



# 2016 CORPORATE CITIZENSHIP REPORT



**Agilent Technologies**

## TABLE OF CONTENTS

A LEADER IN CORPORATE CITIZENSHIP.....	5
COMMITTED TO IMPROVING LIVES .....	6
VALUES.....	7
POLICIES.....	8
SUSTAINABILITY STRATEGY.....	9
PHILANTHROPY.....	10
AWARDS AND RECOGNITION .....	11
<b>ORGANIZATIONAL PROFILE</b>	
G4-3 Name of the organization.....	13
G4-4 Activities, brands, products, and services.....	13
G4-5 Location of organization’s headquarters.....	13
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.....	14
G4-7 Nature of ownership and legal form.....	14
G4-8 Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).....	14
G4-9 Scale of the reporting organization.....	15
G4-10 Information of employees and other workers .....	15
G4-11 Employees covered by collective bargaining agreements.....	15
G4-12 Describe organization supply chain .....	15
G4-13 Significant changes during the reporting period regarding size, structure or ownership .....	16
G4-14 Precautionary approach on principle addressed by the organization.....	16
G4-15 Endorsement of externally developed economic, environmental and social charters principles, or other initiatives .....	16

G4-16 Membership in associations (such as industry associations) and/or national in governance bodies; participates in projects or committees; provides substantive funding beyond routine membership dues; or views membership as strategic.....	17
---	----

### IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-17 List of entities included in consolidated financial statements.....	19
G4-18 Process for defining report content and aspect boundaries.....	19
G4-19 List all the material aspects identified in the process for defining report content .....	19
G4-20 For all the material aspects, define aspect boundaries within organization .....	23
G4-21 For all the material aspects, define aspect boundaries outside organization .....	23
G4-22 Explanation of the effect of any restatement of information provided in earlier reports .....	23
G4-23 Significant changes from previous reporting periods in the scope and aspect boundaries .....	23

### STAKEHOLDER ENGAGEMENT

G4-24 List of stakeholder groups engaged by the organization .....	25
G4-25 Basis for identification and selection of stakeholders with whom to engage .....	25
G4-26 Approaches to stakeholder engagement.....	25
G4-27 Key topics and concerns raised through stakeholder engagement .....	27

### REPORT PROFILE

G4-28 Reporting period for information provided.....	29
G4-29 Date of most recent previous report.....	29
G4-30 Reporting cycle (annual, biennial, etc.).....	29
G4-31 Contact point for questions regarding the report or its contents.....	29

G4-32 In-accordance criteria used and location of GRI content index .....	29
G4-33 Policy and current practice with regard to seeking external assurance for the report.....	29

### GOVERNANCE, ETHICS AND INTEGRITY

G4-34 Governance structure of the organization, including committees under the highest governance body.....	31
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 .....	31
G4-38 Composition of the highest governance body and its committees .....	31
G4-39 Details on whether the chair of the highest governance body is also an executive officer.....	31
G4-45 Highest governance body’s role in the identification and management of economic, environmental and social impacts, risks, and opportunities .....	31
G4-51 Remuneration policies for the highest governance body and senior executives for the following types of remuneration .....	32
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.....	32
G4-56 Organization’s values, principles, standards and norms of behavior such as code of conduct and codes of ethics.....	32

### ECONOMIC PERFORMANCE

DMA EC Disclosure on Management Approach EC.....	34
G4-EC2 Financial implications and other risks and opportunities for the organization’s activities due to climate change.....	36
G4-EC3 Coverage of the organization’s defined benefit plan obligations.....	37

## TABLE OF CONTENTS

G4-EC4	Significant financial assistance received from government.....	37
G4-EC5	Range of ratios of standard entry-level wage by gender compared to local minimum wage at significant locations of operation.....	37
G4-EC6	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.....	37
G4-EC8	Significant indirect economic impacts, including the extent of impacts.....	38

### ENVIRONMENTAL

DMA EN	Disclosure on Management Approach EN.....	41
G4-EN3	Energy consumption within organization.....	43
G4-EN4	Energy consumption outside the organization.....	44
G4-EN5	Energy intensity.....	44
G4-EN6	Reduction of energy consumption.....	45
G4-EN7	Reduction in energy requirements of products and services.....	45
G4-EN8	Total water withdrawal by source.....	45
G4-EN9	Water sources significantly affected by withdrawal of water.....	46
G4-EN10	Percentage of total volume of water recycled and reused.....	46
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.....	46
G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.....	46
G4-EN13	Habitats protected or restored.....	46
G4-EN14	Total number of IUCN Red list species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.....	46

G4-EN15	Total greenhouse gas emissions by weight.....	46
G4-EN16	Energy indirect greenhouse gas (GHG) and emissions (scope2).....	47
G4-EN17	Other relevant indirect greenhouse gas emissions by weight (scope 3).....	47
G4-EN18	Greenhouse gas emissions intensity.....	47
G4-EN19	Reduction of greenhouse gas emissions.....	47
G4-EN20	Emissions of ozone-depleting substances.....	48
G4-EN21	NOX, SOX and other significant air emissions by type and weight.....	48
G4-EN22	Total water discharge by quality and destination.....	48
G4-EN23	Total weight of waste by type and disposal method.....	48
G4-EN24	Total number and volume of significant spills.....	49
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.....	49
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.....	49
G4-EN27	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.....	49
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category.....	50
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.....	50
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce.....	50
G4-EN31	Total environmental protection expenditures and investments by type.....	50

G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms.....	50
---------	--	----

### SOCIAL: LABOR PRACTICES AND DECENT WORK INDICATORS

DMA LA	Disclosure on Management Approach LA.....	52
G4-LA2	Benefits of full time employees.....	53
G4-LA3	Return to work and retention rates after parental leave.....	53
G4-LA4	Minimum notice period regarding operational changes.....	53
G4-LA5	Health and safety committees.....	53
G4-LA6	Injury, diseases, lost days, absenteeism, and facilities.....	54
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation.....	54
G4-LA8	Health and safety topics covered in agreements with trade unions.....	54
G4-LA9	Employee training.....	54
G4-LA10	Programs for skills management and lifelong learning.....	55
G4-LA11	Performance reviews.....	55
G4-LA12	Composition of governance bodies and breakdown of employees for employee category.....	55
G4-LA13	Ratio of basic salary of women to men.....	55
G4-LA16	Number of grievances about practices filed, addressed, and resolved through formal grievance mechanisms.....	56

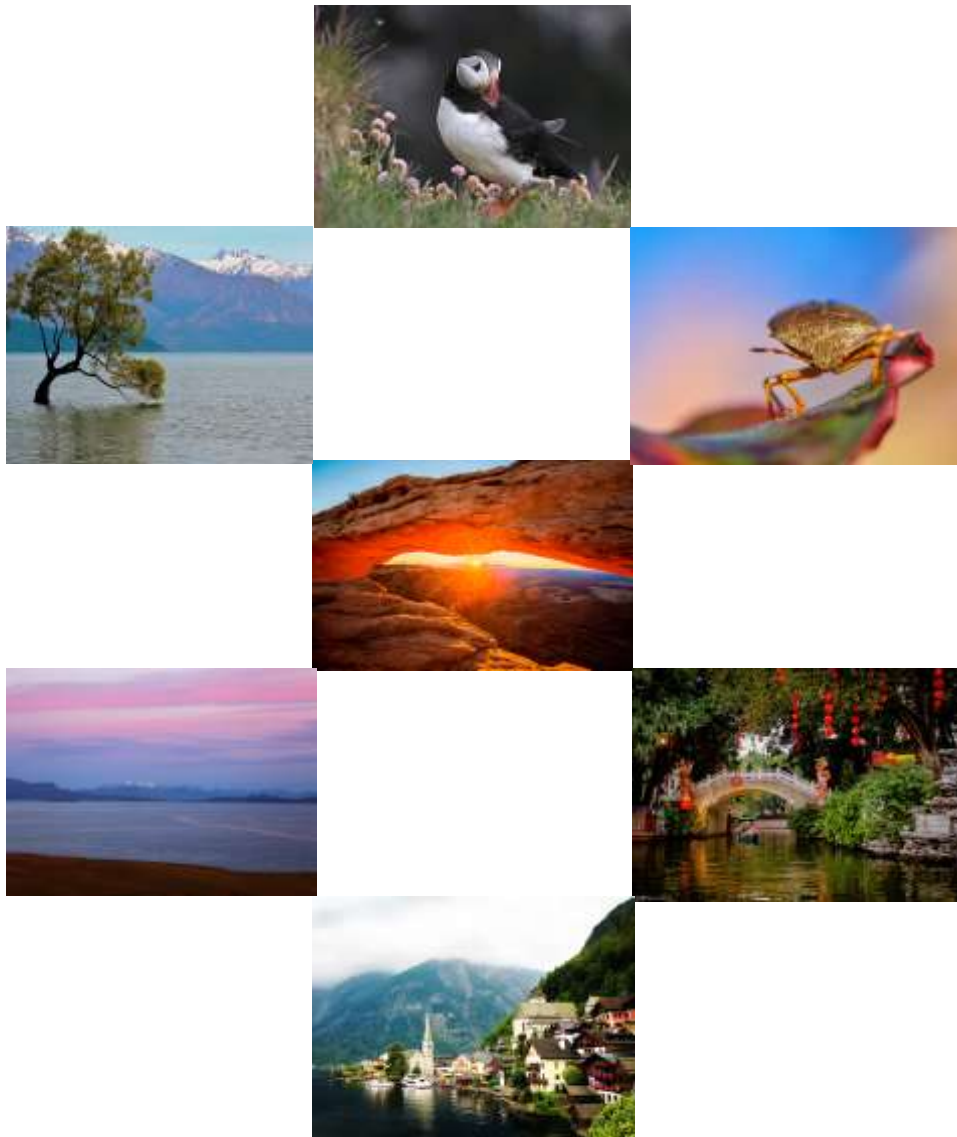
### SOCIAL: HUMAN RIGHTS

DMA HR	Disclosure on Management Approach HR.....	58
G4-HR1	Percentage and total number of significant investment agreements and contracts that include human rights clauses or that have undergone human rights screening.....	58
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.....	59

## TABLE OF CONTENTS

G4-HR3	Total number of incidents of discrimination and corrective actions taken.....	59	G4-S05	Actions taken in response to incidents of corruption.....	64	G4-PR8	Total number of substantial complaints regarding breaches of customer privacy and losses of data.....	67	
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.....	59	G4-S06	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.....	64	G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.....	67	
G4-HR5	Operations and significant suppliers as having significant risk for incidents of child labor, and measure taken to contribute to the elimination of child labor.....	59	G4-S07	Total number of legal actions for anti-competitive behavior, antitrust, and monopoly practices and their outcomes.....	64	GLOSSARY AND ACRONYMS.....		68	
G4-HR6	Operations and significant suppliers 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.....	60	G4-S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.....	64	CONTACT US.....		70	
G4-HR7	Percentage of security personnel trained in the organization’s policies or procedures concerning aspects of human rights that are relevant to operations.....	60	SOCIAL: PRODUCT RESPONSIBILITIES						
G4-HR8	Total number of incidents of violations involving rights of indigenous people and action taken.....	60	DMA PR	Disclosure on Management Approach PR.....	66				
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken.....	60	G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement .....	66				
G4-HR12	Number of grievances related to human rights filed, addressed, and resolved through formal grievance mechanisms.....	60	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.....	66				
SOCIAL: SOCIETY			G4-PR3	Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements.....	66				
DMA S0	Disclosure on Management Approach SO.....	62	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.....	67				
G4-S01	Percentage of operations with implemented local community engagement, impact assessments and development programs.....	63	G4-PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.....	67				
G4-S02	Operations with significant potential or actual negative impacts on local communities.....	64	G4-PR6	Sale of banned or disputed products.....	67				
G4-S03	Percentage and total number of business units analyzed for risks related to corruption.....	64	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.....	67				
G4-S04	Communication and training on anti-corruption policies and procedures.....	64							

# A LEADER IN CORPORATE CITIZENSHIP



Outstanding corporate citizenship has three components, all of which are important priorities for Agilent.

