Dreams made real

ENVIRONMENT AND SOCIAL RESPONSIBILITY REPORT 2000

Agilent Technologies

Dreams made real

Ambitions. We make the tools for people who make dreams real. For most people in the world these dreams include good health, a safe environment and economic independence. One of our aims is to continually strengthen our environmental performance and contribution to society so that sustainable development is made real today and for future generations.

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Agilent Technologies

OUR PURPOSE

To revolutionize the way people live and work through technology.

In this report

Agilent Technologies began operating as a separate, stand-alone company on November 1, 1999. This is our first environment and social responsibility report. This report covers the year 2000. We are using the international standard, the Global Reporting Initiative (GRI)*, as a framework. In future years, we will evolve more detailed reporting on the Internet. We will also offer you a summary in print.

We have selected the content to offer you an overview of our main impacts on the environment and society and how we manage our operations. This report includes aggregate data from all our areas of operations.

* For information about the Global Reporting Initiative visit **www.globalreporting.org**

How does a company like ours contribute to sustainable development?

OUR VISION

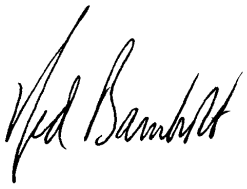
Agilent is a company that is a technology innovator, a supplier and partner of choice, a great place to work, and a force for economic and social progress.

To build a successful company for the long term we need to address the challenge of sustainable development. Protecting the natural environment and making a positive social impact are becoming an integral part of our business strategies.

Many leading companies, including Agilent, are learning more each year about the opportunities and challenges that good corporate citizenship presents. We know the Earth's resources are limited. We also believe that human innovation knows no limits. Agilent's task is to apply our technical and business expertise to balance economic progress with sustainable development.

Agilent is providing technology innovations in the fields of communication and life sciences that are helping to shape the 21st century. We are pursuing an unprecedented opportunity to help make real the economic, social and environmental dreams of the world's citizens.

NED BARNHOLT, President and Chief Executive Officer



How can responsible environmental management and business goals co-exist?

OUR ENVIRONMENTAL POLICY

We will provide products and services that are environmentally sound throughout their lifecycles and conduct our operations worldwide in an environmentally responsible manner.

Agilent inherited a strong environmental record from Hewlett-Packard. We are building on this heritage and on our potential to achieve even greater positive change.

The economy is a subsystem of the ecosystem. Through responsible environmental management, we can address global issues and gain business advantage. We can cut costs and abate global warming by reducing energy use. We can improve profit margins by promoting recycling and reuse of products and minimizing resource use. Agilent's environmental policy expresses these goals and all employees are expected to implement it.

Our Environmental Health and Safety Management System (EHSMS) is designed to help us make continual improvement and guide us toward sustainability. We are committed to achieving ISO 14001 registration at all our manufacturing sites worldwide by December 31, 2003. ISO 14001 is an internationally recognized standard and certification to it demonstrates effective environmental management. Three of our sites already have ISO 14001 certification.

As a significant global purchaser we increasingly use our influence in the supply chain to advance our environmental objectives. Agilent's procurement standards favor suppliers who meet our environmental expectations and work with us toward continual improvement.

How do our values benefit our stakeholders?

OUR CITIZENSHIP OBJECTIVE

Honor our obligations to society by being an economic, intellectual and social asset to each nation and community in which we operate.

Agilent's citizenship objective builds on the corporate goal established in 1957 by Hewlett-Packard. As a global corporate citizen our responsibility extends to our stakeholders around the world. These include customers, shareholders, employees, neighbors, communities, business partners, suppliers, governments and others who are interested in, or affected by, our operations.

Agilent contributes to the community financially and thousands of our employees donate time and expertise to a variety of organizations and activities. We are also involved in shaping public policy issues affecting the company or our stakeholders at the local, national and international level.

We seek to make a positive contribution through our company values. Wherever Agilent is in the world, we adhere to the highest standards of integrity and business ethics. We deal openly and honestly to earn the confidence and loyalty of others.

We value trust, respect and teamwork. Our workplace is an inclusive environment where individuals are respected for their contributions and ideas. We believe that people want to do a good job and will do so if given proper tools and support. By realizing the full potential of our diverse teams we can meet the expectations of our global constituents.

How do we support our customers?

OUR CUSTOMER COMMITMENT

We aim to provide products and services of the highest quality and greatest possible value to our customers, thereby gaining and holding their respect and loyalty.

Our customers are the new pioneers — the people who are creating the next revolution in communications and life sciences. The value we place on innovation and individual contribution enables their dreams to become real.

We have an exceptional record of technological innovation and customer relationships. By developing these strengths with renewed emphasis on speed, focus and accountability, we will become an indispensable partner for our customers.

Agilent participates in fields of interest that build upon our skills, complement customer needs and offer opportunities for growth. We share best practices with our customers, our partners and across the industries in which we work. To better anticipate customer needs we are setting clear priorities and simplifying our processes.

Agilent is positioned to capitalize on change, to move quickly and adapt as conditions warrant. We aim to achieve sufficient profit to finance our company growth and provide the resources we need to meet our other objectives. We focus our investment on the right opportunities for growth and will use resources efficiently to support environmental sustainability.

We make straightforward commitments and then do what we say.

Dreams made real

Actions. By monitoring our impact on the environment and society, we can improve the tools we make and the way we make them. This report provides data following the Global Reporting Initiative guidelines. Agilent will continue to develop other appropriate indicators of our environment and social responsibility performance and provide periodic reports on our results.

Who we are

In November 1999, following a realignment of Hewlett-Packard into two independent companies, Agilent was listed as a public company on the New York Stock Exchange. We are the leader in several markets including overall test and measurement, communications, fiber-optic components, CMOS image sensors, storage, networking, integrated circuits, liquid and gas chromatography, and mass spectroscopy.

In our first year of independence, Agilent was named one of *Fortune Magazine*'s 100 Best Companies to Work for in America. We were recently named by *The Sunday Times* in the UK as one of 50 Best Companies to Work for in the UK, and by *Electronique International Hebdo*, a French engineering magazine, as one of the best places to work in France's high-tech sector.

Where we are

Agilent is a diversified technology company. We have customers in more than 120 countries, approximately 47,000 employees, and more than 20,000 products. Major product development and manufacturing sites are located in Australia, China, Germany, Japan, Korea, Malaysia, Singapore, the United Kingdom and the United States. Over half the company's net revenue is generated from outside the United States. The company's worldwide headquarters are in Palo Alto, California, USA.

