China, Denmark, England, Hong Kong, India, Japan, Scotland, Spain, Taiwan and the United States. Agilent employees make their communities a better place to live and work through the generous contributions made during the year. The Agilent Technologies Foundation matches employee contributions dollar-for-dollar, doubling the employee donation and allowing the Foundation to invest and support our employees' preferred charities.

Besides the Giving Program, the Agilent Technologies Foundation supports other initiatives to enhance, enrich and support the communities in which Agilent operates. Details of projects supported by the Agilent Foundation in 2017 are reported under G4-EC8.

G4-SO2 Operations with Significant Potential or Actual Negative Impacts on Local Communities

Agilent did not experience any new event that had a negative impact on Agilent's local communities.

G4-SO3 Percentage and Total Number of Business Units Analyzed for Risks Related to Corruption

100 percent of all Agilent business units were analyzed for risks related to corruption during the reporting period.

G4-SO4 Communication and Training on Anti-Corruption Policies and Procedures

All employees and business partners got communication of anti-corruption policies and procedures. 100 percent of management, non-management employees were required to receive anti-corruption training during the reporting period.

Communication of Anti-Corruption Policies and Procedures	FY2015	FY2016	FY2017
Total number and percentage of employees	11,000/100%	11,000/100%	14,000/100%
Total number and percentage of business partners	2,609/100%	920/100%	1,000/100%

G4-SO5 Actions Taken in Response to Incidents of Corruption

Agilent has a formal process for investigating and resolving allegations of corruption should they occur.

G4-SO6 Total Value of Financial and In-Kind Contributions to Political Parties, Politicians and Related Institutions by Country

Agilent contributes to dialogue and decision-making on public policies affecting the company, our employees, and our operations. Specific questions about our political activities can be submitted via www.agilent.com/go/contactus.

G4-SO7 Total Number of Legal Actions for Anti-Competitive Behavior, Anti-Trust and Monopoly Practices and Their Outcomes

Agilent policy forbids anti-competitive behavior, antitrust, and monopoly practices and in current reporting period, there was no legal action for antitrust and anti-competitive behavior.

G4-SO8 Monetary Value of Significant Fines and Total Number of Non-Monetary Sanctions for Non-Compliance with Laws and Regulations

Agilent has not received any significant fines associated to product non-compliance nor has Agilent been sanctioned for product non-compliance. In addition, Agilent has no dispute resolutions.

Social: Product Responsibilities

DMA PR   Disclosure on Management Approach

G4-PR1   Percentage of Significant Product and Service Categories for Which Health and Safety Impacts Are Assessed for Improvement

G4-PR2   Total Number of Incidents of Non-Compliance with Regulations and Voluntary Codes Concerning Health and Safety Impacts and Services During Their Life Cycle by Type of Outcomes

G4-PR3   Type of Product and Service Information Required by Procedures and Percentage of Significant Products and Services Subject to Such Information Requirements

G4-PR4   Total Number of Incidents of Non-Compliance with Regulations and Voluntary Codes Concerning Product and Service Information and Labeling, by Type of Outcomes

G4-PR5   Practices Related to Customer Satisfaction, Including Results of Surveys Measuring Customer Satisfaction

G4-PR6   Sale of Banned or Disputed Products

G4-PR7   Total Number of Incidents of Non-Compliance with Regulations and Voluntary Codes Concerning Marketing Communications, Including Advertising, Promotion and Sponsorship by Type of Outcomes

G4-PR8   Total Number of Substantial Complaints Regarding Breaches of Customer Privacy and Losses of Data

G4-PR9   Monetary Value of Significant Fines for Non-Compliance with Laws and Regulations Concerning the Provision and Use of Products and Services

Social: Product Responsibilities

DMA PR **Disclosure on Management Approach**

Agilent's Business Management System
Agilent's Business Management System (BMS) is designed to support our business groups, so that Agilent products, services, and interactions consistently and effectively meet customer expectations and applicable regulatory requirements, and provide a mechanism for continual improvement.

The Agilent BMS provides a framework from which business groups and operations can make decisions appropriate to their specific business, customer and geographic needs while ensuring that applicable minimum standards are met, and describes the minimum standards and the required processes for the business groups' business management systems that are designed to conform to ISO 9001:2008. Each business group maintains a business management system to illustrate its specific required processes for meeting customer expectations and, where applicable, other standards such as ISO14001, ISO/IEC 17025, AS 9100, ISO 13485, or TL 9000. Agilent's infrastructure organizations provide centrally managed, business critical services and operate as internal service suppliers to the business groups.