The first is corporate governance -- the practices that maintain the highest standards of integrity and transparency. Our uncompromising integrity is core in all our dealings with customers and suppliers.

The second is the role we play in our communities. Our efforts to be good corporate citizens strengthen our competitiveness and improve our communities around the world.

The third is a dedicated focus on sustainability, for our products and our operations. We strive to honor our social obligations by being an economic, intellectual and sustainability leader in every nation and community where we operate.

## EMPLOYEE PHOTOGRAPHY

The photos in this collage and throughout this report are employee submissions to the Agilent Eye photo contest. This friendly competition encourages employees to unleash their creative and artistic sides, and gives colleagues around the globe a chance to see the world in a new way."

# COMMITTED TO IMPROVING LIVES

A message from Mike McMullen, President and CEO of Agilent Technologies

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At Agilent, we are committed to delivering trusted answers that improve lives. Whether our work is helping our customers keep food supplies safe, reduce air or water pollution; find alternative energy sources or fight cancer and other diseases, we know that we are making a difference in the world.

Our commitment extends to how we meet our business goals. We work to develop products that are sustainable and meet strict international standards. In addition, we set increasingly tougher goals for our operations; reducing the amount of power we consume and waste we discard. This year I have committed increased investments for greater energy efficiency at facilities around the world.

These aren't only company initiatives. Our employees are committed to improving lives at a personal level.

I am inspired by the generosity of Agilent employees, who contributed to nearly 1,000 non-profits last year, matched by the Agilent Technologies Foundation. Our employees are also enthusiastic about sharing their talent and time with their communities, and we provide them with paid time off to do so. In 2016 we extended flexibility so employees can now combine their monthly volunteer hours into a full week of service.

In addition, Agilent and our Agilent Technologies Foundation support programs that give students-- from middle school to university --new access to science and technology education. We support programs that encourage girls to pursue careers in science, and 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.

We are a leader in our industry, and to us that includes a commitment to find ways to make the world a better place. It is part of our culture and the way we work every day.

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 lives.

A handwritten signature in black ink that reads "Mike McMullen". The signature is written in a cursive, flowing style.

# VALUES

**Our approach to citizenship rests on a framework of values distinguished by uncompromising integrity and the highest standards of business ethics. Our values shape the way our products are designed and delivered, how our operations and supply chains are managed, and how we adapt to take on the tough social and environmental challenges of the 21<sup>st</sup> century.**

## Innovation and Contribution

**We differentiate our contribution in the eyes of our customers. We invent and discover solutions and seek new ideas to help our customers.**

## Trust, Respect, and Teamwork

**We treat all individuals with respect. We create an inclusive environment that fosters respect for each person's ideas and contributions. We realize the full power of a global, diverse workforce.**

## Uncompromising Integrity

**We never compromise integrity in any relationships with customers, competitors, suppliers or employees. We adhere to the highest standards of business ethics. Anything less is unacceptable.**

## Speed

**We anticipate and respond to customer and business needs with an intense sense of urgency. We act decisively to make course corrections if one path isn't working.**

## Focus

**We're not afraid to make tough trade-offs. We prioritize and simplify to understand what's really important. We focus on anticipating and satisfying customer needs.**

## Accountability

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

# 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-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 four hours of company time per month, with manager approval, to work on company-supported or-sponsored community activities. Learn more at [Agilent's Volunteer Policy](#).

## Employee Diversity, Inclusion, Accessibility and Work/Life Balance

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

Learn more at [Agilent's Human Rights and Labor Policy](#).

## 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.

## Quality Policy

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

## 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](#).

## Political Activities

Agilent contributes to dialogue and decision-making on public policies affecting the company, our employees, and operations. In 2016, Agilent provided no financial or in-kind contributions to any political party.

## 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](#).



# SUSTAINABILITY STRATEGY

Agilent's emphasis on sustainability is meant to ensure the actions we take today do not jeopardize the ability of future generations to realize their goals and dreams. We recognize that an effective sustainability strategy addresses the environmental, social, health and safety, product, supplier and economic components of sustainability:

## Environmental

- Drive continuous improvement in environmental sustainability through recycling, conservation of resources, prevention of pollution, product development and promotion of environmental responsibility among our employees.
- Ensure our operations comply with applicable environmental regulations.
- Conduct our operations in a manner committed to the conservation of resources, prevention of pollution and promotion of environmental responsibility.

## Social

- Conduct our business with uncompromising integrity and promote human rights within the company's sphere of influence.
- Ensure employee engagement in the success of the company.
- Be an economic, intellectual and social asset to each nation and community in which we operate.

## Health and Safety

- Create the health and safety practices and work environments that enable our people to work injury- and illness-free.
- Ensure our operations comply with occupational health and safety regulations.

## Products

- Ensure our products meet or exceed their published specifications.
- Ensure our products comply with safety and environmental standards and regulations

## Suppliers

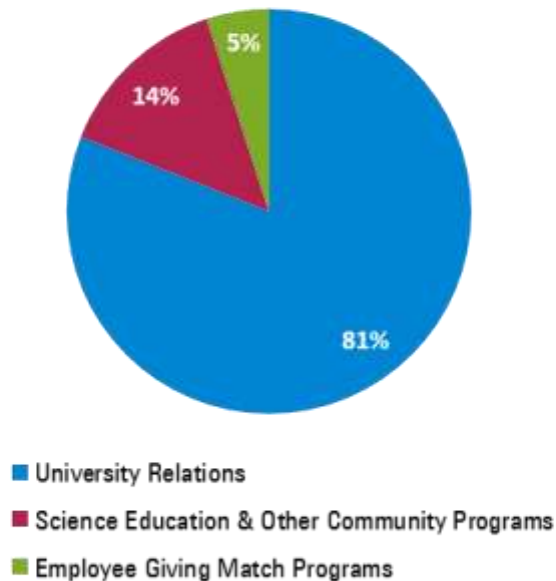
- Inform suppliers and contractors of our environmental and social responsibility expectations. Require them to adopt management practices aligned with our expectations.
- Inform suppliers and contractors of our occupational health and safety expectations. Require them to adopt sound occupational health and safety management practices.

## Economic

- Create economic value for our shareholders.
- Achieve our financial objectives in a sustainable and responsible manner.

# PHILANTHROPY

## Agilent Technologies Foundation 2016 Philanthropy



Agilent's philanthropic efforts, through the Agilent Technologies Foundation, focus on education and development in life sciences. 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. In addition, the foundation matches employee donations, strengthening a broad range of nonprofit programs in communities where Agilent has a presence.

- In 2016, Agilent provided over \$7.4 million in university grants and equipment supporting science and technology research at the forefront of electronic and bio-analytic measurement technologies.
- In addition, over \$1.2 million in pre-university science-education grants and other community investments supported programs reaching hundreds of thousands of students, educators and communities worldwide.
- Through our employee-giving match program, Agilent and the foundation provided \$500,000 in donations.
- In total, Agilent and the Agilent Technologies Foundation invested more than \$9 million in philanthropic efforts and equipment in 2016.

For more information, see the [Agilent Technologies Foundation Statement FY16](#).

# AWARDS AND RECOGNITION

## Environment

- Received the Gold Class Sustainability Award 2016 in the Life Sciences Tools and Services Category, and was listed as a top industry leader in the RobecoSAM Sustainability Yearbook.
- Top-rated among its largest industry peers with a AAA rating by MSCI Inc. (formerly Morgan Stanley Capital International) based on Environmental, Social and Governance (ESG) performance.
- Conferred Gold Level recognition for our CSR programs that put us among top 5% performers evaluated by EcoVadis.
- Listed in Newsweek's Top Green Companies Ranking in the U.S.

## Human Resource & Investor Relation

- Ranked No. 15 in the list of [Top Companies to Work For](#) in 2016 by Indeed.com, a website for job seekers.
- One of the three "cream of the crop" employers selected by Chemical and Engineering News for providing our employees with "an interesting and stimulating work environment, coupled with excellent financial rewards and benefit packages."
- Our investor-relations program is ranked No. 2 in our industry, as per a recent survey of hundreds of analysts by [Institutional Investor](#).

## Innovation

- Won two prestigious awards: Best Quality Service Provider and Best Analytical Instrument Provider, from Sindusfarma, a pharmaceutical industry association in Brazil.
- Our 1260 Infinity II LC received a *2017 Scientists' Choice Award* for [Best New Separation Product](#).
- Our Intuvo 9000 Gas Chromatograph System won the award for 'Top Innovation of the Year' from The Analytical Scientist, a publication that specializes in analytical chemistry.
- Won the Scientists' Choice Award for [Best Webinar Series of the Year](#) for its biopharmaceuticals webinar series.
- Won the [Dow Chemical innovation award for the scientific excellence of two of our products](#), the Intuvo 9000 GC System and the 8355 sulfur chemiluminescence detector, or SCD.