"Our activities are directed toward delivering the highest value to our customers. We are learning to deliver that value more efficiently by providing more 'service' with less 'stuff' – maximizing useful product features while minimizing raw material use and environmental degradation. Companies that develop these capabilities will be the strongest competitors; those that do not will cease to exist."

RENEE OLSON, Product Stewardship Manager

What we do

TEST AND MEASUREMENT

Agilent's test and measurement business provides test, measurement and monitoring systems used in the design, development, manufacturing, operation or support of electronic and communication devices, systems and supplies. Test and measurement also provides software for the design of high-frequency communications devices.
2000 net revenue US$6.1 billion

SEMICONDUCTOR PRODUCTS

The semiconductor products business is a leading supplier of semiconductor solutions for the connected world. Its focus is on providing high-performance optical, mixed-signal and digital integrated circuit products for networking, wireless, imaging and computing applications.
2000 net revenue US$2.2 billion

CHEMICAL ANALYSIS AND LIFE SCIENCES

The chemical analysis and life sciences business provides instruments, systems and services that enable customers to identify, quantify, analyze and test the atomic, molecular, physical and/or biological properties of substances and products.
2000 net revenue US$1.1 billion

HEALTHCARE SOLUTIONS*

Agilent's healthcare solutions business applies innovative technologies to the process of managing care and to saving lives in hospitals, clinics, physicians' offices, public facilities and consumers' homes.
2000 net revenue US$1.4 billion

AGILENT LABORATORIES

One of the world's leading industrial research centers, Agilent Laboratories creates technological innovations that drive growth and profitability for Agilent. Agilent Labs draws on the talents of more than 425 researchers and support staff around the world. Its research staff is tightly aligned with the research and development teams of our businesses. Agilent Labs is a key contributor to the company's new-business generation effort.

*On November 17, 2000, Agilent announced an agreement under which Royal Philips Electronics will acquire the healthcare solutions business, subject to all customary regulatory approvals and other closing conditions.

Policies

Agilent is committed to conducting our business in an ethical, socially responsible and environmentally sustainable manner. This commitment is consistent with our corporate objectives and is essential to continued business success.

Our policies and management systems apply across all of our businesses. They are designed to increase our competitiveness and our contribution to sustainability. To help ensure we conduct business in line with best practice and rising stakeholder expectations, Agilent is a member of leadership organizations including: Business for Social Responsibility, the U.S. Council for International Business Corporate Responsibility Working Group, Public Affairs Council, Points of Light Foundation, the Conference Board, the Wildlife Habitat Council, Future 500, Boston College Center for Corporate Community Relations, European Union Committee of the American Chamber of Commerce and European Policy Center.

Environmental policy
To provide products and services that are environmentally sound throughout their life-cycles and conduct our operations worldwide in an environmentally responsible manner.
For our policy and implementation statements please visit
www.agilent.com/about/epolicy.pdf

Occupational Health and Safety policy
To create the health and safety practices and work environments that enable our people to work injury and illness free.
For our policy and implementation statements please visit
www.agilent.com/about/ohspolicy.pdf

Position statements and agreements
Ozone-depleting substances position statement
Glycol ether elimination position statement
Reducing PFC emissions from semiconductor operations position statement
Restricted chemicals position statement
For further information on the above, please contact answers_ehs@agilent.com

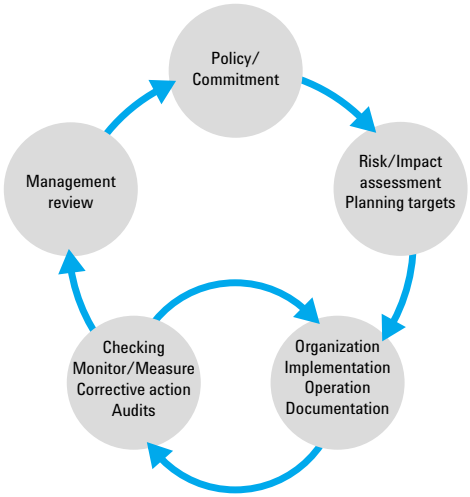
Political activities policy
Agilent applies a pragmatic approach to shaping sound public policies that affect the company, its employees or its operations.

Employee volunteering policy
Agilent employees may use up to four hours of company time per month to work on company-supported school or community programs.

"I am responsible for controlling and developing Agilent's Policies for Environment and Occupational Safety and Health. Agilent's commitment to these policies is shown by the review and signature of the CEO and COO on our policies."

JOHN WEIDERT, Senior Director EHS, Quality, Regulations and Standards

Management systems



Environmental Health and Safety Management System

Our company-wide Environmental Health and Safety Management System (EHSMS) applies to all Agilent design, development, manufacturing, distribution, and sales and service operations worldwide.

The purpose of Agilent's EHSMS is to implement our Environmental and Occupational Health and Safety policies. It provides a framework for Agilent business groups, entities and site operations to make decisions about our environmental, health and safety activities in response to changing external factors.

The elements of Agilent's EHSMS that address the environment are designed to meet the requirements of ISO 14001. We are committed to achieving ISO 14001 registration at all existing manufacturing sites under a single certificate by December 31, 2003. Three of our manufacturing sites and one joint venture have already achieved ISO 14001 certification beginning with Agilent's site in South Queensferry, Scotland, in 1996. A list of registered Agilent sites can be found on www.agilent.com/about/environment2.html

Building relationships through dialogue

We do not have a formalized stakeholder consultation process. Dialogue with those who have a direct interest in our policies and practices is ongoing through several Agilent departments, including Investor Relations, Environmental Health and Safety, Public Affairs, Human Resources, External Communications and Procurement. External audiences include government officials, customers, non-governmental organizations and neighbors.

We also conduct monthly staff surveys sampling a cross section of our employees around the world. The information we gather is used to develop and update company policies, practices and programs.

These external and internal consultations help Agilent identify high-level strategic issues affecting our company and society – such as education, digital access, globalization, privacy and life sciences research. This enables relevant Agilent departments to address these issues in a meaningful and positive way.

Our performance

The information in this report covers the year 2000. Calendar year or fiscal year (November 1, to October 31) are used, depending on the area. We have used the Global Reporting Initiative (GRI) as a framework for this document to evolve our reporting in line with international best practice. We aim to provide transparent information that is comparable both within and across industry sectors. We see this report as a starting point for continuing development of appropriate indicators of performance.

Because we cannot provide quantitative data for all of the categories, we have used qualitative information and case studies to demonstrate our activities in these areas.

All the data we provide conforms to GRI indicators.

Key environmental health and safety aspects

In operating our business, Agilent activities have both positive and negative impacts on the environment and occupational health and safety.