Agilent Quality Policy
Ensuring that our products and services are safe before they go to market is just one part of our responsibility to customers. We also make certain that customers have easy access to the information they want or need about those products and services. Please refer to the Agilent Quality Policy.

Agilent is firmly committed to technology leadership, having long investment heavily in research and development. Our breadth of disciplines and technologies enable unique and breakthrough advancements that often transcend traditional boundaries.

Agilent recognizes ISO 26000 as a reference document that provides guidance on social responsibility. Agilent aligns with ISO 26000 standards as part of our social responsibility practices. As such, Agilent's Product Responsibility processes align with ISO core subjects: Organizational Governance 6.2, Fair Operating Practices 6.6, and Consumer Issues 6.7.

Customer Privacy

At Agilent, protecting the privacy of our employees and customers is critical to our success. The major part of this process is to treat their personally identifying information (name, e-mail address, phone number, employee number, Social Security Number/National ID Number, etc.) appropriately. In the employee area, protecting the employee's privacy is paramount to the Agilent philosophy of respecting the individual. For customers, we recognize that building a long-term business relationship with them depends a great deal on trust. This trust begins with our commitment to respecting as well as protecting their personal information. The key to providing an adequate level of privacy is the business-wide implementation of an effective internal Privacy Program. The program must address the legal and ethical issues regarding personal employee and customer information. Our privacy program provides the necessary infrastructure to ensure personally identifiable information is collected and used in a fair, lawful and honest fashion. This information may be collected during on-line or off-line interactions/transactions.

G4-PR1 Percentage of Significant Product and Service Categories for Which Health and Safety Impacts Are Assessed for Improvement

Agilent's quality and environmental policies mandate we provide products and services that meet legal and regulatory requirements, including applicable environmental, health, and safety standards. Agilent is committed to a continuous improvement of the environmental aspects and impacts of our products as demonstrated by Agilent's ISO 14001 certificate, which is regularly audited by an external party.

G4-PR2 Total Number of Incidents of Non-Compliance with Regulations and Voluntary Codes Concerning Health and Safety Impacts and Services During Their Life Cycle by Type of Outcomes

Agilent did not receive any regulatory non-compliance notices for the reporting period.

G4-PR3 Type of Product and Service Information Required by Procedures and Percentage of Significant Products and Services Subject to Such Information Requirements

Agilent complies with required labeling for substance identification in our products in accordance with required regulations, and safe use guidance for products produced by Agilent. Ninety percent of Agilent products and services are covered and assessed for compliance with these guidelines. Annually Agilent communicates materials specifications through the "General Specifications for Environment" to its suppliers to inform them of banned chemicals/materials that should not be included in material/parts/products bought by Agilent to ensure compliance with global regulations and minimize the environmental impact of its products and operations. Agilent also provides Material Safety Data Sheets with Agilent and third-party-provided chemicals supplied standalone or with products for safe use. Agilent and OEM products and battery labels include a waste container symbol for help in proper disposal.

The company also operates an end-of-life customer returns system. In addition, Agilent provides end-of-life management options where legally required. Reuse programs are offered for selected Agilent products. The programs address the requirements posed by the European WEEE (Waste from Electrical & Electronic Equipment) Directive. Please see Agilent's Take Back Program.

G4-PR4 Total Number of Incidents of Non-Compliance with Regulations and Voluntary Codes Concerning Product and Service Information and Labeling, by Type of Outcomes

Agilent had no incidents of non-compliance regarding products or non-compliance issues regarding labeling. In addition, Agilent did not have any non-compliance incidents for product-related claims during the reporting period.

G4-PR5 Practices Related to Customer Satisfaction, Including Results of Surveys Measuring Customer Satisfaction

Agilent Customer Experience Program
Through the Agilent Customer Experience Program, we survey customers who have had various interactions and experiences with Agilent across our businesses and regions. These include their decision to purchase from Agilent, their installation and support experiences and their experience with using our products. We provide continual updates to our management on the results and the improvement action that we are taking. In addition, the Agilent Market Study provides a measure of our customers' loyalty compared with that of our competitors' customers. The results are used to identify opportunities for growth and areas where additional business investments are warranted.

The Agilent Customer Experience survey is a global survey evaluating our customers' experience with Agilent in 19 languages and over 30 countries around the world. The results are provided to quality managers across divisions, are thoroughly evaluated to identify specific opportunities to improve our customers' experience with Agilent, and acted upon by a continuous customer experience improvement program in all areas of Agilent's business.