# ORGANIZATIONAL PROFILE

G4-3 NAME OF THE ORGANIZATION	G4-11 COLLECTIVE BARGAINING AGREEMENTS
G4-4 PRIMARY BRANDS, PRODUCTS, AND/OR SERVICES	G4-12 DESCRIBE ORGANIZATION SUPPLY CHAIN
G4-5 LOCATION OF ORGANIZATION'S HEADQUARTERS	G4-13 SIGNIFICANT CHANGES DURING THE REPORTING PERIOD REGARDING SIZE, STRUCTURE OR OWNERSHIP
G4-6 NUMBER OF COUNTRIES WHERE THE ORGANIZATION OPERATES	G4-14 PRECAUTIONARY APPROACH ON PRINCIPLE ADDRESSED BY THE ORGANIZATION
G4-7 NATURE OF OWNERSHIP AND LEGAL FORM	G4-15 ENDORSEMENT OF EXTERNAL INITIATIVES
G4-8 MARKETS SERVED	G4-16 MEMBERSHIP IN ASSOCIATIONS AND ORGANIZATIONS
G4-9 SCALE OF THE REPORTING ORGANIZATION	
G4-10 TOTAL NUMBER OF EMPLOYEES	

## ORGANIZATIONAL PROFILE

### 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. The company provides laboratories worldwide with instruments, software, services, consumables, applications and expertise, enabling customers to gain the insights they seek. Agilent's expertise and trusted collaboration give customers the highest confidence in our solutions. Key product and services platforms are listed below:

##### Life Sciences and Applied Markets

- Liquid chromatography (LC) systems and components
- Liquid chromatography mass spectrometry (LCMS) systems
- Gas chromatography (GC) systems and components
- Gas chromatography mass spectrometry (GCMS) systems
- Inductively coupled plasma mass spectrometry (ICP-MS) instruments
- Atomic Absorption (AA) instruments
- Microwave plasma-atomic emission spectrometry (MP-AES) instruments
- Inductively coupled plasma optical emission spectrometry (ICP-OES) instruments
- Laboratory software and informatics systems
- Laboratory automation and robotic systems
- Automated electrophoresis and microfluidics
- Cell analysis
- Vacuum pumps and measurement technologies

##### Diagnostics and Genomics

###### Pathology Solutions

Product offerings to cancer diagnostics and anatomic pathology workflows. The broad portfolio of offerings includes:

- Immunohistochemistry (IHC)
- In situ hybridization (ISH)
- Hematoxylin and eosin (H&E) staining and special staining.

Companion Diagnostics – Collaboration with a number of major pharmaceutical companies to develop new potential pharmacodiagnosics, which may be used to identify patients most likely to benefit from a specific targeted therapy.

###### Genomics

Arrays for DNA mutation detection, genotyping, gene copy number determination, identification of gene rearrangements, DNA methylation profiling, gene expression profiling, as well as Next Generation Sequencing ("NGS") target enrichment.

###### Nucleic Acid Solutions

Provides equipment and expertise focused on production of synthesized oligonucleotides under pharmaceutical Good Manufacturing Practices ("GMP") conditions for use as Active Pharmaceutical Ingredients ("API") in an emerging class of drugs that utilize nucleic acid molecules for disease therapy

##### Agilent CrossLab

Solutions range from chemistries and supplies to services and software helping to connect the entire lab, and to keep instruments fully operational and compliant with the respective industry requirements.

###### Consumables

GC and LC columns, sample preparation products, custom chemistries, and a large selection of laboratory instrument supplies.

###### Services

Startup, operational, training and compliance support, as well as asset management and consultative services that help increase customer productivity.

Please visit our website <http://www.chem.agilent.com/EN-US/PRODUCTS-SERVICES/Pages/default.aspx> for detailed information about our product and services.

### G4-5

#### LOCATION OF ORGANIZATION'S HEADQUARTERS

Agilent Technologies Inc.

5301 Stevens Creek Boulevard

Santa Clara, CA 95051

Phone: (408) 553-2424

## ORGANIZATIONAL PROFILE

### 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

Agilent operates in more than 100 countries worldwide. Agilent's primary research and development, and manufacturing sites are in California, Colorado, Delaware and Texas in the U.S., and in Australia, China, Denmark, Germany, Italy, Japan, Malaysia, Singapore and the United Kingdom.

Information about each of our businesses appears below:

**Life Sciences and Applied Markets Business:** Our life sciences and applied markets business has manufacturing facilities in California, Delaware and Massachusetts in the U.S. Outside of the U.S., we also have manufacturing facilities in Germany, Malaysia and Singapore. We have FDA-registered sites in California, Germany and Singapore.

**Diagnostics and Genomics Business:** Our diagnostics and genomics business has manufacturing facilities in California, Colorado and Texas in the U.S. Outside of the U.S., we have manufacturing facilities in Denmark, Malaysia and Germany. Our FDA-registered sites include California, Colorado, Texas and Denmark.

**Agilent CrossLab Business:** Our primary manufacturing sites for the consumables business are in California and Delaware in the U.S., and outside of the U.S. in the Netherlands and the United Kingdom. Our direct service delivery organization is regionally based, operating in 30 countries.

### 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)

#### Life Sciences and Applied Markets

Our life sciences and applied markets business focuses primarily on the following five markets:

**Pharmaceutical, Biotechnology, CRO and CMO:** This market consists of for-profit companies who participate across the pharmaceutical value chain in the areas of therapeutic research, discovery and development, clinical trials, manufacturing and quality assurance and quality control. One sub-segment of this market is core and emerging pharmaceutical companies (pharma). A second sub-segment includes biotechnology companies (biotech), contract research organizations (CROs) and contract manufacturing organizations (CMOs). Biotech companies and, to a somewhat lesser extent, CROs and CMOs typically participate in specific points in the pharmaceutical industry value chain. Additionally, due to the relatively low drug efficacy within oncology, pharma companies are partnering with diagnostic companies to bring validated tests to the market with their new drugs.

**Life Science Research:** This market consists primarily of not-for-profit organizations and includes academic institutions, large government institutes and privately funded organizations. The life science research market plays an influential role in technology adoption and therapeutic developments for pharmaceutical and molecular diagnostics companies. After decades of investment in basic biomedical research by government funding bodies, the focus has widened to include translational research - multidisciplinary scientific efforts directed at accelerating therapy development.

**Chemical and 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.

**Environmental and 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. Environmental industry customers include all levels of government, the industrial and manufacturing sectors, engineering and consulting companies, commercial testing labs and colleges and universities. Drug testing and forensics labs 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 labs. Customers include local, state, federal, and international law enforcement agencies and health labs.

## ORGANIZATIONAL PROFILE

**Food:** Our instruments, software and workflow solutions are used throughout the food production chain, including incoming inspection, new product development, quality control and assurance, and packaging. For example, our mass spectrometer portfolio is used to analyze contaminants and residual pesticides in food. There is also a significant food-safety market involved in analyzing food for pathogen contamination, accurate verification of species type and evidence of genetically modified content.

### Diagnostics and Genomics Market

Within our diagnostics and genomics business, we focus primarily on:

The Diagnostics and Clinical Market. A significant number of our clinical diagnostic customers are in pathology labs throughout the world. Our high-quality, automated pathology tissue staining platforms and solutions are used most heavily by the large labs located in hospitals, medical centers and reference labs. The clinical market for genomics consists of high complexity clinical labs performing patient testing, including for-profit reference laboratories, hospital labs, and molecular diagnostic companies. While these labs primarily purchase in vitro diagnostics (IVD) labeled testing kits, they often develop and validate their own molecular based tests. Analyte Specific Reagents (ASRs) are often used by these labs.

### Agilent CrossLab Business

The Agilent CrossLab business spans the entire lab with its extensive consumables and services portfolio, which is designed to improve customer outcomes. The majority of the portfolio is vendor neutral, meaning we 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 lab. Key product categories in consumables include GC and LC columns, sample preparation products, custom chemistries and a large selection of laboratory instrument supplies. Services include startup, operational, training and compliance support, as well as asset management and consultation services that help increase customer productivity.

Read about the [Agilent products and solutions](#) that serve the life sciences, diagnostics and crosslab markets.

## G4-9 SCALE OF THE REPORTING ORGANIZATION

The company's 12,500 employees serve customers in more than 110 countries. Agilent had net revenues of \$4.20 billion in fiscal 2016. 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	% Male/Female	Number Male/Female
Full-time	12,591	63.08%/36.91%	7,943/4,648
Part-time	357	20.16%/79.83%	72/285

The total workforce broken down by region and gender by regions

Region	Total Number	Number Male/Female	% Male/Female
Americas	4,728	2,894/1,834	61.20%/38.79%
Asia Pacific	4,720	2,952/1,773	62.54%/37.56%
Europe	3,495	2,169/1,326	62.06%/37.93%

## 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

## ORGANIZATIONAL PROFILE

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

During the past year, we supplemented our own research and development with exciting acquisitions that further enhance the broad range of solutions we can offer to our customers.

We acquired iLab Solutions, a market leader in cloud based solutions for core laboratory management. This acquisition expands Agilent’s portfolio in academic and government markets, as iLab is an established provider to leading universities, research hospitals and independent institutions around the world. We see an opportunity to expand the iLab business, both geographically and in pharmaceutical markets.

We also announced an \$80 million investment in Lasergen Inc., an emerging biotechnology company with innovative next-generation sequencing technology. Finally, we signed an agreement with Burning Rock Biotech to develop cancer diagnostics in China based on Agilent SureSelect solutions.

### G4-14 PRECAUTIONARY APPROACH OR PRINCIPLE ADDRESSED BY THE ORGANIZATION

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 plans where appropriate, ensuring the adequacy of plans across key business flows, ensuring appropriate testing/drills are performed 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 has identified the correct principal risk area to focus on.

### G4-15 ENDORSEMENT OF EXTERNALLY DEVELOPED ECONOMIC, ENVIRONMENTAL AND SOCIAL CHARTERS, PRINCIPLES, OR OTHER INITIATIVES

Many of Agilent’s policies and practices used in the operation of our business are consistent with internationally accepted charters and principles. Some of the guidelines, charters and principles that were considered by Agilent in developing our policies, position statements, EHSMS, and reporting structures are :

- 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 Labour 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 14001:2004—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



## ORGANIZATIONAL PROFILE

- U.S. Foreign Corrupt Practices Act and those enacted under the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions.
- US Equal Opportunity laws and accompanying regulations
- UK Bribery Act 2010
- Industry Initiatives for Science and Math Education (IISME)
- iNEMI (National Electronics Manufacturers Initiative)

### 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 issues that affect our industry. 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
- Boston College Center for Corporate Citizenship
- Belgian BEC mirror committee
- Category and Sourcing Managers Executive (CASME)
- CALCE (Center for Advanced Life Cycle Engineering)
- Carbon Disclosure Project
- Confederation of Indian Industry
- Corporate Executive Board
- Dangerous Good Advocacy Council
- 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
- National Association of Software and Services Companies
- National Research Council of the National Academies
- Silicon Valley Leadership Group
- Stanford University Interdisciplinary Biosciences Advisory Council
- Synthetic Biology Engineering Research Center (SynBERC)
- The Information Technology Industry Council (ITI)
- TechUK Trade association
- The National Medal of Technology and Innovation Nomination Evaluation Committee
- The International Genetically Engineered Machine (iGEM) Foundation
- VDPGH German IVD Association
- Visiting Committee for Advanced Technology, National Institutes of Standards and Technology

# IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-17  
LIST OF ENTITIES INCLUDED IN CONSOLIDATED  
FINANCIAL STATEMENTS

G4-18  
PROCESS FOR DEFINING REPORT CONTENT AND  
ASPECT BOUNDARIES

G4-19  
LIST ALL THE MATERIAL ASPECTS IDENTIFIED

G4-20  
ASPECT BOUNDARIES WITHIN ORGANIZATION

G4-21  
ASPECT BOUNDARIES OUTSIDE ORGANIZATION

G4-22  
RESTATEMENT OF INFORMATION  
PROVIDED IN EARLIER REPORTS

G4-23  
SIGNIFICANT CHANGES FROM PREVIOUS  
REPORTING PERIODS

## 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 2016 is reported for 16 locations. These 16 locations meet the reporting criteria of ISO 14001 certified (or certified sometime during the year) or EHSMS at any time during the year or sites greater than 140,000 square feet.