Below is a list of the significant company-wide activities that create impacts. These have been identified through our EHSMS. In later sections of the report, we give examples and data of these activities.

Energy use (*pages 17, 23*)
Solid waste generation (*pages 19, 21*)
Chemical management (*pages 20–23*)
Contractor management (*page 23*)
Wastewater generation (*page 18*)
Driving hazards (*pages 20, 29*)
Health promotion (*page 29*)

Awards

We have won several awards for environmental innovation and good practices, these range from international awards including the Industry Forum Design award for ecology to recognition from local communities such as the Visionary Award for Snohomish County Washington USA for encouraging alternative transportation. For more information contact answers_ehs@agilent.com

Compliance

We strive toward full compliance with environmental health and safety legal requirements. However, at times, the various worldwide facilities experience minor violations.

In fiscal year 2000, there were only 20 alleged regulatory violations worldwide and a total of less than US$1,500 in regulatory fines. They were mainly for air and wastewater emissions temporarily exceeding permit limits and training and documentation issues related to specific health and safety programs. At no time did these alleged violations pose a threat to human health or the surrounding environment.

For more information about Agilent environmental health and safety compliance please contact answers_ehs@agilent.com

Energy

"We realize that the energy used in our operations has an impact on the world in which we live, through the effects of global warming and natural resource depletion. Therefore we have developed a worldwide strategy to manage the efficient use of energy in our processes and buildings."

HARRY REID, European Energy Manager

OBJECTIVES & STRATEGY

Agilent has budgeted US$20 million over the next two years for projects to reduce our energy consumption by 15%. A 15% reduction in Agilent's energy consumption translates into annual electricity savings of 75 million kWh, conserving the equivalent of 150,000 barrels of fuel oil used to generate power, and reducing CO_2 emissions into air by more than 100 million pounds.

The overall strategy is to increase efficiency in our heating, ventilating and air-conditioning, and lighting systems, and includes the following steps:

- Assure that our facility managers and employees are properly trained to operate our buildings in an energy efficient manner
- Setting standards and specifications that optimize energy efficiency in equipment, operations, and physical plant investments
- Designing our buildings and processes to minimize use of energy
- Conducting energy audits of sites and identifying energy conservation opportunities
- Promoting energy conservation habits among employees
- Measuring and reporting performance
- Reducing costs of energy and energy demand through negotiations with suppliers and as part of other strategic purchasing alliances.

DATA

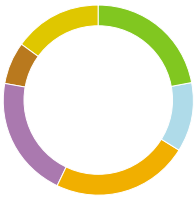
	1999		2000	
Energy consumption *(million kWh)*				
Total electricity consumption worldwide (percentage renewable)	619	(8.8%)	653	(6.5%)
Non-vehicle natural gas/diesel consumption	188		250	

Renewable energy – includes hydroelectric, wind and solar

Regional breakdown 2000 *(million kWh)*

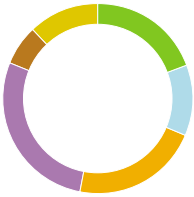
Electricity consumption

Asia/Pacific	144	(0% renewable)
Europe	76.6	(2% renewable)
USA California Bay Area	152	(19% renewable)
USA Colorado	135	(0% renewable)
USA East Coast	47.5	(6% renewable)
USA Northwest	97.7	(10% renewable)



Natural gas or diesel consumption

Asia/Pacific	48.1
Europe	30.3
USA California Bay Area	54.4
USA Colorado	70.2
USA East Coast	17
USA Northwest	29.6



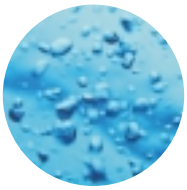
CASE STUDY – Energy conservation in Japan

Following the Kyoto agreement of 1997, the Japanese Government organized an energy conservation project team. In May 1998, businesses that are now part of Agilent Technologies Japan organized an EHS council to ensure that the company supported the national effort. The principal goal was to reduce annual electricity consumption by 20% of 1995 levels per person by 2000.

The team identified the key sources of energy consumption. They were air conditioning, lighting and running hardware. A series of conservation actions were put into immediate effect nationwide. They included: changing standard temperature settings of air conditioning, improving timing and power regulation of lighting, hardware and other electronic equipment, and upgrading equipment to energy-efficient models.

Over the period, total annual electricity consumption in Agilent's Japanese sites has decreased by 12.5%, reducing carbon emissions by 677 tonnes and costs by US$800,000. Long-term plans to further reduce consumption include the design of energy-efficient buildings and the installation of low energy use equipment.

Water



OBJECTIVES & STRATEGY

Agilent is committed to reducing water usage as much as possible. Several California sites operate water reduction plans to reduce hazardous wastewater effluents. These efforts include monitoring conductivity and minimizing 'drag-out' of water by utilizing effective rinse techniques. The plans comply with California regulation* on hazardous waste and source reduction.

Other Agilent sites around the world have water reduction efforts under way which include the installation of low-flow toilets, utilizing irrigation conservation techniques, and using reclaimed water where possible.

We have assessed and measured our water usage in 1999 and 2000 in order to evaluate appropriate future reduction and consumption indicators.

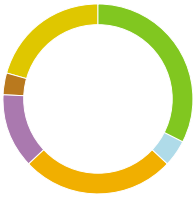
*www.dtsc.ca.gov/docs/sppt/pptd/pp/docs/sb14-overview.html

DATA

	1999	2000
Water usage *(thousand m³)*		
Total water usage worldwide (percentage recycled)	4,010 (5%)	4,070 (8%)

Regional breakdown 2000 *(thousand m³)*

Asia/Pacific	1,320	(0% recycled)
Europe	184	(1% recycled)
USA California Bay Area	1,060	(3% recycled)
USA Colorado	516	(12% recycled)
USA East Coast	151	(0% recycled)
USA Northwest	838	(27% operations recycled) (100% irrigation recycled)



CASE STUDY – Managing water wisely in Sonoma County

At the California Sonoma County Fountain Grove site, an average of 280,000 gallons of water per day was used in 2000. Water supply and sewer capacity are important issues in Sonoma. Agilent has implemented conservation and reuse practices to help assure adequate supply for future business expansion as well as to minimize its impact on the community infrastructure. At the Fountain Grove site, reclaimed water has been used for the site since the late 1970s. At the Rohnert Park site, reclaimed water is obtained from the City of Santa Rosa's Regional Wastewater Treatment Facility. This water has been used for irrigation since 1996.

Materials

"Agilent sees great potential growth in product remarketing – it at once succeeds in strengthening our customer service, economic and environmental performance."