G4-PR6 Sale of Banned or Disputed Products

Our brand is shaped by every experience that customers, partners, shareholders, and constituents have with Agilent. Every action we take ensures that these experiences consistently build and reinforce Agilent as a leader in life sciences, diagnostics and applied chemical markets. Our internal Brand Identity System has a rigorous process for claim substantiation and is aligned with Federal Trade Commission and legal guidelines.

G4-PR7 Total Number of Incidents of Non-Compliance with Regulations and Voluntary Codes Concerning Marketing Communications, Including Advertising, Promotion and Sponsorship by Type of Outcomes

Agilent had no incidents of non-compliance during the reporting period.

G4-PR8 Total Number of Substantial Complaints Regarding Breaches of Customer Privacy and Losses of Data

Agilent is unaware of any complaints regarding breaches of customer privacy and loss of data. Agilent is currently completing the implementation of GDPR requirements and scheduled to be in full compliance with the regulation before it goes into force.

For more information, please see: Agilent Customer Privacy Statement.

G4-PR9 Monetary Value of Significant Fines for Non-Compliance with Laws and Regulations Concerning the Provision and Use of Products and Services

Agilent had no incidents of non-compliance regarding product, labeling, or non-compliance incidents for product-related claims during the reporting period.

Glossary and Acronyms

Agilent After School: A hands-on science program targeted at children from the ages of 9 to 13 years and supported by Agilent employee volunteers.

BMS: Business Management System

CO2: Carbon dioxide. A gaseous by-product of energy generation and energy use that is known to contribute to global warming.

EHS: Environmental, Health and Safety

EHSMS: Environmental, Health and Safety Management Systems

EHSSR: Environment Health, Safety and Social Responsibility

ESR: Environmental and Social Responsibility

Fiscal year: November 1 to October 31

Greenhouse Gases: For the purpose of this report, greenhouse gases are the six gases listed in the Kyoto Protocol: carbon dioxide (CO2); methane (CH4); nitrous oxide (N2O); hydro fluorocarbons (HFCs); perfluorocarbons (PFCs); and sulphur hexafluoride (SF6).

Gigajoule: 1 gigajoule = 277.78 kilowatt-hour

GRI: Global Reporting Initiative. An independent global institution that is developing a generally accepted framework for sustainability reporting. For more information go to www.globalreporting.org

GSE: Agilent General Specification for the Environment at www.agilent.com/environment/GSE.pdf. Agilent's general requirements for restricting or prohibiting certain substances in products manufactured for or delivered to Agilent.

HAP: Hazardous Air Pollutants

ILO: International Labor Organization. For more information, go to www.ilo.org/global/index.htm.

Glossary and Acronyms

Injury/Illness Rate: The calculation for the injury/illness rate is based on the number of recordable occupational injury/illness cases multiplied by 200,000 then divided by the hours worked for the same time period in which the injuries occurred. For example, if you had two injuries in a quarter and 50,000 hours worked, then the calculation would be: 2 x 200,000/50,000 = 8.0 injury/illness rate.

ISO 14001: An international standard issued by the International Organization for Standardization (ISO) relating to environmental management systems.

ISO 26000: A voluntary international standard providing guidance on social responsibility.

Kiloton 1 kiloton = 1,000 metric tons. 1 kiloton = 1,000,000 kilograms.

Lost-Workday Case: Recordable cases involving lost workdays beyond date of injury (more serious injury/illness). The lost-workday case rate provides information on the number of occupational lost-workday injury/illness cases multiplied by 200,000, then divided by the hours worked for the same time period in which the injuries occurred. For example, if you had one lost-workday injury/illness case in a quarter and 50,000 hours worked, then the calculation would be: 1 x 200,000/50,000 = 4.0 lost-workday case rate.

Megawatt Hour: 1 megawatt hour = 1,000 kilowatt hours

ODS: Ozone Depleting Substances

Recordable Injury/Illness Case: Occupational injury/ illness involving medical treatment beyond first aid. Diagnosed occupational illness, or workdays lost beyond date of injury.

RoHS: Restriction of Hazardous Substances

VOC: Volatile Organic Compound

WEEE: Waste from Electrical and Electronic Equipment

Download

To download this report and previous reports, please visit https://www.agilent.com/environment/esr/home.html.

Share Your Thoughts

We welcome input about Agilent's Corporate Citizenship efforts or the Corporate Social Responsibility Report 2017 at corporate.citizenship@agilent.com

Contact Us

Agilent Technologies Inc.

5301 Stevens Creek Boulevard

Santa Clara, CA 95051

United States

Printed in USA, July 2018

5994-0085EN

Agilent

Trusted Answers