ASIA PACIFIC	EUROPE	AMERICAS
Australia: Mulgrave	Germany: Waldbronn	U.S.: Santa Clara, California
China: Shanghai	UK: Church Stretton	U.S.: Carpinteria, California
India: Manesar	Italy: Torino	U.S.: Folsom, California
Singapore: Yishun	Netherlands: Middelburg	U.S.: Boulder, Colorado
	Denmark: Glostrup	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 Citizenship 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 members of Agilent Corporate Citizenship Working Group (CCWG). CCWG team meets at regular interval and discusses topics that impact Agilent Corporate Citizenship program. CCWG group consists of members from HR, Branding, Investor Relations, Corporate Relations, Agilent Foundation, EHS, Agilent LABS, Compliance, 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.

## IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

MATERIAL ASPECTS	ASPECT BOUNDARIES INSIDE COMPANY	ASPECT BOUNDARIES OUTSIDE COMPANY
Economic		
<b>Economic Performance</b>	<b>All Agilent Operations</b>	<b>Investors</b>
<b>Market Presence</b>	<b>All Agilent Operations</b>	<b>Customers</b>
<b>Indirect Economic Impacts</b>	<b>All Agilent Operations</b>	
<b>Procurement Practices</b>	<b>All Agilent Operations</b>	<b>Supply Chain</b>
Environmental		
<b>Energy</b>	<b>All Agilent Sites &gt;140K or ISO 14001 or EHSMS any time during this year</b>	
<b>Water</b>	<b>All Agilent Sites &gt;140K or ISO 14001 or EHSMS any time during this year</b>	
<b>Emissions</b>	<b>All Agilent Sites &gt;140K or ISO 14001 or EHSMS any time during this year</b>	
<b>Effluents and Waste</b>	<b>All Agilent Sites &gt;140K or ISO 14001 or EHSMS any time during this year</b>	
<b>Products and Services</b>	<b>All Agilent Operations</b>	<b>Customers</b>
<b>Compliance</b>	<b>All Agilent Operations</b>	
<b>Transport</b>	<b>Employee Business Travel, US Fleet</b>	<b>Supply Chain</b>
<b>Overall</b>	<b>All Agilent Operations</b>	
<b>Supplier Environmental Assessment</b>	<b>All Agilent Operations</b>	<b>Supply Chain</b>
<b>Environmental Grievances Mechanisms</b>	<b>All Agilent Operations</b>	

## IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

MATERIAL ASPECTS	ASPECT BOUNDARIES INSIDE COMPANY	ASPECT BOUNDARIES OUTSIDE COMPANY
Labor Practices and Decent Work		
<b>Employment</b>	All Agilent Operations	
<b>Labor Management Relations</b>	All Agilent Operations	
<b>Occupational Health and Safety</b>	All Agilent Operations	
<b>Training and Education</b>	All Agilent Operations	
<b>Diversity and Equal Opportunity</b>	All Agilent Operations	
<b>Equal Remuneration for Women and Men</b>	All Agilent Operations	
<b>Supplier Assessment for Labor Practices</b>	All Agilent Operations	Supply Chain
<b>Labor Practices Grievance Mechanisms</b>	All Agilent Operations	
Human Rights		
<b>Investment</b>	All Agilent Operations	
<b>Non-Discrimination</b>	All Agilent Operations	
<b>Freedom of Association and Collective Bargaining</b>	All Agilent Operations	
<b>Child Labor</b>	All Agilent Operations	Supply Chain
<b>Forced or Compulsory Labor</b>	All Agilent Operations	Supply Chain
<b>Security Practices</b>	All Agilent Operations	
<b>Indigenous Rights</b>	All Agilent Operations	

## IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

MATERIAL ASPECTS	ASPECT BOUNDARIES INSIDE COMPANY	ASPECT BOUNDARIES OUTSIDE COMPANY
Assessment	All Agilent Operations	Supply Chain
Supplier Human Rights Assessment	All Agilent Operations	Supply Chain
Human Rights Grievances Mechanisms	All Agilent Operations	
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	
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

## IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

### 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 16 locations. These 16 locations meet the criteria of either ISO 14001 certified (or certified sometime during the year) or EHSMS at any time during the year or sites greater than 140,000 square feet.

### 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 financial restatements from the prior year to this 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



- G4-24  
LIST OF STAKEHOLDER GROUPS ENGAGED BY THE ORGANIZATION
- G4-25  
BASIS FOR IDENTIFICATION AND SELECTION OF STAKEHOLDERS WITH WHOM TO ENGAGE
- G4-26  
APPROACHES TO STAKEHOLDER ENGAGEMENT
- G4-27  
KEY TOPICS AND CONCERNS RAISED THROUGH 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 input 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

G4-26 Stakeholder Engagement Matrix		
Stakeholder Type / Stakeholder Group	Frequency of engagement	Approach
Agilent Customer Touch Point Survey	After recent transaction	Customer satisfaction with a recent transaction with one of four touch points: Customer Operations Center, Contact Center, Sales, and Service  After an interaction with Agilent, selected customers receive an email invitation with a link to the survey
ACS Web Survey	After visiting Agilent website	Customer satisfaction with web touch points  Customers are invited to answer a survey after visiting the Agilent website to evaluate their satisfaction with the Agilent web site
ACS Product Survey	After purchase	Customer satisfaction with their Agilent product.  Customers receive an email invitation with a link to the survey after their purchase
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 that 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.
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
Suppliers	Monthly	Agilent compliance requirements are communicated through e-mail to all newly added suppliers
Suppliers	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 analysts.  At our annual shareholder meeting, all attendees are presented with the opportunity to ask questions of 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.

## STAKEHOLDER ENGAGEMENT

### 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, Public Affairs uses the input 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.

G4-27		Key Topics/ Concerns
Key Topics/Concerns	Response	Employees
Employees	<p>Development of Leadership and professional skills</p> <p>Access to training material and eLearning courses created for Agilent customers.</p>	<p>A 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.</p> <p>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".</p>
Customers	<p>Seamless and Streamlined Customer Engagement</p> <p>Ability to connect, collaborate and share insights related with Agilent instruments, software and consumables.</p>	<p>The Global Strategic Customer Program was launched this year to improve how Agilent works with top customers. The program helps present One Agilent, our total brand promise and our overall value to customers.</p> <p>Launched a new online community where users of our instruments, software and consumables can connect, collaborate and share insights.</p> <p>Now customers are holding online multi-participant conversations with each other and with Agilent employees who support their applications and maintenance needs.</p>

# 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 2016 Corporate Citizenship Report is based on a combination of quantitative and qualitative data relating to our environmental and social performance during fiscal year 2016 (Nov. 1, 2015, to Oct. 31, 2016). The data is recorded on a companywide basis unless otherwise indicated.

### G4-29 DATE OF MOST RECENT PREVIOUS REPORT

This is the 16th Corporate Citizenship Report (formerly known as Environmental and Social Responsibility Report) produced by Agilent. Previous reports are available at [Corporate Citizenship Resources](#).

### G4-30 REPORTING CYCLE

Agilent publishes its Corporate Citizenship Report annually.

### G4-31 CONTACT POINT FOR QUESTIONS REGARDING THE REPORT OR ITS CONTENTS

For questions or comments regarding Agilent's 2016 Corporate Citizenship Report, please contact us at [corporate.citizenship@agilent.com](mailto:corporate.citizenship@agilent.com).

### G4-32 IN-ACCORDANCE CRITERIA USED AND LOCATION OF GRI CONTENT INDEX

Agilent's 2016 Corporate Citizenship Report is prepared using GRI 4.0 "In-accordance with the "Core" option. Please refer to pages 2-4 of the report for GRI content Index.

### 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 (EHSSR), as they relate to Agilent-identified suppliers, found in this Agilent Corporate Citizenship Report 2016, are correct. In 2016 DEKRA performed audits of Agilent-identified suppliers in Malaysia, the People's Republic of China, the Republic of China, the Philippines, Mexico and the United States. These suppliers were found to be in compliance with, or have completed corrective actions to become compliant with, Agilent's stated EHSSR program, including but not limited to: policies regarding worker safety, environmental safety, Ozone Depleting Compounds (ODC) and 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 FY16](#) has also been attested by an independent auditor: Nichols, Rick and Company.
- 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 [http://www.agilent.com/environment/esr/CCR\\_2016/CCR\\_2016.html](http://www.agilent.com/environment/esr/CCR_2016/CCR_2016.html).

# GOVERNANCE, ETHICS AND INTEGRITY

G4-34  
GOVERNANCE STRUCTURE OF THE ORGANIZATION,

G4-36  
DETAILS ON WHETHER THE ORGANIZATION HAS APPOINTED  
AN EXECUTIVE-LEVEL POSITION

G4-38  
COMPOSITION OF THE HIGHEST GOVERNANCE BODY AND  
ITS COMMITTEES

G4-39  
DETAILS ON WHETHER THE CHAIR OF THE HIGHEST  
GOVERNANCE BODY IS ALSO AN EXECUTIVE OFFICER

G4-45  
HIGHEST GOVERNANCE BODY'S ROLE

G4-51  
REMUNERATION POLICIES FOR THE HIGHEST  
GOVERNANCE BODY AND SENIOR EXECUTIVES

G4-54  
RATIO OF THE ANNUAL TOTAL COMPENSATION

G4-56  
ORGANIZATION'S VALUES, PRINCIPLES, STANDARDS  
AND NORMS

**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 & Finance; Compensation; Executive; and Nominating & Corporate Governance. 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 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	Senior Director, Global Sourcing	3	2
Health and Safety	VP of Workplace, Services	3	2
Diversity and Employment Equity	Senior Director, Human Resources	3	2
Community and Public Relations	Director, Corporate Relations	4	3
Environmental Issues	VP of Workplace services	3	2
Risk Management	Director, Global Security	4	3
Supply Chain Social Responsibility	Senior Director, Global Sourcing	3	3
Compliance/Ethics Issues	Chief Compliance Officer and Senior 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 ten board members, nine of whom were independent directors. For more details please refer to our [Corporate Website](#).

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		1
Total non-executive directors (excluding independent directors)			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. More details are available at [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 will track required information from this financial year and will report in FY 2018 Corporate Citizenship 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 with customers, suppliers, and employees. 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. Our [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](#) and the [Charters of our Audit and Finance Committee](#), [Compensation Committee](#), [Executive Committee](#), and [Nominating/Corporate Governance Committee](#), are available at [www.investor.agilent.com](http://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.*



# ECONOMIC PERFORMANCE



DMA EC

DISCLOSURE ON MANAGEMENT APPROACH EC

G4-EC2

FINANCIAL IMPLICATIONS DUE TO CLIMATE CHANGE

G4-EC3

BENEFIT PLAN OBLIGATIONS

G4-EC4

GOVERNMENT ASSISTANCE

G4-EC5

ENTRY-LEVEL WAGES

G4-EC6

LOCAL HIRING AT SIGNIFICANT LOCATIONS OF OPERATION

G4-EC7

INFRASTRUCTURE INVESTMENTS FOR PUBLIC BENEFIT

G4-EC8

SIGNIFICANT INDIRECT ECONOMIC IMPACTS, INCLUDING THE EXTENT OF IMPACTS

G4-EC9

SPENDING ON LOCALLY-BASED SUPPLIERS

## ECONOMIC PERFORMANCE

### DMA EC

#### DISCLOSURE ON MANAGEMENT APPROACH EC

##### Economic Performance

We executed with financial discipline, achieving revenues of \$4.2 billion. This marks the second consecutive year we have outgrown the marketplace. We expanded our operating margins, ending fiscal year 2016 with our seventh straight quarter of year-over-year profitability growth.