BRIAN PEAK, Supply Chain Manager, Financial Solutions Unit Worldwide

OBJECTIVES & STRATEGY

Our environmental goal is to design products with reuse and recyclability in mind to minimize resource use. Our supply chain EHS programs and standards ensure that we purchase environmentally responsible materials and develop strategic relationships with environmentally responsible suppliers.

CASE STUDY – Asset recovery and remarketing

Agilent's customers today are seeking more than just products that meet their needs. They want solutions that integrate financial and technological planning to help them reduce cost, manage risk and remain flexible in the market.

Agilent has created flexible financing models that allow customers to buy or lease the right product on the right terms for the right duration. When the product has finished serving the customer, it can be taken back and remarketed in another useful tour of duty. Or, if appropriate, the customer can have the product technologically refreshed to benefit from new product innovations.

These integrated solutions have multiple benefits. Customers save money because they can match technology to suit project requirements, upgrade equipment swiftly and cost-effectively and reduce the need to purchase new equipment. The environment benefits because the useful life span of products is extended through refurbishment and remarketing, which means resources are used more responsibly and there is an overall reduction in electronic scrap.

When Agilent can no longer use a piece of equipment, it is disposed of in an environmentally sound manner. Over 76,000 pounds of electronic scrap from Agilent's U.S. operations and customers were processed by our contract recycling facility in Northern California during 2000. Approximately 9% of this material was obsolete or non-Agilent product which was sold as used parts or equipment outside our remarketing program, further promoting reuse. Some Agilent sites also donate "obsolete" computers that are still in good working condition to charitable organizations.

Agilent has found significant economic benefits to these programs. In 1999, Agilent remarketed approximately 3,000 products to the value of US$65 million. 2000 has seen more than 100% growth in this area. The revenue generated by the secondary sale of scrap electronics essentially pays the cost of the rest of the recycling program.

For more information about Agilent's remarketing service visit buyalternatives.tm.agilent.com

Emissions to air

OBJECTIVES & STRATEGY

Agilent supports international commitments to reduce air pollution and greenhouse gases. The data represents manufacturing process emissions that are required to be reported by each region under local government regulations. For example, U.S. sites report Toxic Release Inventory (TRI) emissions. In general these include solvent emissions such as isopropyl alcohol and acetone. This does not include combustion bi-products such as CO_2.

In 1993, at Hewlett-Packard, all Class 1 ozone-depleting substances (ODSs) including chlorofluorocarbons (CFCs) and 1,1,1-trichloroethane were eliminated from our worldwide manufacturing processes in accordance with the Montreal Protocol.

Agilent has adopted this ODS practice and communicated this to our suppliers. Agilent's Semiconductor Products Group has joined a Semiconductor Industry Association group that is signing a Memorandum of Understanding with the United States Environmental Protection Agency to voluntarily track, report and reduce perfluorocarbon gases (PFCs) used in the manufacturing of semiconductors. The association is committed to reducing PFC emissions to 10% below the 1995 baseline. PFCs are linked to global warming.

Equipment to control air emissions at Agilent sites includes water scrubbers for removing acid vapors, thermal oxidizers for destroying solvents and gases, particulate scrubbers and baghouse filters for removal of toxic particles.

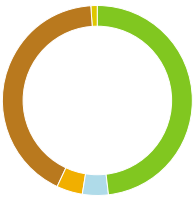
DATA

	1999	2000
Emissions to air *(metric tonnes)*		
Total emissions to air worldwide	29	45

The 1999 data is incomplete, and due to a change in data collection methods it is not comparable to 2000 data.

Regional breakdown 2000 *(metric tonnes)*

Asia/Pacific	22
Europe	2
USA California Bay Area	2
USA Colorado	0
USA East Coast	19
USA Northwest	0.05



CASE STUDY – Thinking differently about transport

Agilent sites around the world support programs to make it easier for people to get to work without their fossil-fuel cars. The reduction of traffic congestion, air emissions and human frustration creates benefits that are apparent to other employees and can encourage increased participation.

Two leading examples are:

The California Bay Area Commute Alternatives Program
Employees benefit from subsidized mass transit passes. Car and van pools have been established, with guaranteed emergency rides home. Cyclists are provided with racks, lockers and showers. Employees can also telecommute.

The South Queensferry Green Travel Plan
The goals of this plan are to reduce car use by 15% of 1997 figures by December 2001 and to increase use of public transport by 15% over the same period. In order to achieve this, Agilent South Queensferry has negotiated discounts with public transport operators, for staff and local residents. Cyclists now have special facilities and employees are offered incentives to use alternative forms of transport or to car share. To help minimise harmful emissions to air, alternative fuels have been introduced to the South Queensferry car fleets.

As alternative fuels become more common we aim to make sure our site facilities support their use. A number of our U.S. sites provide free accommodation for electric vehicle charging. We also try to make the most of immediate solutions. Two of our largest European sites and our corporate headquarters in California are located next to railroad stations. We take advantage of this proximity to promote the use of public transport.

Waste management

"Companies make two things – product and everything else. All waste is inefficiency. The more we can improve waste management and reduce non-product output the more we can help the company and the environment."

GAIL BROWNELL, Environment and Product Stewardship Manager

OBJECTIVES & STRATEGY

At Agilent Technologies we understand that the generation of nonproduct waste and emissions represents business inefficiency. Our EHSMS includes source reduction and prevention of pollution. This shifts our focus from traditional "end of pipe" treatment and reduction techniques to "front of pipe" product and process design, reducing the overall environmental footprint of our products and manufacturing operations.

CASE STUDY – Plant maintenance award

After three years of hard work and rigorous management, the Agilent site in Penang, Malaysia has won the Total Productive Maintenance (TPM) Excellence Award from JIPM – Japan Institute of Plant Maintenance. The TPM program promotes a zero-loss and zero-waste culture.

The award recognizes Penang's significant improvement in plant maintenance technologies, which has resulted in increased productivity and product quality along with cost reduction.

Penang has been working towards the award since 1997. Over this period, an intense training and communication program was rolled out. This altered attitudes towards waste and loss which changed internal practice and made winning the award possible.

TPM focuses on six key areas of continuous improvement. They are productivity, quality, cost, delivery, safety and morale. The EHS team supported the program through training and communication to raise safety awareness, reduce resource use and promote recycling. As a result, material reclaimed for recycling increased by almost 12%, and illness injury rate fell by almost 75% between 1998 and 2000 with lost workday case rates down almost 65%.

By identifying and eliminating exposure to hazards, the working environment, and therefore morale, improved. The need for personal protective equipment was reduced at cost savings of around 40%. Agilent Penang is now working towards level three certification – the TPM Special Award.

