

## **AGILENT UK: MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT (FY21)**

### **INTRODUCTION**

Agilent Technologies LDA UK Limited ("Agilent UK") is the reporting entity for this submission. The Modern Slavery Act 2015 provides consumers with information regarding manufacturers' and retailers' efforts to address the issue of slavery and human trafficking. Agilent UK is fully committed to combatting slavery and human trafficking, both in the UK and in its worldwide operations.

### **ORGANISATION STRUCTURE**

Agilent UK has a registered address of 5500 Lakeside, Cheadle Royal Business Park, Cheadle, Cheshire SK8 3GR with a company number 08815891.

Agilent UK has 495 employees (as of 31 March 2022). Agilent UK generated revenues of approximately GBP£144 million in fiscal year 2021 ("FY21").

The ultimate parent company of Agilent UK is Agilent Technologies, Inc. ("Agilent"), which has its head office in Santa Clara, California, USA. Agilent employs 17,000 people worldwide and operates in more than 100 countries. Agilent's stock is traded on the New York Stock Exchange under the ticker symbol "A." Agilent generated revenues of \$6.32 billion in FY21. Agilent's efforts to combat slavery and human trafficking pre-date the introduction of the Modern Slavery Act 2015, as Agilent has also taken steps to ensure compliance with the California Transparency in Supply Chains Act 2010.

### **OUR BUSINESS**

Agilent is a leader in life sciences, diagnostics and applied chemical markets. The company provides laboratories worldwide with instruments, services, consumables, applications and expertise, enabling customers to gain the insights they seek. Agilent's expertise and trusted collaboration give them the highest confidence in our solutions.

Agilent's business is organised into the following business units:

- Life Sciences and Applied Systems Group (LSAG): Our LSAG business provides application-focused solutions that include instruments and software that enable customers to identify, quantify and analyze the physical and biological properties of substances and products, as well as enable customers in the clinical and life sciences research areas to interrogate samples at the molecular and cellular level.
- Diagnostics and Genomics Group (DGG): Our DGG business is comprised of six areas of activity providing active pharmaceutical ingredients for oligo-based therapeutics as well as solutions that include reagents, instruments, software and consumables that enable customers in the clinical and life sciences research areas to interrogate samples at the cellular and molecular level.
- Agilent Crosslab Group (ACG): Our ACG business spans the entire laboratory with its extensive consumables and services portfolio, which is designed to improve customer outcomes. The majority of the portfolio is vendor neutral, meaning Agilent can serve and supply customers regardless of their instrument purchase choices. Solutions range from chemistries and supplies to services and software helping to connect the entire laboratory.

- Order Fulfilment Services (OFS): OFS focuses on order fulfilment and supply chain operations in our businesses. OFS provides resources for manufacturing, engineering and strategic sourcing to our respective businesses.
- Global Infrastructure Organisation (GIO): We provide support to our businesses through our GIO. This support includes services in the areas of finance, tax, treasury, legal, real estate, insurance services, workplace services, human resources, information technology services, order administration and other corporate infrastructure expenses.

Agilent UK's main operations involve research and development, manufacturing, and sale of Agilent products and services.

### **OUR SUPPLY CHAINS**

Agilent UK's supply chain for the core products that it sells in the UK is primarily via Agilent's manufacturing facilities and intercompany arrangements with other parts of the Agilent Group. Agilent has manufacturing facilities in Australia, China, Denmark, Germany, Italy, Malaysia, the Netherlands, Singapore, the United Kingdom, and the United States. These facilities manufacture analytical and diagnostic products for life sciences, diagnostics, and applied chemical markets.

Agilent UK also has other direct suppliers outside of the UK, which are predominantly from China, Germany, Malaysia, Switzerland, the United Kingdom, and the United States. These suppliers provide component parts, electronics, and packaging for the production and manufacturing of Agilent products.

Agilent UK has direct suppliers in the UK to support its business in the UK, including suppliers of professional services (e.g. solicitors, accountants), facilities management, logistics and travel.

### **Risks of Modern Slavery**

Agilent UK's supply chain primarily consists of Agilent manufacturing facilities and intercompany arrangements. Agilent has manufacturing facilities and suppliers in countries spanning the globe, including in China and Malaysia, which may be considered inherently higher risk. However, we do not believe that Agilent's operations or supply chain carry a high risk of modern slavery or that they are causing modern slavery practices. Agilent screens suppliers for key requirements, which includes modern slavery. Any supplier identified as potentially high risk will undergo further assessment, and Agilent takes mitigating steps as appropriate.