We significantly increased our total cash return to shareholders, distributing \$150 million in dividends and repurchasing \$434 million of our shares. We also invested \$480 million directly into the business with key acquisitions, strategic transactions and capital expenditures.

The company's financials are reported publically on its external website at [Agilent Investor Relations](#).

##### Market Presence

Our analytical lab markets, which represent 84 percent of the total company, are comprised of two externally reported business segments: the Life Sciences and Applied Markets Group and the Agilent CrossLab Group. Together, these businesses serve customers in pharmaceuticals and life sciences research, as well as in applied chemical markets such as chemical and energy, food safety, environmental and forensics.

The Life Sciences and Applied Markets Group brings together Agilent's analytical laboratory instrumentation and informatics. Throughout the year, we continued to introduce new and innovative offerings with a significantly differentiated customer experience. In liquid chromatography, we launched the InfinityLab portfolio, including a new line of liquid chromatography instruments, columns, supplies and services. We added the Agilent 1260 Infinity II LC system to complement our flagship 1290 Infinity II LC. This instrument provides best-in-class lab efficiency and improved performance with full backward compatibility.

In gas chromatography, we introduced the transformational Intuvo 9000 GC system. It features breakthrough innovations in its technology, footprint, energy efficiency and environmental friendliness. The development of this product harnesses the complete Agilent portfolio of technological capability. Intuvo comprises a complete ecosystem of instrumentation, consumables, supplies, services and software.

Agilent's latest GC Triple-Quad sets a new benchmark in GC/MS, while our new 8900 Triple-Quad ICP-MS provides customers in several key markets with better answers than ever before. On the software side, our newest OpenLAB software platform continues to expand its multi-technique and multi-vendor capabilities. OpenLAB has full scalability from single workstations to networked enterprise solutions

We continued to bring novel new chemistries to market under the Agilent CrossLab brand. One example is our Advance Bio SEC family of products. These products rely on a new and innovative chromatographic particle technology that simultaneously delivers superior performance, lifetime and reproducibility. They provide a level of economic value to our customers that is unsurpassed in biopharma workflow applications.

The Diagnostics and Genomics Group is comprised of five business divisions. Three divisions originate from our 2012 acquisition of Dako and focus on pathology, companion diagnostics and reagent partnerships. The Genomics Division includes our microarrays, next generation sequencing target enrichment and Agilent's other genomics solutions. The Nucleic Acid Solutions Division manufactures synthetic RNA for potential use as active pharmaceutical ingredients.

## ECONOMIC PERFORMANCE

In fiscal 2015, our complementary diagnostic for Bristol-Myers Squibb Co.'s OPDIVO was approved by the U.S. Food and Drug Administration for non-squamous, non small cell lung cancer (NSCLC). In fiscal 2016, the FDA approved expanding the use of this PD-L1 diagnostic to include patients with melanoma, and commercial availability for both NSCLC and melanoma has expanded to include the European Union. Agilent is the first company to provide FDA-approved tests for lung cancer and melanoma for PD-L1 markers.

In addition, Merck & Co.'s KEYTRUDA was approved by the FDA for first-line treatment for metastatic NSCLC for patients with high rates of PD-L1 expression. In conjunction, Agilent's pharmDx companion diagnostics PD-L1 test was also approved for expanded use. This is the first time an Agilent PD-L1 companion diagnostic has been approved for first-line testing.

We launched a comprehensive offering of pooled CRISPR libraries for functional genomics to help accelerate research into complex diseases and drug discovery. We also announced a \$120 million investment over the next three years to expand production capacity for our Nucleic Acid Solutions Business, including a new factory in Colorado that can double our manufacturing capacity.

For more information on Agilent's markets, go to [Company Information](#)

### 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, progress made toward achieving the goals
- Assure activities under the grant have been conducted in conformity with the terms of the grant.
- Reporting of all expenditures supporting the grant.
- Maintain records of such expenditures to enable checking if needed.

For more information on Agilent Indirect Economic Impacts, go to [Community Relations](#).

## FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES FOR THE ORGANIZATION'S ACTIVITIES DUE TO CLIMATE CHANGE

Risk Category	Description	Impact Description	Financial Implications
Regulatory	Emission reporting obligations	We have considered the impact of current and proposed US 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. Non-compliance with the scheme will result in a fine. The first compliance period finished in March 2014 and a second compliance period is already planned for 2015-2019. In the first year we have emitted less than 20% of our emissions allowance.	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 office 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.	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

## ECONOMIC PERFORMANCE

### G4-EC3

#### COVERAGE OF THE ORGANIZATION'S DEFINED BENEFIT PLAN OBLIGATIONS

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

- We contributed zero, \$15 million, \$30 million to our U.S. defined benefit plans in each of 2016, 2015, and 2014, respectively.
- We contributed \$24 million, \$25 million and \$72 million to our non-U.S. defined benefit plans in 2016, 2015, and 2014, respectively.
- We contributed less than \$1 million in both 2016 and 2015 and \$1 million in 2014 to our U.S. post-retirement benefit plans.
- Our non-U.S. defined benefit plans are generally funded ratably throughout the year.
- Total contributions in 2016 were \$24 million or 40 percent less than 2015
- Total contributions in 2015 were \$40 million or 61 percent more than 2014

Our annual contributions are highly dependent on the relative performance of our assets versus our projected liabilities, among other factors. We expect to contribute approximately \$26 million to our U.S. and \$20 million non-U.S. defined benefit plans and nothing to our U.S. post-retirement benefit plans during 2017. Please refer to Agilent [2016 Annual Report](#) "retirement plans and post retirement pension plans" section starting at page 84.

### G4-EC4

#### SIGNIFICANT FINANCIAL ASSISTANCE RECEIVED FROM GOVERNMENT

Please refer to Agilent [2016 Annual Report](#) page number 44, 48, 83 for details.

### 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 above minimum wage requirements.

### G4-EC6

#### PROCEDURES FOR LOCAL HIRING AND PROPORTION OF SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY AT SIGNIFICANT LOCATIONS OF OPERATION

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 workplace 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 cultural 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. For more information on our workplace culture, please refer to [Agilent - Who We Are](#).

### 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 foundation and company grants, employee voluntarism, public policy and community partnerships in the areas of science education, and workplace giving campaigns.

Agilent's scientists and technical staff collaborate on academic research. 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.

Agilent's philanthropic efforts, through the Agilent Technologies Foundation, focus on education and development in life sciences. 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 a global level, we partner with many organizations, in which we identify local corporate social responsibility (CSR) projects, conduct due diligence, and support the implementation of the initiative on an ongoing basis. In addition, the Agilent Technologies Foundation supports several independent programs across various countries.

Examples of company programs and foundation grants supported in 2016:

Annual Agilent Employees Giving Campaign (Global campaign) : **Agilent's Giving Campaign 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.**

The program was implemented in Canada, China, Denmark, England, Hong Kong, India, Japan, Scotland, Spain, Taiwan and the United States. Agilent employees make their communities a better places 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 employees favorite charities.

Agilent After School (AAS) Kit Program (Global program) : **The heart of the Agilent 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 also 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 afterschool 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 17 countries and touches 40,000 students around the world each year.**

Edinburg International Science Festival : **The science festival encourages exploration in science, technology, engineering and design concepts which have the potential to improve the world. This is the largest science festival in the UK with ~300 events for families and adults and runs for two weeks, with thousands of people attending. There are specific programs for every age group including adults.**

## ECONOMIC PERFORMANCE

Dairy Association of China (DAC) – 2015/2016 : A dairy technology laboratory and training center within the DAC has been built and is available to all dairy farmers in China with the objective of increasing dairy product safety practices for all consumers. 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 Olympiad. Winners from the Japan event go on to the International Biology Olympiad. Students are challenged to expand their talent and to promote their career as a scientist.

**Children’s Discovery Museum (CDM), California, USA** : An outdoor science park that sparks children's curiosity has been designed and is being built in phases. Phase one, the rain catchment system, underway in 2016, focused on the Development of important science skills like investigating, categorizing, exploring and testing ideas and assumptions. The park will highlight both the natural and human-made worlds and how we leverage natural resources to adapt to our changing world. Adults can engage in learning about strategies for conservation, from the solar panel installation to the rain catchment system, both demonstrating residential applications. A variety of measurement tools will help adults see quantities of power and water generated and collected and then used by children with interactive exhibits and planting areas. Native and drought tolerant plants will be used for the landscaping to create a "rain garden" to slow down water to the storm drain will help adults develop strategies to manage the drought at home. Over 325,000 people are expected to experience this exhibit annually.

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 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.

In addition, the Foundation’s match of employee giving strengthens a broad range of non-profit programs in communities where Agilent has a presence. For more information, go to [Community Relations](#).

# ENVIRONMENTAL

DMA EN DISCLOSURE ON MANAGEMENT APPROACH EN	G4-EN13 HABITATS PROTECTED OR RESTORED	G4-EN24 TOTAL NUMBER AND VOLUME OF SIGNIFICANT SPILLS
G4-EN3 ENERGY CONSUMPTION WITHIN ORGANIZATION	G4-EN14 HABITATS IN AREAS AFFECTED BY OPERATIONS	G4-EN25 WEIGHT OF TRANSPORTED, IMPORTED, EXPORTED, OR TREATED WASTE
G4-EN4 ENERGY CONSUMPTION OUTSIDE THE ORGANIZATION	G4-EN15 DIRECT GREENHOUSE GAS EMISSIONS (SCOPE 1)	G4-EN26 IDENTITY, SIZE, PROTECTED STATUS, AND BIODIVERSITY VALUE OF WATER BODIES
G4-EN5 ENERGY INTENSITY	G4-EN16 ENERGY INDIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 2)	G4-EN27 INITIATIVES TO MITIGATE ENVIRONMENTAL IMPACTS OF PRODUCTS AND SERVICES
G4-EN6 REDUCTION OF ENERGY CONSUMPTION	G4-EN17 OTHER INDIRECT GREENHOUSE GAS EMISSIONS (SCOPE 3)	G4-EN28 PERCENTAGE OF PRODUCTS SOLD AND PACKAGING MATERIALS RECLAIMED
G4-EN7 REDUCTION IN ENERGY REQUIREMENTS OF PRODUCTS	G4-EN18 GREENHOUSE GAS EMISSIONS INTENSITY	G4-EN29 SIGNIFICANT FINES FOR NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS
G4-EN8 WATER WITHDRAWAL	G4-EN19 REDUCTION OF GREENHOUSE GAS EMISSIONS	G4-EN30 SIGNIFICANT ENVIRONMENTAL IMPACTS OF TRANSPORTING PRODUCTS AND MATERIALS, AND TRANSPORTING MEMBERS OF THE WORKFORCE
G4-EN9 WATER SOURCES SIGNIFICANTLY AFFECTED BY WITHDRAWAL OF WATER	G4-EN20 EMISSIONS OF OZONE-DEPLETING SUBSTANCES	G4-EN31 TOTAL ENVIRONMENTAL PROTECTION EXPENDITURES AND INVESTMENTS BY TYPE
G4-EN10 WATER RECYCLED AND REUSED	G4-EN21 NO <sub>x</sub> , SO <sub>x</sub> , AND OTHER SIGNIFICANT AIR EMISSIONS	G4-EN34 NUMBER OF GRIEVANCES ABOUT ENVIRONMENTAL IMPACTS
G4-EN11 OPERATIONAL SITES LAND OWNED ADJACENT TO PROTECTED AREAS	G4-EN22 TOTAL WATER DISCHARGE BY QUALITY AND DESTINATION	
G4-EN12 IMPACTS OF ACTIVITIES IN PROTECTED AREAS	G4-EN23 TOTAL WEIGHT OF WASTE BY TYPE AND DISPOSAL METHOD	



## ENVIRONMENT PERFORMANCE

### DMA EN

#### DISCLOSURE ON MANAGEMENT APPROACH EN

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.