DATA

	1999	2000	Change
Waste *(metric tonnes)*			
Total waste produced (hazardous and solid)	22,800	22,700	- 100
Hazardous waste treated	71	84	+ 13
Hazardous waste incinerated	772	229	- 543
Hazardous waste landfilled	350	150	- 200
Hazardous waste recycled	547	633	+ 86
Non-hazardous solid waste incinerated	1,710	1,130	- 580
Non-hazardous solid waste landfilled*	7,270	11,100	+ 3830
Non-hazardous solid waste recycled**	12,100	9,340	- 2760

Regional breakdown 2000 *(metric tonnes)*

Hazardous waste	Treated	Incinerated	Landfilled	Recycled
Asia/Pacific	34.1	86	13.8	90.2
Europe	7.24	25	11.9	12.6
USA California Bay Area	32	35.9	117	167
USA Colorado	6	43.6	0	29.6
USA East Coast	1	16.6	2.67	76.3
USA Northwest	3.39	21.6	6.4	258
Non-hazardous waste				
Asia/Pacific		283	5,510	776
Europe		59.2	801	1,590
USA California Bay Area		7.52	1,550	1,480
USA Colorado		1.74	2,010	2,040
USA East Coast		688	357	1,700
USA Northwest		86.4	913	1,760

** The difference between 1999 and 2000 is mainly due to increases at our Penang site as a result of the disposal of debris material from the new building program.*

***The difference in the reported amount of material recycled between 1999 and 2000 is mainly associated with a major decrease in recycling at Boeblingen resulting from the separation with Hewlett-Packard.*

Products and services

OBJECTIVES & STRATEGY

Agilent's main environmental product-related issues are energy use, solid-waste generation, material selection and material use. We are developing methods to improve our performance in these areas.

The Product Stewardship Leadership Team works with many teams across the company to prevent or minimize harm to health and the ecosystem. The team considers the impact of our products, from development through manufacturing and distribution, to customer use and final disposal.

The product stewardship program includes:

- Designing energy and material-efficient products
- Designing reusable and recyclable parts and components
- Evaluating suppliers and materials against environmental criteria
- Recovery and recycling of products that are no longer needed.

We have systems to meet customers' growing needs for information about product material content. Our stakeholders are invited to address environmentally related comments or queries to answers_ehs@agilent.com

Agilent is active in the global discussion about electronic scrap. We are working with industry and governmental organizations to address the need to divert electronic scrap from landfill, to improve its recyclability and reduce its toxicity. We also offer financing options that encourage trade-in, reuse and recycling of Agilent products. (See Asset recovery and remarketing case study on page 19.)

CASE STUDY – Meeting the challenge of lead-free solder

Removing lead from the manufacturing processes of printed-circuit assemblies is a challenge that all electronics manufacturers are facing. Agilent is pursuing this on three fronts, conducting its own investigations into: the design of lead-free components; the manufacture of instruments with lead-free solder and the design of test and measurement equipment for our customers' own lead-free manufacturing processes.

As indicated by recent industry reports, eliminating lead will be a complex, expensive process. It will involve new materials and assembly equipment, retraining of inspection personnel and reprograming of automated inspection systems. It will also involve higher energy usage – for example many components will not be able to withstand the high temperatures required for lead-free solder without significant reengineering and some automated X-ray systems require higher voltage sources to compensate for poorer image resolution given by lead-free solder. The environmental impacts of the alternative materials are not well defined. They may in some cases be greater than those of current technologies.

Agilent is exploring innovative solutions that meet both customer needs and legislative requirements and which also provide a benefit to the environment. Our design teams showed that our 5DX automated X-ray inspection system can handle lead-free solder alloys and satisfy customer needs through programing changes rather than expensive equipment modifications.

Suppliers

"Supply chain environmental management is necessary to maintain global access to our markets. We must respect the EHS needs of the markets in which we do business. It is also a matter of leadership. We don't see our competitors setting the bar – we are the bar."

ALMARIE FALBO, Vice President, Integrated Supply Chain

OBJECTIVES & STRATEGY

We want our suppliers to act as responsible corporate citizens. It is a contractual requirement that suppliers meet all applicable environmental health and safety (EHS) laws and regulations. We aim to use our influence as a significant global purchaser to encourage our suppliers to make consistent progress in EHS.

Globally, our long-term suppliers are reviewed annually against six key criteria, one of which is environment health and safety. This process is used to measure progress against communicated expectations and to drive continual improvement. While we prefer to encourage good practice with a supplier we are prepared to terminate contracts if suppliers are unwilling to make the improvement that compliance requires.

CASE STUDY – Spreading our values through the supply chain

When Agilent separated from Hewlett-Packard, our Procurement department adopted one of the programs of its parent – supply chain environmental management.

Top priorities are reducing energy, toxic material use and waste. This year, EHS experts are partnering with strategic procurement teams to improve our supplier EHS expectations and management procedures.

Procurement and EHS personnel benefit from ongoing communication and training to raise awareness of Agilent's supply chain EHS program, its key supplier EHS management tools, and the EHS requirements used in the supplier performance review process.

As a result, many procurement teams are proactively finding ways to renew supplier EHS performance expectations and to make key improvements. One example is the digital print team. Tasked with developing a strategy to procure global office print and reproduction equipment, they went beyond just looking at how to buy low-cost copiers and printers. They focused on the total lifecycle of office printing, considering such issues as energy use, waste heat output from copiers, and paper-use reduction and recycling.

The team interviewed suppliers to find ways of improving environmental and cost performance. They eventually structured a tender that seeks to improve efficiency and lower the total cost of reproduction including reducing the use of energy and materials.

One change the team made was to lower the brightness rating of copier and printer paper by several grades. This reduced the manufacturer's dependence on paper bleaching, and resulted in an annual saving to Agilent of US$100,000 in paper costs. The team is currently evaluating more aggressive measures that can be taken to reduce the environmental impact of our paper use.

Landuse/Biodiversity

OBJECTIVES & STRATEGY

Agilent understands it has a responsibility to respect the indigenous ecosystems of the land in which it operates. Where possible, through volunteer activity, we attempt to protect or enhance the wildlife that share our premises.

Our efforts include the creation of a Wildlife Garden at our South Queensferry site in Scotland and protection of Pacific salmon through the Adopt-a-Creek program in San Jose, California, USA. Agilent has recently joined the Wildlife Habitat Council.

CASE STUDY – Business landuse and habitat

The Western Burrowing Owl lives in squirrel holes on open fields, and is a species of special concern in California. Two Agilent sites have affected burrowing owls.