## **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

Agilent has zero tolerance for slavery and human trafficking. We are committed to taking steps to avoid modern slavery and human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in our business relationships and to implementing and enforcing systems and controls to help ensure slavery and human trafficking are not taking place anywhere in our supply chains.

To address the risks of modern slavery in Agilent UK's operations and supply chain, the following related policies apply on a worldwide basis within Agilent:

- Agilent's Standards of Business Conduct: <https://www.agilent.com/supplier/downloads/StandardsBusinessConduct.pdf>
- Agilent's Supplier Code of Conduct: [https://www.agilent.com/supplier/Agilent\\_Supplier\\_Code\\_of\\_Conduct.pdf](https://www.agilent.com/supplier/Agilent_Supplier_Code_of_Conduct.pdf)
- Statement on Transparency in Supply Chains Act 2010: [http://www.agilent.com/environment/037662\\_CTISCA\\_Web\\_Statement.pdf](http://www.agilent.com/environment/037662_CTISCA_Web_Statement.pdf)
- Human Rights and Labour Policy: <http://careers.agilent.com/media/6207/agilentrightsandpolicy.pdf>

Additionally, Agilent's Reporting Policy requires employees to report to Agilent any actual or suspected violations of Agilent's Standards of Business Conduct or applicable laws, rules, and regulations within Agilent's operations or supply chains. Agilent has an Open Door Policy that allows employees to report their concerns to any level of management and a Compliance Hotline for confidential, secure reporting and anonymous reporting where permitted by law.

## **SUPPLIER ADHERENCE TO OUR VALUES / DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

We require all suppliers to adhere to Agilent's Supplier Code of Conduct. The Supplier Code of Conduct requires supplier compliance with human rights and anti-trafficking laws throughout their operations (including, but not limited to, the operations of their own suppliers and any permitted sub-contractors) and respect for human rights in accordance with the UN Guiding Principles on Business and Human Rights. We have implemented a system for distributing the Supplier Code of Conduct to all suppliers at onboarding and thereafter on an annual basis according to risk or strategic importance. Our supplier terms and conditions and other agreements expressly require adherence to the Supplier Code of Conduct.

To help ensure supplier compliance with our values, and as part of our initiative to identify and mitigate risk within our supply chain, we undertake supplier due diligence on our globally managed suppliers (representing over 80% of spend on direct materials suppliers) and select indirect suppliers. Our due diligence process is designed to identify, assess, and mitigate potential risk areas in our supply chains, including risks of modern slavery.



Agilent is committed to continuous improvement, and we are actively enhancing our supplier compliance programme's approach to identifying and mitigating the risk of slavery and human trafficking in our supply chain. In FY21, Agilent launched enhanced procedures to further embed modern slavery considerations into our due diligence, monitoring, and auditing processes. This included implementation of supplier certifications, enhanced modern slavery risk assessments as part of the due diligence process, and mandatory auditing for suppliers determined to be high risk for modern slavery.

#### **TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff involved with procurement.

#### **ASSESSING THE EFFECTIVENESS OF OUR ACTIONS IN COMBATING SLAVERY AND HUMAN TRAFFICKING**

We are working to understand the effectiveness of the efforts detailed in this statement to combat slavery and human trafficking in our business and supply chains. Since FY20 we have worked within our established a Supplier Compliance Functional Partner team, which is a cross-functional group that periodically meets to provide feedback and recommendations on Agilent's supplier compliance program in view of applicable regulations, including human trafficking and anti-slavery laws.

In addition, Agilent employs an independent third party to audit and evaluate select suppliers' compliance with our Supplier Code of Conduct. 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 for FY21 are being completed in accordance with agreed remediation plans. As noted above, in fiscal year 2021, Agilent launched enhanced procedures requiring audits of all suppliers determined to be high risk for modern slavery.

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

#### **Further Information**

Agilent is committed to our mission of advancing the quality of life. You can read more about our environmental, social and governance activities and how we advance the UN sustainable development goals in our annual Corporate Social Responsibility report.

<https://www.agilent.com/about/companyinfo/sustainability/>



## CONCLUSION

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Agilent UK's slavery and human trafficking statement for the financial year ending 31 October 2021. This statement was approved by the Board of Directors on 22 April 2022.

A handwritten signature in black ink, appearing to read "Neil Rees", written over a horizontal line.

Neil Rees, Director

Date: 22 April 2022