For supplier environmental and social responsibility expectations, view [Agilent Supplier Code of Conduct Policy](#).

#### Energy and Water

Agilent continues to focus on opportunities to reduce 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 are considered in facilities projects. Performance related to 10-year global objectives to reduce normalized energy and water consumption by 10% and 20% respectively is monitored quarterly.

Agilent has completed over 30 energy and water conservation projects at its major sites leading to a potential annual energy saving of over 800 MWh.

Energy use is determined to be Agilent's most significant environmental aspect, consuming approximately 499,000 GJ in FY16 (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.) and now recently, also by headcount and revenue.

At its Shanghai China site, Agilent replaced lighting, HVAC and other utilities equipment with more efficient types leading to an annual saving of about 35MWh. Similarly in Boulder USA, lighting and other equipment replacements effected a reduction of about 66 MWh whilst the Delaware sites implemented changes leading to a projected decrease of about 70MWh. Santa Clara, Agilent's HQ, remodeled lighting with expected savings of over 80 MWh. Projects across Europe, including a new district heating supply from a nearby waste incinerator in Copenhagen, were expected to reduce consumption by over 200 MWh. Globally, these reductions and the continued use of solar photovoltaic generation has effected a net reduction of over 400 MT of Greenhouse Gas Emissions.

In FY16, our energy reduction per square foot was 1.85% against a target of 2% (against a FY14 baseline). Increased production intensity at some sites resulted in an adverse impact in local energy consumption but globally when factoring in headcount increases, there was a net reduction in energy use per headcount of 12%. FY16 saw a net reduction of 3.6% 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 FY16 the water consumption per square foot reduced by 14% against the 2% target and is well on track to meet the 20% reduction over 10-years.

## ENVIRONMENT PERFORMANCE

### Waste

Agilent's FY16 waste management plan achieved its targets to:

1. Establish waste diversion from landfill goals.
2. Reduce waste disposal liability by reducing the total number of hazardous waste vendors.

Agilent met its waste diversion goal of 89% in 2016.

The focus for FY17 includes an investigation of hazardous waste producing sites to effect reduction opportunities at the priority 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 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 may be found at Agilent's Commitment to Environment and Social Responsibility (attached).

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 FY16 achievements include:

- New and existing product conversions to be ROHS compliant (this is an extension of the FY15 program)
- Reduced energy consumption (40%) of the next generation GC products.

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.

## ENVIRONMENT PERFORMANCE

**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 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)	2013	2014	2015	2016
Diesel	4,900	3,161	3,850	433
Propane	1,100	1,100	1,100	89
Solar	12,800	11,800	5,050	5,850
Electricity	803,000	670,200	356,110	353,441
Natural Gas	225,000	205,206	146,320	122,334
Total	1,046,800	891,467	512,430	482,147

GRI Indicator	FY16 Agilent Data	Explanation
Total Fuel Consumption from Renewable Sources	5,850 GJ	Total energy consumption in-house solar generation
Total Fuel Consumption from Non-Renewable Sources	122,856 GJ	
Heating Consumption	17,021 GJ	Natural gas
Electricity Consumption	353,441 GJ	For grid electricity
Diesel for Electricity Generation	433 GJ	Diesel consumption for electricity at Manesar
Propane Consumption	89 GJ	Total direct energy consumption for propane
Total Indirect Energy Consumption	Solar = 5,850 GJ Grid Elec. = 353,441 GJ	
Total Direct Energy Consumption	Diesel = 433 GJ Natural Gas = 122,334 GJ Propane = 89 GJ	

Notes:

- U.S. Energy Information Agency International Electricity Emissions Factor by Country, 1999–2002 were utilized for all non-U.S. facilities. Details are available at [http://www.eia.gov/oiaf/1605/emission\\_factors.html](http://www.eia.gov/oiaf/1605/emission_factors.html)
- For U.S. facilities, EPA eGRID2012 Subregion map and Subregion GHG output emission rates for CO2, CH4 and N2O, released August 2016 <http://www.epa.gov/energy/eGRID-2012-subregion-ghg-output-emission-rates>

**G4-EN4  
ENERGY CONSUMPTION OUTSIDE THE ORGANIZATION**

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

- For stationary fuel consumption (i.e. natural gas) DEFRA 2016 standards are used. Details are available at <http://www.ukconversionfactorscarbonsmart.co.uk>
- Goods and services (Includes procurement, upstream and downstream transportation and distribution). Most energy consumption in this category is captured in our freight and logistics vendor emissions reported under G4-EN-17.
- Business travel and employee commuting: Energy consumption for business travel is captured under G4-EN-17. Agilent plans to expand employee commuting data reporting to include other country locations where Agilent operates. For this report, under G4-EN-17 we are only reporting U.S. employee commuting.
- Use of sold products and end-of-life treatment of products: Description of our efforts to reduce energy consumption of our products is reported under G4-EN-7. Details about options available to our customers for end life treatment of our products are given under G4-EN-27.

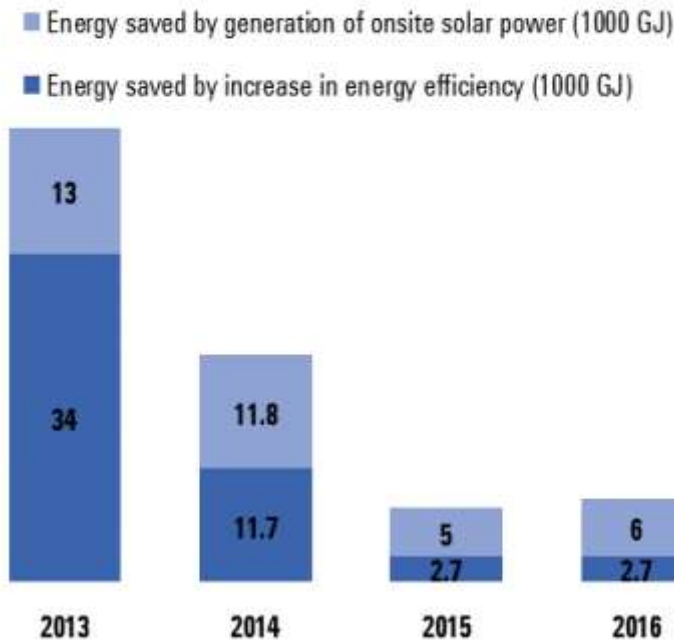
**G4-EN5  
ENERGY INTENSITY**

GRI Indicator	FY14	FY15	FY16
Energy Intensity Ratio	37 kwh/sqft	37 kwh/sqft	38 kwh/sqft
Kilowatt hour (kwh)	2,47,818,362	129,171,983	137,037,653
Square feet (sqft)	6,692,587	3,486,241	3,613,077
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	No		

**G4-EN6  
REDUCTION OF ENERGY CONSUMPTION**

Annualized reductions are theoretical based on the predicted reduction in electricity usage as a direct result of energy saving projects in FY16. The 2730 GJ quoted is the total expected annualized reduction in usage and not the actual total realized in FY16 as these projects were completed over the duration of FY16.

**Energy Saved by Conservation and Efficiency Improvement**



**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.

Our new Agilent Intuvo 9000 Gas Chromatography (GC) system made significant energy reductions compared to the predecessor instruments. The employed direct heating technology is a much faster and more efficient way to do GC and can run methods faster, in half the space (footprint), with using less than half the power normally required.

This adds and aligns 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, sludge’s & 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	2014	2015	2016
Ground Water		171	155
Municipal Water supplies or other utilities	341	299	296
Total	341	470	451

Note: Groundwater data only available after 2015

## ENVIRONMENT PERFORMANCE

### G4-EN9 WATER SOURCES SIGNIFICANTLY AFFECTED BY WITHDRAWAL OF WATER

Most of our manufacturing site 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 24,000 cubic metres and Torino withdrew about 131,000 cubic metres in FY16, making this a global total groundwater withdrawal of about 155,000 cubic metres.

### G4-EN10 PERCENTAGE AND TOTAL VOLUME OF WATER RECYCLED AND REUSED

No significant water recycling has been noted for FY16.

### G4-EN11 OPERATIONAL SITES OWNED, LEASED, MANAGED IN, OR ADJACENT TO, PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS

Not applicable. Agilent manufacturing sites are not located in protected areas or areas of high biodiversity value.

### G4-EN12 DESCRIPTION OF SIGNIFICANT IMPACTS OF ACTIVITIES, PRODUCTS, AND SERVICES ON BIODIVERSITY IN PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS

Not applicable. Agilent manufacturing sites are not located in protected areas or areas of high biodiversity value.

### G4-EN13 HABITATS PROTECTED OR RESTORED

Not applicable. Agilent manufacturing sites are not located in habitat-protected areas or restored areas.

### G4-EN14 TOTAL NUMBER OF IUCN RED LIST SPECIES AND NATIONAL CONSERVATION LIST SPECIES WITH HABITATS IN AREAS AFFECTED BY OPERATIONS, BY LEVEL OF EXTINCTION RISK CO<sub>2</sub>

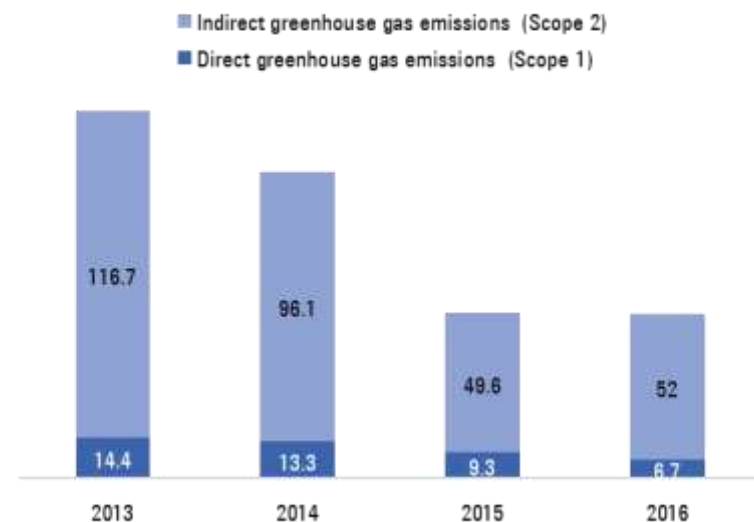
Not applicable. Agilent manufacturing sites are not located in habitat-protected areas or restored areas that could potentially be endangered or threatened.