In San Jose, sale of unused land and plans to develop land included fields that were home to the burrowing owl. Unfortunately, the fields used by the owls will no longer be available as habitat. To protect overall owl habitat in California, Agilent has entered a mitigation agreement with California Fish and Game for purchase and protection of habitat elsewhere in the state for the Californian owl population. We hope this will ensure that the total number of owls in California does not decline.

In Newark, California, employees have successfully created new homes for the owls.

The volunteers built the homes out of dirt mounds with tunnels that simulate the ground squirrel holes that owls normally use for nesting. A pair of owls took up residence and raised thriving young during the 2000 breeding season. We hope that our efforts will bring an overall stabilization in the owl population.

Economic performance

"This year's strong financial performance was rooted in the decisions and investments we've made over the last several years – to focus on communications and life sciences, and to fund research and development in order to drive innovation."

ROBERT R. WALKER, Executive Vice President and Chief Financial Officer

OBJECTIVES & STRATEGY

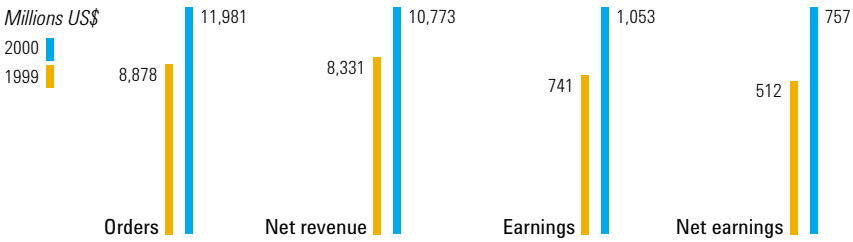
Agilent achieved excellent financial results in its first year as an independent company.

We achieved high growth and profitability in 2000 that exceeded the commitments we made in 1999 on financial performance. Agilent orders rose by 35% and revenue increased by 29% in fiscal year 2000 which ended October 31.

We achieved strong growth because we provide key enabling products and technologies to customers who are revolutionizing communications, electronics and the life sciences. We help our customers meet their technological needs and the need to manage the impact of business on the environment and society.

Detailed information of our financial performance appears in the Annual Report, the Financial Report and the Proxy Statement. For how to obtain a copy of these documents see page 32.

DATA



CASE STUDY – Reducing municipal energy and maintenance costs

Light-emitting diodes (LEDs) already contribute to driving safety, through improved automobile brakelights and roadway traffic signals, for example. They may soon be helping to make significant cuts to civic energy and maintenance costs. Agilent is one of the world's main producers of LEDs.

The LED's bright glow comes from a semiconductor chip – the light-emitting diode – embedded in a plastic lens. Light is activated by electrical currents passing through the chip and causing emissions of photons. They have no parts to break or burn out, such as those found in conventional incandescent light bulbs.

When they were introduced in the 1960s, LEDs were only available in red and infrared. Now, after years of research into different semiconductor materials they are available in a spectrum of colors. They are also 100 times brighter than incandescents, which makes them suitable for a wide range of consumer and industrial purposes.

Long-lasting, low-power LED lighting in cars and on roads has already achieved impressive savings by reducing accidents, maintenance and energy costs. Their potential for large-scale municipal cost savings is now beginning to be understood. The city of Philadelphia ran a trial with full color LED traffic signals in 1998 and was anticipating savings of US$911,000 in electrical costs per year by the end of the program. Additional reductions in maintenance and legal actions resulting from confusing traffic signals could save another US$165,000 for the city annually.

Agilent was one of two partners for the Singapore Land Transport Authority when the island-state embarked on an ambitious plan to convert all 60,000 lanterns in its traffic signals to light-emitting diodes (LEDs). With LED technology, the Transport Authority expects to save over US$500,000 in electrical savings and maintenance costs, not to mention 30,000 man hours in reduced maintenance and 5,300 MWh in power consumption.

Employee care and benefits

OBJECTIVES & STRATEGY

We want to be one of the world's best places to work. We were delighted to be on lists of best companies to work for in the year 2000. Agilent ranked 46th among the *Fortune Magazine*'s 100 Best Companies to Work for in America, 13th in The *Sunday Times*' list for companies operating in the UK and eighth in a survey of technology companies in France's *Electronique International Hebdo*. The *Fortune* rating relies heavily on employee feedback. Among their reasons for rating Agilent highly, employees cited the widespread use of flexible work options, dream jobs made real, community involvement programs, employee discounts and free family vacation spots – there are vacation spots around the world, including Canada, Germany, Japan, the UK and the U.S.

Employees are encouraged to be involved in the ownership and management of the company. At the creation of Agilent, all employees hired before May 2000 received stock options or stock appreciation rights. In countries where it is possible, employees are eligible to participate in Agilent's stock purchase plan. The company has an all-employee Results Bonus program which pays cash twice a year.

Agilent has an open door policy allowing employees to confer on issues with any level of management. Our CEO has his own internal web page which allows all employees to keep in touch with his activities and messages.

Wages and benefits

Agilent's total compensation package includes medical and dental benefits, pension and retirement programs, services such as employee assistance counseling, employee discounts and length-of-service awards. Agilent's salary program offers a competitive base and bonus packages relative to other global, high-performing technology companies.

We participate in local and global salary surveys to ensure we attract and retain top talent. For comparison, we target companies with similar values, positive work environment, market growth and global operations. This global strategy applies to all jobs at all locations including professional, hourly labor, engineers and management. The Agilent compensation program is an open system and managers and supervisors explain to employees how it works. Employees are expected to understand how their performance affects their pay.

Training and development

Agilent considers learning a business advantage and a personal advantage for its employees.

A wide range of programs is offered to orient employees and managers to Agilent values and practices. A variety of formal training is in place to strengthen an employee's skill set. Agilent's commitment to continual learning is visible in its tuition reimbursement policy and distance learning degree programs with major universities. The Internet plays an increasing role with online information and courseware allowing employees to access what they need, when they need it.

Diversity

Embracing diversity is a business essential at Agilent. It influences all areas of our work. Agilent has a global diversity manager and executive staff commitment to our diversity and inclusion goals. These goals include increasing hiring of under-represented groups, and building an inclusive environment that develops, advances and retains diverse leaders.

Security

Agilent's Global Security Service organization provides a risk-rating exposure tool. This evaluates the threats and vulnerabilities of all security exposures to our human, physical, and information assets at all manufacturing and office sites worldwide. In addition Agilent Securities provides policies, procedures and guidelines protecting those same assets.

"We will accelerate our work to develop a culture based on focus, speed and accountability, in which people embrace change, lead rather than manage and are rewarded for results."