### G4-EN15 TOTAL DIRECT GREENHOUSE GAS EMISSIONS BY WEIGHT

GRI Indicator	FY16 Agilent Data
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
Total Direct (Scope 1) greenhouse gas emissions in metric tons of CO <sub>2</sub> equivalent.	6,732

Worldwide (Metric Kilotons CO <sub>2</sub> e)	2013	2014	2015	2016
Direct Greenhouse Gas Emissions (Scope 1)	14.4	13.3	9.3	6.7
Indirect Greenhouse Gas Emissions (Scope 2)	116.7	96.1	49.6	52
Total Greenhouse Gas Emissions	131.1	109.4	58.9	58.7

Total Direct & Indirect Greenhouse Gas Metric Kilon CO<sub>2</sub>e



## ENVIRONMENT PERFORMANCE

### G4-EN16

#### ENERGY INDIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 2)

GRI Indicator	FY16 Agilent Data
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
Total Scope 2 greenhouse gas emissions in metric tons of CO <sub>2</sub> equivalent.	51,982

### G4-EN17

#### OTHER RELEVANT INDIRECT GREENHOUSE GAS EMISSIONS BY WEIGHT (SCOPE 3)

GRI Indicator	FY14 Agilent Data	FY15 Agilent Data	FY16 Agilent Data
Scope 3 emissions from U.S. Fleet program identified in metric tons of CO <sub>2</sub>	8,801	6,862	7,256
Scope 3 Emissions from Agilent employee business travel identified in metric tons of CO <sub>2</sub> equivalent	33,788	21,131	27,460
Scope 3 Emissions			
FedEx tCO <sub>2</sub>	22,314	15,829	22,437
DHL Freight and Forwarding tCO <sub>2</sub> e	33,086	32,343	27,564
DHL Express tCO <sub>2</sub> e	-	-	6,336
KWE tCO <sub>2</sub>	-	12,355	60,050
Scope 1 & Scope 2 emissions metric tons of CO <sub>2</sub> equivalent	109,279	58,965	58,714

Employee Fleet Travel (U.S. only) (million miles) 3 Fiscal Years	FY14	FY15	FY16
For Business (Driver-Assigned)	1,134	840	862
For Business (Pool and Group)	47	12	11
For Personal (Driver-Assigned)	0	0	0
TOTAL	1,181	852	873

### G4-EN18

#### GREENHOUSE GAS EMISSIONS INTENSITY

GRI Indicator	FY15	FY16	Description
Greenhouse gas emission intensity ratio	0.0169 mt/sqft	0.0166 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 is our intensity metrics 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

### G4-EN19

#### REDUCTION OF GREENHOUSE GAS EMISSIONS

GRI Indicators	Agilent Data
Initiatives to reduce greenhouse gas emissions, including the areas where the initiatives were implemented.	Globally 3 on-site solar PV systems amounting to a net offset of 540 MT GHGe (actual)
The extent of greenhouse gas emissions reductions achieved during the reporting period as a direct result of the initiative(s) in tons of CO <sub>2</sub> equivalent.	940
Reductions in GHG emissions by direct (Scope 1), energy indirect (Scope 2), other indirect (Scope 3) emissions.	940 MT: CO <sub>2</sub> e avoided (MT) from Electricity (Scope 2) 540 MT: from 3 on-site solar PV systems

## ENVIRONMENT PERFORMANCE

### 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.

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 only started to report direct NOx emissions in FY15. Total NOx emissions in FY16 was 6 MT.

We do not track SOx, Hazardous air pollutants (HAP), 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 2015– October 2016) and include 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 waste diversion rate was 89% for FY16. Waste data is also attested by independent third party Trucost. Attestation statement is available in section G4-33 on page 28.

GRI Indicator	Agilent Data
The total amount of waste (hazardous & non-hazardous) in tons by type for composting.	Hazardous = 0 Non-Hazardous = 140
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.	Recycle (metric tons): • Hazardous = 1,682 • Non-Hazardous = 1,798
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).	Incineration (metric tons) • Hazardous = 459 • Non-hazardous = 226
The total amount of waste (hazardous & non-hazardous) in metric tons by type for landfill.	Landfill (metric tons) • Hazardous = 2 • Non-hazardous = 274
The total amount of waste (hazardous & non-hazardous) treated in metric ton	Treated (metric tons) • Hazardous = 1,810 • Non-hazardous = 0
The total amount of waste (hazardous & non-hazardous) in metric tons by type for on-site storage.	0



GRI Indicator	Agilent Data
The total amount of waste (hazardous & non-hazardous) in metric tons by type for other (to be specified by the reporting organization).	<p>Total Hazardous waste (metric tons)</p> <ul style="list-style-type: none"> <li>• Treated = 1,810</li> <li>• Incinerated = 459</li> <li>• Land filled = 2</li> <li>• Recycled = 1,682</li> <li>Total = 3,953</li> </ul> <p>Total Non-Hazardous waste (Metric tons)</p> <ul style="list-style-type: none"> <li>• Composting = 140</li> <li>• Recycled = 1,798</li> <li>• Land Filled = 274</li> <li>• Incinerated = 226</li> <li>Total = 2,438</li> </ul> <p>Total (Hazardous + Non-Hazardous = 6,391 (metric tons)</p>
How the method of disposal has been determined.	<p>Hazardous waste disposal methods—treated, incinerated, land filled &amp; recycled.</p> <p>Non-hazardous waste disposal methods—recycled, land filled &amp; incinerated.</p>

Notes:

- Total waste produced is calculated by adding total chemical waste and total solid waste tonnage. Total waste calculated based on fiscal year (November 2015 – October 2016).
- 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 FY16, 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 shipment, under the Basel Convention.

**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 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

## ENVIRONMENT PERFORMANCE

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 products, parts, components and materials supplied to Agilent are “DRC (Democratic Republic of Congo) conflict free” as that term is used 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 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 FY16, Agilent reported only 6 alleged regulation compliance violations. No incidents resulted in monetary fines or penalties.

	FY14	FY15	FY16
Total Significant Fines (\$)	350	313	0
Number of Environmental Fines Paid by Company	1	1	0
Non- Monetary Sanctions	0	0	0

### 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 FY16, we reported our greenhouse gases emissions from freight and logistics providers.

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 FY16, there were no grievances raised.

# SOCIAL: LABOR PRACTICES AND DECENT WORK INDICATORS

DMA LA  
DISCLOSURE ON MANAGEMENT APPROACH LA

G4-LA1  
RATES OF NEW HIRES AND EMPLOYEE TURNOVER

G4-LA2  
BENEFITS FOR FULL-TIME EMPLOYEES

G4-LA3  
RETURN TO WORK AND RETENTION RATES AFTER PARENTAL LEAVE

G4-LA4  
MINIMUM NOTICE PERIODS REGARDING OPERATIONAL CHANGES

G4-LA5  
HEALTH AND SAFETY COMMITTEES

G4-LA6  
INJURY, DISEASES, LOST DAYS, ABSENTEEISM, AND FATALITIES

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  
EMPLOYEE TRAINING

G4-LA10  
PROGRAMS FOR SKILLS MANAGEMENT AND LIFELONG LEARNING

G4-LA11  
PERFORMANCE REVIEWS

G4-LA12  
COMPOSITION OF GOVERNANCE BODIES AND BREAKDOWN OF EMPLOYEES PER EMPLOYEE CATEGORY

G4-LA13  
RATIO OF BASIC SALARY OF WOMEN TO MEN

G4-LA16  
GRIEVANCES ABOUT LABOR

DMA LA  
DISCLOSURE ON MANAGEMENT APPROACH LA

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 the best place to work for every employee. The company policies and practices support global diversity and inclusion and work/life success.

[Agilent Culture](#)  
[Agilent Diversity and Work/Life Balance](#)  
[Agilent Employer Awards](#)

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 three approaches to employee development are used at Agilent, and are provided based on business need. It is most effective to 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:** Specific technical and business skill development provided internally by Agilent or externally by qualified educational institutions via a classroom, online, or self-study format.

*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-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 will 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 handle 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.
- **MagellanAssist (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.

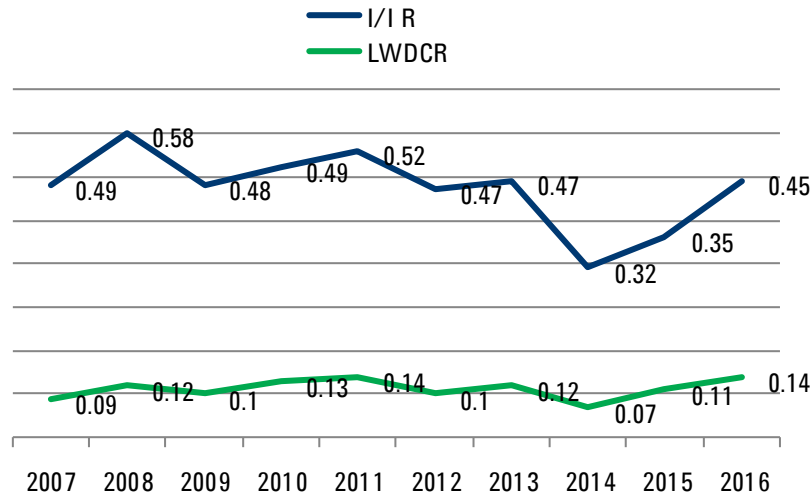
**G4-LA6**  
**TYPE OF INJURY, RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS, AND ABSENTEEISM, AND NUMBER OF WORK-RELATED FATALITIES BY REGION AND GENDER**

In Agilent’s Environmental Health and Safety function, we believe that people who feel good, do good. 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- 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 recordkeeping process aligns with the U.S. OSHA Injury/Illness Recordkeeping regulations and reports on Occupational Recordable (IR) and Lost Work Day Case (LWDCR) rates. 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 2016 – 0.45;

Agilent Occupational (LWDCR) Rate Globally 2016 – 0.14;



**G4-LA7**  
**WORKERS WITH HIGH INCIDENCE OR HIGH RISK OF DISEASES RELATED TO THEIR OCCUPATION**

While Agilent does not have workers with high incidence or high risk of diseases related to their occupations we do provide a number of programs and educational opportunities aimed at managing serious diseases and medical situations for employees as well as family and community members. Agilent EHS standards maintain employee exposure levels for harmful agents in the workplace well below regulatory requirements. Workplace Services has both Emergency Action and Disaster Recovery Plans that address serious medical events or disease outbreaks (e.g., pandemic events). Agilent provides training to employees as a precautionary measure to prevent blood borne diseases.

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 to name a few.

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 distributed workforce, we continue to make self-paced e-learning available in many of these topics 24 hours a day/seven days a week.

## SOCIAL: LABOR PRACTICES AND DECENT WORK INDICATOR

In 2016, approximately 98% of our Agilent employees completed training activities (with over 145,000 documented instances of training, including over 109,000 self-paced online course completions).

### 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.

Employees access learning opportunities through our Development Now portal--a resource center with videos, guided online activities, classes, and other professional development resources. 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, programs such as our Educational Assistance program provide 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 talent.

### 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
12952	8019/4933

Percentage of employees by gender.

Employee Gender	% of Total
Male	62%
Female	38%

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	61%
% Over 50 years of age	27%

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

Executives and Senior Management	% 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%

**SOCIAL: LABOR PRACTICES AND DECENT WORK INDICATOR**

**Total number of managers by gender**

Total Number	# Male/Female
1661	1188/473

**Percentage of managers by gender**

Employee Gender	% of Total
Male	71.5%
Female	28.5%

**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 comparative ratio (compa-ratio) of men and women in each employee category and 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 their job. Using compa-ratio enables us to compare pay position across varying types of jobs and markets. Within Agilent, three major employee categories are Individual Contributor A (ICA; typically non-exempt), Individual Contributor B (ICB; typically exempt), and People Manager (PM).

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

**G4-LA16  
NUMBER OF GRIEVANCES ABOUT LABOR PRACTICES FILED, ADDRESSED, AND RESOLVED THROUGH FORMAL GRIEVANCE MECHANISMS**

This information is Agilent confidential.



# SOCIAL: HUMAN RIGHTS

DMA LA  
DISCLOSURE ON MANAGEMENT APPROACH LA

G4-LA1  
RATES OF NEW HIRES AND EMPLOYEE TURNOVER

G4-LA2  
BENEFITS FOR FULL-TIME EMPLOYEES

G4-LA3  
RETURN TO WORK AND RETENTION RATES AFTER  
PARENTAL LEAVE

G4-LA4  
MINIMUM NOTICE PERIODS REGARDING OPERA-  
TIONAL CHANGES

G4-LA5  
HEALTH AND SAFETY COMMITTEES

G4-LA6  
INJURY, DISEASES, LOST DAYS, ABSENTEEISM,  
AND FATALITIES

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-LA11  
PERFORMANCE REVIEWS

G4-LA12  
COMPOSITION OF GOVERNANCE BODIES AND BREAK-  
DOWN OF EMPLOYEES PER EMPLOYEE CATEGORY

G4-LA13  
RATIO OF BASIC SALARY OF WOMEN TO MEN

G4-LA14  
NEW SUPPLIERS THAT WERE SCREENED USING  
LABOR PRACTICES CRITERIA

G4-LA16  
GRIEVANCES ABOUT LABOR

DMA HR  
DISCLOSURE ON MANAGEMENT APPROACH HR

Enable Agilent to attract, engage, develop and reward the best talent to be #1 in analytical labs and targeted diagnostics segments. 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. 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, 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.

- Fortune 500 employer.
- Named to Forbes list of Top 50 Best Employers in America.
- Named to Business Insider's list of The 25 Best Tech Companies to work for in America.
- Recognized by Chemical & Engineering News as a best place to work in the U.S.

For more information, view [Agilent Supplier Code of Conduct Policy](#).

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 will compensate our employees with wages and benefits that meet or exceed the legally required minimum.

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

## SOCIAL: HUMAN RIGHTS

**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 will provide 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 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 SupplyChain 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").

## SOCIAL: HUMAN RIGHTS

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 FY16.

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 FY16.

[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.

# SOCIAL: SOCIETY

DMA S0  
DISCLOSURE ON MANAGEMENT APPROACH SO

G4-S01  
OPERATIONS WITH IMPLEMENTED LOCAL  
COMMUNITY ENGAGEMENT, IMPACT ASSES-  
MENTS, AND DEVELOPMENT PROGRAMS

G4-S02  
OPERATIONS WITH SIGNIFICANT IMPACTS ON  
LOCAL COMMUNITIES

G4-S03  
BUSINESS UNITS ANALYZED FOR RISKS RELAT-  
ED TO CORRUPTION

G4-S04  
COMMUNICATION AND TRAINING ON ANTI-  
CORRUPTION POLICIES AND PROCEDURES

G4-S05  
ACTIONS TAKEN IN RESPONSE TO INCIDENTS  
OF CORRUPTION

G4-S06  
CONTRIBUTIONS TO POLITICAL PARTIES

G4-S07  
TOTAL NUMBER OF LEGAL ACTIONS FOR  
ANTI-COMPETITIVE BEHAVIOR AND THEIR  
OUTCOMES

G4-S08  
MONETARY VALUE OF SIGNIFICANT FINES

G4-S011  
NUMBER OF GRIEVANCES ABOUT IMPACTS  
ON SOCIETY FILED, ADDRESSED, AND  
RESOLVED THROUGH FORMAL GRIEVANCE  
MECHANISMS

### 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 Giving Campaign, 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; and
- 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.

*that provides guidance on social responsibility. 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.*

## SOCIAL: SOCIETY

### 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, and
- 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-S01

#### 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 four hours of company time per month, with manager approval, to work on company supported or sponsored community activities. Learn more at Agilent's Volunteer Policy.

The annual Agilent Giving Campaign 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 Giving Campaign 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 Giving Campaign. 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 Campaign, the Agilent Technologies Foundation supports other initiatives to enhance, enrich and support the communities in which Agilent operates. Details of projects supported by Agilent Technologies Foundation in 2016 are reported under G4-EC8 and page number 38-39

## SOCIAL: SOCIETY

### G4-S02 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-S03 PERCENTAGE AND TOTAL NUMBER OF BUSINESS UNITS ANALYZED FOR RISKS RELATED TO CORRUPTION

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

### G4-S04 COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES

100 percent of management and non-management employees were required to receive anti-corruption training during the reporting period.

### G4-S05 ACTIONS TAKEN IN RESPONSE TO INCIDENTS OF CORRUPTION

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

### G4-S06 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](http://www.agilent.com/go/contactus).

### G4-S07 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-S08 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 PR

G4-PR1  
PRODUCT AND SERVICES HEALTH AND SAFETY  
IMPACTS

G4-PR2  
NON-COMPLIANCE WITH REGULATIONS AND  
VOLUNTARY CODES CONCERNING HEALTH AND  
SAFETY IMPACTS

G4-PR3  
TYPE OF PRODUCT AND SERVICE INFORMATION  
REQUIRED BY PROCEDURES

G4-PR4  
TOTAL NUMBER OF INCIDENTS OF NON-  
COMPLIANCE CONCERNING PRODUCT  
INFORMATION AND LABELING

G4-PR5  
PRACTICES RELATED TO CUSTOMER  
SATISFACTION

G4-PR6  
SALE OF BANNED OR DISPUTED PRODUCTS

G4-PR7  
TOTAL NUMBER OF INCIDENTS OF NON-  
COMPLIANCE CONCERNING MARKETING  
COMMUNICATIONS

G4-PR8  
TOTAL NUMBER OF SUBSTANTIAL COMPLAINTS  
REGARDING BREACHES OF CUSTOMER PRIVACY

G4-PR9  
MONETARY VALUE OF SIGNIFICANT FINES FOR  
NON-COMPLIANCE CONCERNING PRODUCTS AND  
SERVICES



## SOCIAL: PRODUCT RESPONSIBILITIES

### DMA PR DISCLOSURE ON MANAGEMENT APPROACH PR

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.

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 invested 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

## SOCIAL: PRODUCT RESPONSIBILITIES

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

Through the Agilent Customer Satisfaction Program, we survey customers who interact with various touch points across our businesses and regions, and we provide continual updates to our management. In addition, the Agilent Market Survey provides a measure of our customers' loyalty compared with the loyalty of our competitors' customers. The results are used to identify opportunities for growth and areas where additional business investments are warranted.

Agilent is associated with trust, safety, and success due to its heritage, breadth of high-quality products, and long-standing reputation. Our products are the top driver of customer loyalty, therefore making the Agilent Product Survey (APS) an integral part of the customer satisfaction program. APS measures customer satisfaction with all major Agilent products and software under multiple satisfaction parameters or drivers (See a few examples below.)

PRODUCT SATISFACTION DRIVERS	SOFTWARE SATISFACTION DRIVERS
<ul style="list-style-type: none"><li>- Reliable performance and results</li><li>- Good value for the price</li><li>- Easy to use</li><li>- Helps save customer's time</li><li>- Contains leading edge technology</li><li>- Has user manuals and documentation</li></ul>	<ul style="list-style-type: none"><li>- Easy data analysis, reporting and workflow designing</li><li>- Software issues are resolved quickly</li><li>- Upgrades or patches are available when needed</li><li>- Able to function without crashes or service interruptions</li></ul>

APS is a global survey evaluating product performance in the U.S., Australia, China, France, Germany, India, Ireland, Italy, Japan, New Zealand, Russia, Singapore, Thailand, and the U.K. The results are provided to quality managers across divisions, and are thoroughly evaluated to identify specific problem areas to address, and to tailor future product improvements.

### G4-PR6

#### SALE OF BANNED OR DISPUTED PRODUCTS

Our brand is shaped by every experience customers, partners, shareholders, and constituents have with Agilent. Every action we take ensures that these experiences consistently build and reinforce Agilent as the world's premier measurement company. 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. To demonstrate the importance of customer privacy, Agilent has entered into three voluntary data privacy programs: the U.S.-EU Safe Harbor, U.S.-Swiss Safe Harbor and TRUSTe.

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



## 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.

**BMP** Best Management Practices

**BMS** Business Management System

**CO<sub>2</sub>** 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 system.

**EHSSR** Environment Health, Safety and Social Responsibility

**ESR** Environmental and Social Responsibility.

**Fiscal year** - November 1 to October 31.

**FTC** Federal Trade Commission

**Greenhouse gases** For the purpose of this report, greenhouse gases are the six gases listed in the Kyoto Protocol: carbon dioxide (CO<sub>2</sub>); methane (CH<sub>4</sub>); nitrous oxide (N<sub>2</sub>O); hydro fluorocarbons (HFCs); perfluorocarbons (PFCs); and sulphur hexafluoride (SF<sub>6</sub>).

**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](http://www.globalreporting.org)

**GSE** Agilent General Specification for the Environment at [www.agilent.com/environment/GSE.pdf](http://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 Labour Organization. For more information, go to [www.ilo.org/global/index.htm](http://www.ilo.org/global/index.htm).

**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:  $2 \times 200,000 / 50,000 = 8.0$  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).

**Lost-workday case rate** 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:  $1 \times 200,000 / 50,000 = 4.0$  lost-workday case rate.

**LTL** Less-Than-Truckload

**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



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