NED BARNHOLT, President and Chief Executive Officer

DATA

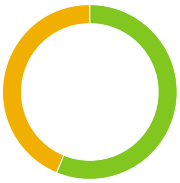
Employee numbers

Total employees 47,000

Voluntary turnover 10%

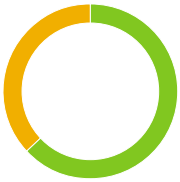
Entry level wage US$23,427

- U.S. 24,907 (56%)
- Outside U.S. 19,447 (44%)



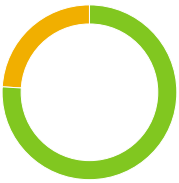
Gender

- Men 63%
- Women 37%



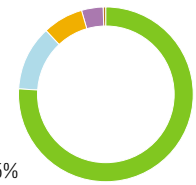
Executives and senior management gender

- Men 76%
- Women 24%



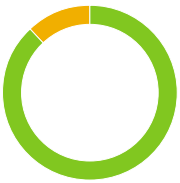
***U.S. ethnicity**

- Caucasian 76%
- Asian/Pacific Islander 12%
- Hispanic/Latin 7.5%
- African-American 4%
- Native American/Alaskan 0.5%



***U.S. executives and senior management ethnicity**

- Caucasian 88%
- Non-caucasian 12%



**This data is for U.S. operations only.*

CASE STUDY – Agilent Vantage Workshop

How do we ensure that all employees understand and live Agilent values? Because the most important relationship that affects employees is with their immediate manager, Agilent took the major step of providing training to every Agilent manager, worldwide.

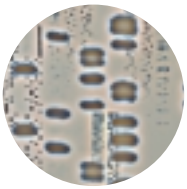
The Agilent Vantage Workshop was created to jump-start Agilent's transformation into a high-growth, high-performance company. By presenting a case for change as viewed through the eyes of customers, employees and top management, managers were given the opportunity to explore transformation and clarify their role in shaping Agilent's high-performance culture.

More than 5,700 managers from around the world participated in the Vantage Training Workshops between June and November 2000. A total of 14 workshops were held in cities across the globe including Bangkok, Boston, Denver, Frankfurt, London, Paris, Penang, Orlando, Santa Clara and Singapore.

The workshops provided specific training on the innovative new tools and approaches that Agilent has for acquiring, developing, and rewarding talent. Created by Agilent's Global Learning Team, the workshops moved beyond traditional training approaches into action learning. This involved a series of small and large group interactions. It proved a powerful way of working within a company, across functional and geographic boundaries, to create and sustain change.

The impact has been profound. Managers completed the workshops understanding why Agilent needs change. They were equipped with tools to make change and inspired by examples of the extraordinary results some Agilent teams have already achieved. Almost 100% of managers reported in evaluation that they understand the urgency for creating change and are committed to modeling the behaviors that support Agilent values.

Products and services



OBJECTIVES & STRATEGY

At Agilent, our purpose is to revolutionize the way people live and work through technology.

We provide a range of life science and communication products that are of direct benefit to society.

Technology and medicine are converging to enable us to better understand the human body. Agilent is committed to playing a leading role in bringing society the maximum benefit from the advance of medical technology.

We provide tools that analyze the activity levels of genes. Advances in gene analysis will move society into a new area of disease management.

CASE STUDY – Keeping pesticides out of our food

Agilent has pioneered new techniques in pesticide detection to help ensure that harmful levels of pesticide stay out of our food.

We are reliant on pesticides in many forms to help improve the quality of everyday life: to protect crops; to disinfect our kitchens; to keep swimming pools clean. In spite of their benefits, over-exposure to pesticides can sometimes have negative side effects. Government regulatory agencies, such as the United States Environmental Protection Agency set tolerance limits for residual pesticides in foods to prevent risk to public health. Companies found to be out of compliance can face severe fines or seizure of products. So rigorous, fast and cost-effective methods of pesticide detection are invaluable to food suppliers and processors, and to society.

Conventional pesticide testing can be expensive and cross-referencing for accuracy and verification can be a lengthy process. Agilent has made significant contributions to increase the speed and efficiency of pesticide detection and to decrease the cost. Among our foremost innovations is the pesticide library. Pesticides cataloged in the library have been analyzed using more accurate techniques than conventional testing allows. The library includes software that enables faster and easier cross-referencing for more precise identification and analysis. Another tool in the search for hidden pesticides is Agilent's Atomic Emission detector. This is capable of recognizing chemical components present in food samples with far greater clarity than methods previously available.

These improvements in the identification of pesticides in food support our commitment to developing products and services that enhance the quality of life.

Employee health and safety

"Occupational Health and Safety excellence is an important employee equity issue and a key contributor to Agilent's 'best place to work' objective . . . improving our safety performance is consistent with Agilent's long-standing commitment to its people."

VINCE SUCHOSKI, Occupational Health and Safety Manager

OBJECTIVES & STRATEGY

An injury/illness-free work environment is the essence of Agilent's Occupational Health and Safety program and of our commitment to employees. In the past year, Agilent's global injury/illness recordable case rate was 1.4. This is a key performance indicator of our safety leadership worldwide. Our focus in 2000 has been on key Occupational Health and Safety programs including:

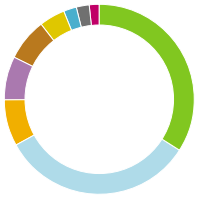
- Worldwide travel health and safety for employees, including doctor referrals, medical evacuation
- Installation of life-saving Automated Emergency Defibrillators for medical emergencies
- Global standardization on ergonomic office furniture for Agilent locations worldwide
- Delivering health and safety training through the WorldWideWeb
- Providing fitness centers for many sites.

Our internal company-wide health and safety standards set baseline limits that are the same for all Agilent employees wherever they work. For example, our chemical exposure limits for an employee in Penang, Malaysia are the same for an employee in San Jose, California.

DATA

Causes of injury (560 total reportable cases)

- Cumulative trauma disorder 34%
- Strains, sprains, dislocations 33%
- Contusions, bruises, crushes 7.9%
- Cuts, lacerations, punctures 7.4%
- Occupational illness 7.2%
- Others 4.4%
- Abrasions 2.2%
- Burns 2.2%
- Fractures 1.7%



The strains, sprains, dislocations and cumulative trauma disorders are considered ergonomic. Therefore, 67% of Agilent's injury/illness cases are related to ergonomics.

For the period November 1, 1998 to October 31, 1999, our Agilent (and Hewlett-Packard) global injury/illness rate was 1.69.

For the period November 1, 1999 to October 31, 2000, our Agilent employee injury/illness rate was 1.31.

The injury/illness rate is based on average of 2,000 working hours per employee per year and is calculated as the number of recordable cases multiplied by 200,000/actual hours worked.

CASE STUDY – Improving employee wellbeing through ergonomics

It is integral to Agilent corporate culture to protect the wellbeing of our employees. Our goal is to significantly reduce the potential for work-related illness and injuries, improve manufacturing productivity and quality, and optimize customer and employee satisfaction.

In keeping with this commitment, Agilent is proactively addressing ergonomics in the design of our products in the employee workplace. One example can been seen in the modification of the Fab tool which is used in the production of semiconductor components. To perform this process employees repeatedly lift containers called "cassettes" that carry semi-conductor wafers.

Lifting these cassettes from a processing tool was ergonomically improved when modified with a circular handle set at 45 degrees. This improvement enables the employee to avoid injury because the wrist position is ergonomically correct when lifting.

Community involvement

OBJECTIVES & STRATEGY

Agilent's international community involvement tangibly demonstrates the company's goal to be an asset to each community in which we operate. The wide-ranging programs, activities and events are known collectively as Agilent Action.

Our goals are to increase the science and math achievement of pre-university students, to increase the number of women and other under-represented groups who are studying and teaching technical subjects, and to help communities be more healthy. We seek to achieve these goals through corporate, regional and local employee-engagement and grants programs. Agilent also provides significant financial support for higher education. This is consistent with the company's technological business focus.

To increase the effectiveness of our community involvement we work in partnership with other departments and organizations internationally. This integrated approach enables us to develop programs that address issues important now and in the future for all of our communities worldwide.

Employee engagement

In June 2000, the company formally unveiled its community involvement program with Agilent Action Week, an initiative to encourage employees to be directly involved in addressing important issues in their local communities. Under this and other Agilent Action programs, in Agilent's first year of business, 20,000 employee volunteers at 90 sites around the world have donated more than 250,000 hours of service to a wide variety of community activities and initiatives, including 1,000 schools and non-governmental organizations.

Agilent employees also participate and speak in community forums and meetings, such as Industrial Ecology 2000, on environmental and other community issues.

Grants

Agilent contributed approximately US$17 million in equipment and cash to education and non-governmental organizations worldwide in the fiscal year ended October 31, 2000. This total included donations to elementary, junior high and high schools, colleges and universities, and health and human services organizations. The company also formed, and funded with US$5 million, the Agilent Foundation, which made more than US$500,000 in grants, primarily to education-related programs and disaster-relief efforts.

CASE STUDY – Lessons beyond the classroom

Created through the inspiration and commitment of an Agilent employee in Massachusetts, the Agilent AfterSchool program is designed to be a fun and engaging hands-on science program for elementary and junior-high school children. Agilent AfterSchool can be implemented in virtually any setting, such as hospital pediatric wards, boys and girls clubs, and community centers.

Led by Agilent employee volunteers, the Agilent AfterSchool experiments are aimed at inspiring student minds. Projects range from building electronic-circuit games, balloon-powered cars and terrariums to investigating the food chain using owl pellets, solving crimes using paper chromatography and experimenting with flotation and density.

Agilent AfterSchool is being implemented worldwide and will engage at least 5,000 students in the next year in the U.S., Canada, Germany, Japan, Malaysia, the UK, Germany and Singapore.

"We want to have a positive impact on community issues that our stakeholders around the world agree are important."

GENE ENDICOTT, Public Affairs Director

CASE STUDY – The University of Leeds

The University of Leeds is the largest engineering school in the United Kingdom, with a reputation for excellence in high-frequency electronics. Agilent is helping to enhance the learning experience of Leeds students through an ongoing program that includes special lectures, equipment donations and funding of awards for top achievers.

The School of Electronic and Electrical Engineering specializes in radio frequency, microwave and photonics teaching and research. Agilent's site in Santa Rosa, California, has supported the high-frequency research work at Leeds since the early 1980s. PhD research at Leeds is now being funded by Agilent divisions in South Queensferry and Ipswich in the UK.

A special campus liaison team set out to identify the best ways in which Agilent can help to meet the students' and university's needs.

A significant result of Agilent's collaboration with the University of Leeds is the complete renovation of an aging lecture theatre, which opened in September 2000. It offers state-of-the-art facilities and equipment to Leeds engineering students.

The latest development is a master's degree in photonics that will be funded primarily by the Agilent divisions in Ipswich and South Queensferry. The course will be open to non-Agilent students.

CASE STUDY – Supporting education in rural China

In rural parts of China, Agilent-sponsored volunteers of the Chinese Young Volunteers Association (CYVA) are giving children hope and a chance at a better life by providing them with basic math and science skills.

CYVA, the only nationwide social organization that supports voluntary services, was established seven years ago and has logged more than 4.1 billion volunteer hours by 80 million volunteers.

Agilent's grant of approximately US$80,000 supports the CYVA's Poverty Removing project. In November 1999, 130 graduates from 32 of China's top universities volunteered under this program to take one year away from their studies to teach subjects such as mathematics and science to young students in remote, under-developed regions of the country. Hundreds of students benefit from these efforts each year.

Through support of programs like these, Agilent hopes to significantly improve student achievement in science and mathematics, and increase the number of women and other underrepresented groups who are studying and teaching those subjects.

Talk to us

Agilent believes that understanding and responding to your needs and concerns is the key to sustainable business. If you have any comments about this report or our environmental and social performance, please share them with us. Complete one of the enclosed feedback cards or email answers_ehs@agilent.com.

Other publications that provide information on our financial and operational performance are the Annual Report, the Financial Report, the Proxy Statement and Earnings Announcements. For a copy of these documents please call toll free in the U.S. and Canada on 877 942 4200 or outside the U.S. on +1 402 573 9919 or visit www.agilent.com

FRONT COVER

The photograph on the front cover is of Ed Ikeda – Agilent's EHS Information Process Manager – with his three-year old son Bryan.

ACKNOWLEDGEMENTS

The creation of this report involved contributions from Agilent business groups and departments including Brand Management, Corporate Affairs, EHS, External Communications, Human Resources, Internal Communications, Investor Relations, Legal, Procurement, Workplace Services and many individuals from around the world.

GLOSSARY

CO_2 – Carbon dioxide: a by-product of energy generation and/or energy use and a gas known to contribute to global warming

EHS – Environmental Health and Safety

EHSMS – Environmental Health and Safety Management System

GRI – Global Reporting Initiative: produced and maintained by the Coalition for Environmentally Responsible Economies (CERES)

ISO 14001 – An international standard issued by the International Organization for Standardization (ISO) relating to Environmental Management Systems

Sustainability – The ability to meet the needs of this generation without compromizing the needs of future generations

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